

# Asian Breeze

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### Kosovo: Its Past and Future — Peacekeeping Missions and Democracy Building

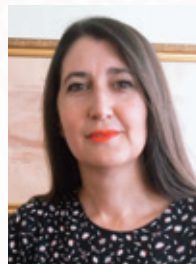
During the past month I had the pleasure of participating in the “Gender Mainstreaming Policies for Government Officers” program, organized by the Japan International Cooperation Agency (JICA). During my stay in Japan, a country which during the past 18 years has contributed to building and strengthening Kosovo’s state institutions, democracy and economic development, I realized that economic and political stability is insufficient for the development, achievement and sustainability of gender equality. Meeting with women activists from Japan, the long history of their efforts, challenges they face, and the discussions with other participants of the program, convinced me that the road to gender equality is long and difficult, the progress of which is nonlinear. Moreover, local development cannot be separated from global development. In order to achieve gender equality local and global coalitions are required.

Eighteen years after the end of the Kosovo War, it is undisputed that what Kosovo has achieved in the field of gender equality would not have been possible if not for the generous international support, and the hard work of local women’s rights and human rights activists. Also, new state institutions, although fragile in their operations, still embrace the hard tasks needed to fulfil the aspirations and dreams of young Kosovar women and men.

Thanks to this cooperation with the international community, Kosovo today is a country that constitutionally recognizes gender equality as a fundamental value for the democratic development of the society. The Agency for Gender Equality, established in 2004 with a clear mandate for drafting and monitoring policies and legislation, is located in the Office of the Prime Minister, the highest executive level of decision-making. The Law on Gender Equality requires equal representation of men and women in all sectors of the country’s life and is based on the principle of parity. Six years after the declaration of the country’s independence in 2008, the gender quota brought the first results in the 2014 elections, where women secured 33.33% of parliamentary representation, 15 out of 40 women, in addition to quota candidacy (where every third candidate in the list must be a woman), won with their votes.

Mrs. Atifete Jahjaga (2011-2016), became the first woman in the history of Kosovo and the Balkans to hold presidential office. She became a figure for political stability in the country and a powerful voice of the survivors of sexual violence during the war in Kosovo – within, as well as outside country borders.

What we have achieved in Kosovo, we have achieved



*Edi*

Ms. Edi GUSIA

Chief Executive Officer  
Agency for Gender Equality /  
Office of the Prime Minister  
Republic of Kosovo

through continuous efforts, unfamiliar routes and constant debates. It is worth recalling that it was women activists, members of women’s organizations in Kosovo and civil society, who protested against the minimal involvement of women in the UNMIK peacekeeping mission and pressured for greater representation of women within those institutions. Again, it was women activists in Kosovo’s civil society who pressured for the implementation of Resolution 1325, “Women for Peace and Security”, to ensure women’s participation in Kosovo’s peace and security processes. And despite these efforts, it still took 15 years for women survivors of sexual violence during the war in Kosovo in 1999, to be legally recognized for their sacrifices and for this criminal act to be included in the agenda of international institutions for the investigation of the war crimes. However, to this day, no one has been tried and convicted of these monstrous crimes against Albanian women in Kosovo. Unapplied resolutions are more harmful than unapproved ones and sexual violence as a means of war is creating new victims every day.

We need more women in decision making positions who engage more actively to protect their fellow women from being treated barbarically and in an undignified manner. We must invest in women as key factors in preventing and warning young generations who may fall prey to sinister forces who recruit boys and girls every day on behalf of causes that endanger human lives, democracy and civilization.

I strongly want to believe that our husbands, brothers and sons, with the right education and upbringing, with faith in humanity, empathy and the necessary courage are our allies in our quest for gender equality. We need to work together towards the future of our boys and girls, aiming for a society without violence, where everyone can enjoy their rights and their freedom to be and to act, to dream and fulfil their aspirations equally and with dignity.

#### Profile

Edi Gusia is the Chief Executive Officer of the Agency for Gender Equality in the Prime Minister’s Office of the Republic of Kosovo. In 2005, she was initially assigned to the Agency as a consultant to support the newly established Agency and later on, was employed by the the Kosovo Government to lead the Agency’s Division of Reporting and Monitoring, a position she held until 2016. She has been instrumental in the drafting of key policy documents for the advancement of the gender equality agenda in Kosovo, namely the Kosovo Program for Gender Equality, the National Strategy for Combating Domestic Violence, and the National Action Plan for the Implementation of the 1325 UN Resolution.



Director of UNDP Representation Office in Tokyo

Mr. Tetsuo KONDO

## Profile

Obtained master of development study degree from Jones International University (UNDP Development Academy) in the U.S. Entered Ministry of Foreign Affairs in 1981. After serving at Japanese Embassy to France, former Zaire, Japanese Mission to the UN and others, dispatched to UNDP in 2001. Retired from Foreign Ministry in 2005, served as a senior advisor to UNDP in charge of coordination and funding of East Timor humanitarian assistance, Kosovo Deputy Resident Representative, and Country Director in Chad. Assigned to the current post since January 2014.

Goal 5 of the SDGs is to ensure gender equality and women empowerment. All the UN agencies should be committed to this issue and, at the same time, they have to ensure gender equality within the administration. Women's human rights are most affected in conflict areas. UN Security Council resolution 1325 on gender equality, peace, and development adopted on October 2000 emphasizes that women and girls should be protected from violence, and that the role of women in conflict prevention as well as peace building should be enhanced. In particular, the resolution calls for a special measures from conflicting parties to protect women and girls from gender-based violence. It clarifies the responsibility of those who are accountable for the protection of women and their human rights.

Malala Yousafzai from Pakistan, who was attacked by the Taliban, almost lost her life. She faced violence for urging the importance of education for women. Nevertheless, she continues to fight for the rights of girls for peace and dignity. Her activism was recognized internationally, and she was youngest recipient to be awarded the Nobel Peace Prize.

When I was working in Kosovo, the UNDP implemented a project offering training to develop the capacity of the police, as a part of the governance program. The project was aimed at protecting and reintegrating young girls, who were employed by criminal organizations and were victims of human trafficking in Central and Eastern Europe, into society. In Eastern Europe, these criminal organizations known as the mafia are very active. They generate money from human trafficking by gathering these women in Moldova or in Ukraine and other former Soviet Union countries and send them to Western European cities to be engaged in the sex industry. Due to its weak governance and lack of law and order, Kosovo was frequently the transition point for human trafficking. The UNDP supported the Kosovo police in ensuring that women who were trafficked and arrested as suspects of the prosecution were accorded proper human rights treatment and mental health care. This project,

Women Safety Security Initiative (WSSI), was ongoing during my service in Kosovo from 2007 to 2010.

Thanks to this project, Kosovo's security authority was empowered as a gender-sensitive institution and the justice system in the area of violence against women was strengthened.

Implementing Goal 5 of the SDGs is extremely important for international organizations and governments because people in society are not always able to claim gender equality, especially in a bottom-up manner. Therefore, international organizations and governments need to incorporate the principle of gender equality into educational and security institutions.

In June 2017, the Japanese Diet passed an amendment of the nation's sex crime laws<sup>1</sup>, which had been barely touched since their enactment in the Meiji period. The amendment had three main features. First, the definition of "rape" was broadened to include "forced sexual intercourse"; therefore, men could also be recognized as victims. Second, minimum imprisonment was increased to five years to make the punishment more severe. Third, the victim of the crime no longer needed to lodge an official complaint for the authorities to prosecute the offenders. I believe that this amendment to criminalize sexual violence is an important milestone toward achieving the SDGs. Every woman and girl should be protected in any conflict or disaster on priority, and special measures should be adopted to increase protection from gender-based violence as a fundamental priority in any cultural or religious community regardless of its economic development status.

It is the duty of every one of us to make society gender equal in collaboration with the UN and the governments. Let us put our ideas together to do what best we can to achieve Goal 5 of the SDGs.

<sup>1</sup> Ministry of Justice, Japan, Amendment of a part of the Penal Code, website (in Japanese) [http://www.moj.go.jp/keiji11/keiji12\\_00140.html](http://www.moj.go.jp/keiji11/keiji12_00140.html)



# 2017 GSW Post-Conference in Kitakyushu— Find Your Career of Tomorrow

This year marked the first time the international conference Global Summit of Women (GSW) was held in Japan. Taking this occasion as an opportunity, The Kitakyushu Forum on Asian Women and the City of Kitakyushu held the 2017 GSW Post-Conference in Kitakyushu—Find Your Career of Tomorrow. Organized by women from local companies who participated in last year's GSW in Poland and wanted to convey the passion of globally successful women, the conference featured speakers from the GSW conference in Tokyo. It was attended by a large number of people from all walks of life—from students and working women, to managers and executives. The conference created an opportunity for participants to think about and discuss career-building and leadership together, regardless of age, gender, or position.

**Date:** Mon., May 15, 2017; 15:00 - 19:45

**Venue:** Hisho banquet hall, 5th Floor, Station Hotel Kokura

**Participants:** 475

## **Program:**

**1st Half: GSW TOKYO Relay talk (Panel Discussion) (15:00–17:10)**

Guest speakers:

Ms. Marianne B. HONTIVEROS (Chairperson of Philippines AirAsia)

Ms. Marilyn D. JOHNSON (former Vice President of IBM)

Ms. Masako KATSUKI (Executive Director, Sales Promotion Department at Nishinippon Shimbun's Fukuoka headquarters)

Moderator:

Ms. Mitsuko HORIUCHI (President of KFAW)

**2nd Half: Networking Party & Interactive Workshop (17:30-19:45)**

Keynote Address:

Mr. Hiroshi OGASAWARA

(Representative Director and President of Yaskawa Electric Corporation)

Workshop:

Facilitator: Ms. Masako ARAKANE (President of Qualia Inc.)



## **What is the Global Summit of Women (GSW)?**

GSW is an international conference that brings together women leaders from around the globe to discuss the topic of "women and the economy." It was first held in Montreal, Canada in 1990, and since then it has been held annually at different major cities around the world. In May 2017 it was held in Tokyo, marking the first time it was held in Japan. Over 1,300 people representing 62 countries attended. As the conference consists of CEOs from global companies, top government officials, and heads of SMEs discussing a wide variety of topics such as leadership development, networking, and corporate assistance, it is sometimes called "Women's Davos."

## 1st Half: GSW TOKYO Relay talk



Chairperson of Philippines AirAsia

**Ms. Marianne  
HONTIVEROS**

As a CEO and chairperson of an airline, to me one of the most important parts of the job is communication. If the employees enjoy themselves, so will our customers. The things I learned before I was three years old formed the foundation for my communication skills. In pre-school I learned how to interact and communicate with others from adults of various ages and occupations.

My first job was in TV program production when I was a university student. After that I worked in a wide range of fields, from international trade to the travel industry, and learned about business around the world. Then I returned to the Philippines and started working in the music industry, where I met my lifelong mentor, entrepreneur Tony Fernandes. Later he asked me if I would like to launch a budget airline, but at the time I was devoting my time to treating an illness so I declined. Five years later he asked me again, and this time I accepted his offer. I had been away from the corporate world for sometime, and had no knowledge of or experience with the airline industry, so I started reading a huge amount of airline regulations and manuals. But if you do something with passion, doors will open for you. Nothing will be beyond your reach.



Former Vice President of IBM

**Ms. Marilyn JOHNSON**

I was born in 1953, the year right before a landmark Supreme Court decision was made which enabled black children to receive the same education as white children. Most children started going to white elementary schools; the surrounding environment became completely different from what it was before. It was within this environment that

I made up my mind to enjoy studying study religions, cultures, and ways of thinking that are different from my own and not be bound by stereotypes that would limit me, and to have long-term goals.

After completing graduate school I joined IBM, which promoted the message that it employs talented people regardless of race or skin color. Through my work in marketing on a global scale at IBM, I learned about what one needs to be a leader, and how to increase my ability to influence others.

I worked at IBM for 35 years. Now I am launching a company to help women in business. If you have the desire to constantly learn and improve yourself, you will find someone to help you. What led to my success was the desire to improve myself and the courage to take action.



Executive Director, Sales Promotion  
Department at Nishinippon  
Shimbun's Fukuoka headquarters

**Ms. Masako KATSUKI**

I started working at Nishinippon Shimbun two years after the Equal Employment Opportunity Law was enacted. I was the only woman among the other new hires that started the same time as me and the first to give birth and take parental leave at the company. I have had three turning points in my career. The first was when my child turned three and I moved

to Tokyo by myself for three years for work. I was worried about my child, but decided to do it because I thought that if I refused it would affect the advancement of women in the future. The second was when I worked at the Korean newspaper Busan Ilbo. I was 45 and it was an unknown world for me; it gave me a chance to broaden my horizons. The third was when I was promoted to executive director and switched from journalism to sales. At first I was disappointed to move to a different field than the one I was trained in, but the new position enabled me to see the company as a whole. At the time I didn't realize it was an opportunity or turning point. But I believe that before you think, "I can't do it! Why now?" it is important to first give it a try. I think that trying new things can lead to a turning point in your life. It is my conviction to both help pave the way for other women, and lead a career my child can be proud of.

## 2nd Half: Networking Party/Interactive Workshop



**Keynote Address**

Representative Director and  
President of Yaskawa Electric  
Corporation

**Mr. Hiroshi OGASAWARA**

With so many things changing at an unprecedented speed today, it is essential to respond to globalism, develop new markets, and create value. As 70% of Yaskawa Electric's business is overseas, we need to actively drive diversity management to create a diverse workplace—and the empowerment of women is part of this. As diversity progresses the focus on fairness will surpass that of equality, and the

role of responsibilities over freedom will become clear.

Utilizing the universal language of data and numbers, we hope to fairly evaluate our employees regardless of matters such as the nationality or gender. Approximately 60% of the employees working with the Yaskawa Group are non-Japanese nationals. We must never forget that the way work is done in Japan, is only one of the many ways there are on a global scale.

As part of Yaskawa Electric's activities we are working on a variety of efforts such as having our top executives educate employees on the significance of promoting diversity, launching intra-divisional and cross-divisional project teams from the bottom up, and creating innovation by training a diverse workforce and appropriately assigning personnel. In 2016 Yaskawa Electric's efforts were recognized when we won the New Diversity Management Selection 100 Project award.



**Interactive Workshop**

President of Qualia Inc.

**Ms. Masako ARAKANE**

A workshop was held facilitated by Ms. Masako Arakane, president of Qualia Inc., a company which promotes diversity and the empowerment of women. Workshop participants

considered the question: "What do you need to create the turning point in your life required to find your future career?" The three guest speakers and moderator from the first half of the conference took part as well, and each table discussed topics such as how to overcome career dilemmas. Many people actively engaged in the discussions, including women with careers, students thinking about their future careers, men, and managers.





# Knowledge Co-Creation Program:

## “Gender Mainstreaming Policies for Government Officers 2017” (the First)

KFAW offers training programs twice a year for government officers who are in charge of gender mainstreaming in the central or local governments of developing countries. This program is commissioned by the Kyushu International Center (JICA Kyushu), Japan International Cooperation Agency.

The first program (Group “A”) in FY 2017 was conducted from May 31st (Wednesday) to June 30th (Friday) for eight government officers from seven countries: Bhutan, Fiji, Ghana, Kosovo, Laos, Myanmar and Palestine.

The program consists of lectures, workshops, observations and presentations and helps the participants gain a comprehensive understanding of the concepts, methods and theories related to gender mainstreaming.

During the one-month training period, an exchange program with the residents of Kitakyushu City is organized for the participants to deepen their understanding of a different culture and share gender issues. This time, the participants visited The University of Kitakyushu and enjoyed the program with the students.

After arriving at the university, the participants were invited by Mr. Masato Ninomiya, the Vice President of the university, to a tea ceremony where they enjoyed the taste of *matcha* (powdered green tea). Next, they paid a courtesy call to Mr. Takashi Matsuo, the President of the university, and were briefed on the features of the university, such as its contribution to the community and promotion of research in the fields of the environment and international exchange. The participants also asked many questions about the campus and the number of foreign students. Then they had a discussion with the students at the university.

At the beginning of the discussion, some students shared their experiences with gender issues at elementary and junior high schools. They also talked about their first experience of living alone away from home and cooking for themselves and their future dreams from a gender perspective. One of the female students talked about an experience where she was once asked, “Why do you read manga (comics) for boys?” That made her think that she might be different from other girls.



Participants with Mr. NINOMIYA, the Vice President, (right in the back row) and Mrs. TAMURA, Professor (left in the back row), of The University of Kitakyushu

Another female student said that girls were not allowed to join the baseball club in junior high school. An active discussion also took place on the issue that some parents in Japan do not want male nursery teachers to help girls to change their clothes or use the bathroom at nursery schools.

Some students expressed appreciation for the efforts of parents who prepare well-balanced meals every day. They were able to understand how much they owed to their parents only after they had to cook for themselves. In response to this, the participant from Kosovo said, “I have two children, a son and a daughter, but I only ask my daughter to help me with housekeeping. Now I think both boys and girls should be able to cook when they are independent and have their own family, regardless of gender.” Also, a Bhutanese participant responded to a student who has a part-time job, saying “Students rarely have part-time jobs in Bhutan. They are only exposed to real society after getting a job. Japanese students are able to acquire social experiences earlier than Bhutanese students through part-time jobs.”

The exchange of opinions and ideas with Japanese students offered the JICA participants a meaningful opportunity to reflect on their own experiences and gain an understanding of differences in cultures and social systems.

During the training period, the JICA participants also visited the Hiroshima Peace Memorial Museum, a nursery school, elementary school, agricultural facility, farmers in Kitakyushu and many other places.

In this one-month training program, the participants respected each other and established good relationships by understanding the differences of each country, including Japan. At the end of the training, each participant presented an action plan to promote gender mainstreaming policies in their own countries. They said that they would like to make the best use of the outcomes of the training for their future endeavors.



Discussions with university students

# FY2017/2018 KFAW Visiting Researchers and Research Themes

KFAW solicits applicants for the post of visiting researchers from universities and institutes annually, in order to broaden its research themes and encourage specialists in various fields to conduct research and study on gender and women. These three groups selected as our visiting researchers this year will conduct research for two years under the following themes:

## Study on the Promotion of Women's Advancement with the Introduction of Teleworking

**Yuto IHARA**, Visiting Researcher, Advanced Collaborative Research Organization for Smart Society, Waseda University

**Harumichi YUASA**, Deputy President, Professor, Institute of Information Security

**Kiyoshi SHINRIKI**, Deputy Director General, Doctor of Engineering, Kyushu International University

Teleworking is garnering attention as an option for diversifying working styles, since it does not require workers to commute and allows them to work from home while raising children or caring for the elderly.

This study will clarify, by means of questionnaire and oral surveys, the needs for teleworking at companies, measures taken, and the challenges faced in introducing teleworking in the Kitakyushu area, where a number of enterprises with Asian capital or affiliated with Asian companies are located.

Employees working outside the office in a teleworking arrangement, for their part, face certain problems such as difficulties in distinguishing between on-duty and off-duty hours, and the risk of intrusion of privacy while their working conditions are monitored and managed via cameras and other devices.

Thus, based on the survey results, this study will shed light on the vitalization effects by companies on society and possibilities expected to be brought about by teleworking, and also make a proposal to expedite the smooth introduction of teleworking, including measures to supervise employees without violating their privacy as well as to ensure that information remains secure.

## A Study on Early Childhood Education and Gender in Japan and China: The Father's Role in the "Educational Family"

**Kaori ISOBE**, Assistant Professor, Office of the Center for Gender and Women's Culture in Asia, Nara Women's University

**Yifeng HUANG**, Full-time lecturer, School of Japanese Studies, Dalian University of Foreign Language

With the advent of the aging/aged society and a declining birthrate, child-rearing is becoming a unique event and therefore is taking on further significance in the East Asian region. China's one-child policy, which has been in effect for the last 37 years, has heightened the need for early childhood education in China (especially in urban areas), resulting in the emergence of "educational families" that begin educating their children right from infancy, with all family members exerting an effort regardless of their gender.

This study will make comparisons of early childhood education, "educational families" and the roles of "fathers" between China and Japan by conducting oral surveys in Dalian and Kitakyushu. Then, based on the results, the study will further identify the roles that people around fathers (i.e., teachers and mothers) expect them to play in "educational families" that exemplify enthusiasm for early childhood education in China, as well as the principles fathers have concerning child rearing/education.



Awards ceremony at the International Child Olympiad Brain Power Competition organized by Early Childhood Education School

## Mainstreaming Gender Perspectives in the Sustainable Development Goals (SDGs)

**Yukiko ODA**, Researcher, Kitakyushu Institute on Sustainability

"Transforming Our World: The 2030 Agenda for Sustainable Development", adopted at the United Nations Sustainable Development Summit in 2015, lays out goals and targets that the member states are committed to implementing by 2030.



The official meeting of the United Nations High-Level Political Forum

Under the principle of "Leave No One Behind", the Agenda encompasses 17 Sustainable Development Goals (SDGs) across economic, social and environmental areas. Achieving gender equality and the empowerment of women and girls constitutes one of the SDGs.

This study will summarize and analyze how countries around the world are striving to mainstream gender perspectives using the SDGs as key instruments, focusing on gender perspectives in the respective goals. To this end, the study will examine the reports presented by the member states at the United Nations High-Level Political Forum on Sustainable Development and other materials.

Further, the study will look more closely at factors facilitating gender mainstreaming, conducting in-depth research on states with distinctive features and good practices.

Thus, the study is expected to contribute to accelerating the implementation of SDGs in Kitakyushu as well as in Japan.

## FY2017 FAW-Commissioned Research Study

Research studies were conducted in fiscal years 2015 and 2016 under the themes of "Research on Promotion of Women's Participation and Advancement in Manufacturing Companies in Kitakyushu" and the "Development of Programs for Facilitating the Promotion of Women's Participation and Advancement in Manufacturing Companies in Kitakyushu", respectively.

Following these, the research study for FY 2017 is being undertaken on the following theme:

### Research for Creating a Mother-Friendly Workplace in Manufacturing Companies

**Hidetoshi YOSHIMURA**, Professor, Institute for Regional Strategy, The University of Kitakyushu

**Kazuo HAYASHI**, Senior Researcher, Kitakyushu Economic Research Institute

This year's research study will first investigate the following aspects through oral surveys conducted with manufacturing companies in Kitakyushu: the establishment of a system to accept workers who are raising children, improvement of facilities, awareness raising among the employees, and requests to governments, among others.



Female employees at a confectionery plant

The research study will also focus on the opinions and interests of female workers caring for children, identifying good points, bad points, and points to be improved when working in manufacturing industries.

Then, the research study will further examine the factors required to boost women's participation and advancement in manufacturing industries through research in other cities where a large number of female workers are employed in the same industries.



# Debriefing on Participation in the 61<sup>st</sup> Session of the UN Commission on the Status of Women (CSW61)

**Date:** Friday, June 23, 2017, 18:30 - 20:00

**Venue:** Small Seminar Room, 5<sup>th</sup> Floor, Kitakyushu Municipal Gender Equality Center, MOVE

**Reporters:** Ms. Mitsuko HORIUCHI (President of KFAW), Ms. Asuka OKASAKA (Intern for BPW · CSW61)

**Participants:** 53

## Report by Ms. Mitsuko HORIUCHI (President of KFAW)

I participated in the 61st session of the Commission on the Status of Women (CSW61) that took place in New York from 13 to 24 March, 2017. This annual gathering saw a total attendance of approximately 8,600 people, including 89 representatives at the ministerial level from 162 member states and over 3,900 representatives from 580 NGOs in 138 countries, among others. Along with the plenary sessions, a number of side events and parallel events took place. Following its launch last year, the Second Youth Forum was convened with the participation of about 750 people aged 24 or younger from around the world, where various issues were discussed and the outcome was released as the Youth Declaration.

The CSW61 was the first session organized since the new United Nations Secretary-General António Guterres took office. Mr. Guterres, who possesses a deep understanding of gender equality and advocates women's empowerment as demonstrated by his appointment of women in high-level positions at the UN, attended this year's CSW session in person and held a town hall meeting with NGOs representing civil society for the first time in CSW history.

The priority theme for CSW61 was "Women's economic empowerment in the changing world of work", and its review theme was "Challenges and achievements in the implementation of the Millennium Development Goals for

women and girls", agreed conclusions of the fifty-eighth session. In addition to these themes, this year's session also examined the focus area of "The empowerment of indigenous women."

Following the opening ceremony and the remarks by the UN Secretary-General, addresses were delivered by the representatives of the member states (general discussions). In the subsequent ministerial round tables, the following topics were discussed in line with the priority theme: (1) gender pay gaps in the public and private sectors, (2) technology changing the world of work, (3) informal and non-standard work, and (4) full and productive employment and decent work for all. Then, as outcomes of this year's session, CSW61 reached seven agreed conclusions including (1) strengthening normative and legal frameworks, (2) strengthening education, training, and skills development, and (3) implementing economic and social policies for women's economic empowerment. CSW61 also adopted two resolutions including one concerning the situation of, and assistance to, Palestinian women.



## Participating in the session of the United Nations Commission on the Status of Women (CSW)



**Ms. Asuka OKASAKA**  
(Intern for BPW · CSW61,  
Senior, Fukuoka Women's University)

Participation in the 61st session of the Commission on the Status of Women (CSW61) gave me my first opportunity to ponder gender equality from a global perspective in the international arena. Of the various CSW-related events I attended, the one organized by the Mission of Iceland and UN Women's HeforShe Initiative left the greatest impression on me. This event introduced an actual method adopted in Iceland for providing men with a platform to learn about and share experiences for gender equality. This innovative approach to change discourse among men on gender equality seems to have been derived from Iceland's national consciousness as the highest-ranked country in the World Economic Forum's Global Gender Gap Report and its sense of responsibility to spearhead global efforts towards gender equality and women's empowerment. During this year's session of the United Nations Commission on the Status of

Women, which took place at the United Nations Headquarters, I gained a fair amount of first-hand experience to see what roles and responsibilities each member state is expected to fulfill in the international community.

In this context, what role is Japan expected to play? Japan still lags far behind many other countries when it comes to gender equality, and has much to learn. However, what I noticed during CSW61 was the fact that many delegates from developing countries were enthusiastically participating in the side events held by Japanese organizations to incorporate methodologies and approaches demonstrated by Japan into their activities. Japan, which is counted among the advanced countries, is seen as an exemplar by many countries, and therefore can exert a significant influence over the world by addressing gender issues. This is why Japan should be cognizant of its position in the global community and place itself at the vanguard of international efforts to achieve gender equality, further committing itself to taking actions.

By participating in this year's CSW session with a broad, global perspective, I discovered facts and realities that the Global Gender Gap Report and other data cannot fully reveal. Thus, I am determined to live up to my responsibilities of conveying what I learned in CSW61 to as many people as possible, making full use of this valuable experience.



# “Lecture on Indonesia; Country of Diversity”

**Date:** Sunday, August 27, 2017 14:00 – 16:00

**Venue:** Small Seminar Room, 5<sup>th</sup> Floor, Kitakyushu Municipal Gender Equality Center, MOVE

**Lecturer:** Ms. Herpin DWIJAYANTI

**Participants:** 40

KFAW invited Ms. Dwijayanti, who is originally from Depok City, Indonesia and currently living in Fukuoka City raising her children, to speak on society, culture, and women's and men's ways of living in Indonesia, sharing her actual experience with us and making comparisons between Indonesia and Japan.

Indonesia, made up of approximately 17,000 islands, is a multiracial country that is home to people of more than 300 diverse races and ethnic groups. Each ethnic group has its own language and distinctive characteristics of skin color, facial features, religion, education, economy, and regional development. In fact, one of the things that surprised me the most when I came to Japan was that everyone speaks the same language and has similar face. In such a richly diverse society, Indonesian people speak in Indonesian, the country's common language, at school and in other public places, whereas they speak in the respective languages of their ethnic groups at home. To cite a familiar example of our society's diversity, I have many friends who have faith in Islam, Christianity, and Hindu, among other religions. In this way, everyone lives in harmony with others accepting and respecting one another as seen in the spirit of Indonesia's national policy, “Unity in Diversity”.

In Indonesia, religions are integrated into people's everyday life. Muslims, who account for 87% of Indonesia's population, are leading lives based on Islamic values. They perform prayers five times a day to purify their hearts and bodies, and mosques are even attached to department stores, train stations, and companies.

The teachings of Islam attach great importance to caring about neighbors and the elderly. In the community I lived that comprised of about 40 households, everyone knew each and every resident's name and occupation, and came over to help out any neighbor in need.

Also, marriage is one of the good deeds recommended in Islamic teachings, and families are placed at the center of people's lives in Indonesia. Both fathers and mothers have their respective roles to fulfill in the family: supporting family members as the household leader, and raising children and nurturing their faith in Allah. As seen in the statement “Your Heaven lies under the feet of your mother” in Islamic teachings, children are encouraged to pay respect and show gratitude to their parents. Incidentally, I am now living with my husband raising three children. And he still keeps transferring money to her mother, which is not a special practice in Indonesian society.

Indonesian women are provided with equal opportunities with men in educational, legal, and political spheres, enabling their active participation in the workforce as teachers, doctors, company employees, business persons, bureaucrats, and police officers, among others. As for childcare, those called home assistants such as maids and babysitters take care of children while their mothers are at work. Most households in Indonesia employ home assistants, and a growing number of working mothers are using day-care centers for children. On top of this, their parents living nearby give them a helping hand.

With these supports and high academic backgrounds, women are increasingly advancing into executive positions such as managers and CEOs. Furthermore, women in top positions are also becoming conspicuous these days, as exemplified by Tri Rismaharini (popularly known as Ms. Risma), the current mayor of Surabaya, and Susi Pudjiastuti, Minister of Maritime Affairs and Fisheries.



## The 27<sup>th</sup> KFAW Foreign Correspondents Kick-off Activities !

In 1991, KFAW established a foreign correspondents system to broadly network with people overseas, particularly in the Asia-Pacific region. Past and present foreign correspondents are 298 people in 41 countries in total. This year, 6 persons from 5 countries are selected and work as KFAW foreign correspondents. Through this network, KFAW will keep providing up-to-date information from various parts of the world. The profiles of the correspondents and their reports are available at the KFAW website (<http://www.kfaw.or.jp/correspondents/index.html.en>).



### Sri Lanka

#### Mr. Nishan WIJETUNGE

Architect,  
Honorary Research  
Fellow, University of  
Liverpool, U.K.



### Philippines

#### Ms. Arisa JUNIO

Pursuing her master  
degree at International  
Institute of Social  
Studies, Netherlands



### Uganda

#### Ms. Hadijah NAKIMWERO

Assistant Lecturer in the  
faculty of Arts and  
Social Science, The  
Islamic University



### Nepal

#### Ms. Yojana POKHAREL

Yoga trainer and  
Facilitator, ACE School



### Indonesia

#### Ms. Astri HIDAYATI

Pursuing her master  
degree at University of  
Airlangga, Freelance  
Writer



### Indonesia

#### Ms. Marisna YULIANTI

Gender specialist

## Women Do Not Just Help, They Do: Lesson Learned from Women Cocoa Farmers in Indonesia

Ms. Marisna YULIANTI (Indonesia)

*It was a hot Thursday afternoon. Among the greens of cocoa trees, a group of women and men farmers gathered around listening attentively to a talk about soil pH and pest control. "So now you know how to calculate soil pH and the effect it might give to your cocoa trees, right? Are there any questions, Pak<sup>1</sup>?" the lady facilitator asked. A man raised his hand, which started a discussion on the importance of controlling soil pH for the trees to produce good quality cocoa beans. Throughout the process, the women farmers were quiet and did not say much. They sat quietly in the back rows, overshadowed by the men. Is it because they were outnumbered by the men, or a sense of out of place was starting to take its tolls on them, is a question yet to be answered.*

Gender equality highly values equal participation and involvement of women and men in all different spheres of life. Women and men need to be involved in all stages of development from planning to implementation in order for them to be able to equally control and benefit from the development. The UN makes it clear that gender equality is about the availability of equal access and opportunities to both women and men; *it is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world<sup>2</sup>*. Being a group in the society that is often left behind and marginalized, women and girls are most of the time targeted as the primary focus. Empowering women and encouraging them to be more involved are believed to bring us closer to gender equality. Many policies and programs have started to set women's minimum participation rate at 30% in various domains, from political representation in parliaments to women's attendance in training and even in a small discussion of cocoa farmers in one hot Thursday afternoon. But what does it really mean to be present, or to participate? Has it really been contributing to women gaining more access to opportunities and control over resources?

After that encounter with the group of farmers, we continued to meet with women farmer groups<sup>3</sup>. These farmers have been receiving assistance and capacity building trainings from an international organization to improve the production and quality of their cocoa beans<sup>4</sup>. The women were, in majority, the wives of the men farmers. A few of them were helping their fathers manage their cocoa gardens. Being in a women-only environment where they feel more secure and comfortable, the women we met were more vibrant and full of energy. They shared their stories on how they are now more knowledgeable about cocoa and how the household income has doubled

## Profile

I am currently working as a gender specialist to support the Green Prosperity project of the Millennium Challenge Account (MCA), Indonesia. My work mainly focuses on integrating gender issues into low carbon development initiatives by improving agricultural productivity and household livelihoods through sustainable agricultural practices and natural resource management as well as reducing reliance on fossil fuels by developing new renewable energy sources. Aside from my work on women's empowerment and gender mainstreaming, I am also an avid promoter of alternative masculinity and currently a contributor and volunteer at Aliansi Laki-Laki Baru (New Men Alliance), a movement to raise awareness on non-violent and equitable concept of masculinity in Indonesia.



because of the good quality beans they produced. The families can even save money on hiring additional help because now women are more than capable to manage their cocoa gardens. Changes are also happening in the relationship between women and men in the family in which women are now consulted by their husbands in making decisions about their cocoa gardens and there are more discussions happening between the two than before.

These changes were surprisingly beyond expectation considering that women were only expected to join the training sessions when they had time as proxies for their husbands or fathers, and were mostly seen as helpers in the gardens. This in turn would affect the way women were treated in the sessions where the facilitators would often center their focus only on the men farmers as heads of households and sole guardians of the land and gardens, leaving women largely in the back rows as second class farmers. The stereotyping has also proved to affect the way women view themselves. The documented data on daily time use and gendered division of labor in agricultural activities demonstrates women's fairly large share of the workload in the farms; however, when asked who contributed to the farms, women would immediately say it's their husbands. "I just help" is the phrase these women commonly use to describe their roles.

The issue of lack of acknowledgment of women's roles and contributions in agriculture, economy and other prominent development sectors has in fact never been fully resolved. Indonesia's related laws and regulations are still gender-blind and some even biased. To cite an example, Marriage Law No. 1/1974 still specifies men as the head of household and main provider for the family while women as a housewife. In fact, women make up 23% of total farmers in the agricultural sector (BPS<sup>5</sup>, 2013), and 55.04% of women of reproductive age take part in the Indonesian labor force<sup>6</sup>. The figures show that women are evidently there; however, the acknowledgment of women's presence may not be. No matter how hardworking women farmers are in managing their farms and plantations, they would only be seen as additional help. No matter how much contribution women make to the household economy, their share of income would only be seen as additional cash<sup>7</sup>. Women's tireless efforts to defy gender stereotypes are often met with dead ends, with many of them being still required to fulfill their role as the carer of the household, prioritizing over anything else. As a result, women's contribution as the family's provider and active agent of economic transformation has never been fully acknowledged.

1 'Pak' is the short of 'Bapak'; a term Indonesians use to address adult men.  
2 Taken from <http://www.un.org/sustainabledevelopment/gender-equality/>  
3 The trip was part of the author's field visit to one of the locations of sustainable agriculture projects in Indonesia that she is currently working on.  
4 To know more please see: <http://www.swisscontact.org/en/country/indonesia/projects/projects-indonesia/project/-/show/sustainable-cocoa-production-program-scpp.html>

5 Badan Pusat Statistik (Indonesia National Statistics Office)

6 As quoted by the Minister of Manpower of Indonesia in <http://bisnis.liputan6.com/read/2952105/menaker-kontribusi-perempuan-dalam-ekonomi-terus-meningkat>

7 This is documented in the author's previous study on women's business in Indonesia in [http://www.mca-indonesia.go.id/en/publications/publication\\_types/crosscutting\\_activities\\_publication/study\\_on\\_the\\_development\\_of\\_a\\_formal\\_definition\\_of\\_women-owned\\_business\\_in\\_indonesia-721](http://www.mca-indonesia.go.id/en/publications/publication_types/crosscutting_activities_publication/study_on_the_development_of_a_formal_definition_of_women-owned_business_in_indonesia-721)



If there's one thing we can learn here, it is the undeniable fact that when women take part in and actively contribute, positive changes happen. The government and society at large need to acknowledge this by giving more space for women to improve the magnitude of their presence. Programs need to track not only women's rate of participation with series of numbers and figures, but also qualitatively document women's contribution and roles in discussions and making constructive changes. Efforts need to be made to encourage women to participate more, from acknowledging their presence in meetings, arranging women-only training sessions, to holding activities that suit their time and availability. This way, women would feel their participation is not only required but

also necessary. In time, hopefully the women cocoa farmers will finally have the confidence to sit in the front rows, and raise their hands with pride. They will have the courage to say out loud, "We don't just help; we do contribute and therefore deserve acknowledgment".



Women cocoa farmers voicing up their concerns in a discussion session.

## KFAW 27<sup>th</sup> Foreign Correspondent Report

### Family Background, Menstrual Hygiene Management and Girls' Education in Uganda

Ms. Hadijah NAKIMWERO (Uganda)

Uganda has for a long time since 2007 provided universal primary and secondary education, which was made compulsory for all learners of school-going age, in all parts of the country. The introduction of the 17 Sustainable Development Goals of the 2030 Agenda for Sustainable Development, where education was made a stand-alone goal in Goal 4, was welcomed by all actors in the society right from the government to local communities. The government has for a long time provided tuition requirements for all boys and girls in both primary and secondary schools in the Universal Primary Education (UPE) and Universal Secondary Education (USE) schools, in addition to the provision of facilities, scholastic materials like text books and the payment of staff salaries.

However much education has its own goal, the target of ensuring that all girls and boys complete free and equitable quality primary and secondary education resulting in relevant and effective learning outcomes may not be achieved in Uganda. This is especially true for not only rural areas but also for girls, particularly the adolescent girls who are facing the challenge of menstrual hygiene management.

In rural areas, it is believed that education "has gone to the dogs." All the necessities for the provision of quality education have always remained insufficient. One finds schools with one or two classroom blocks, and the bulk of pupils studying under trees. Many rural schools lack teachers because no teachers wish to serve in such schools, where the small salaries provided by the government are never supplemented with parental contributions. Such schools offer neither accommodations nor transport facilities to teachers.

The situation is made worse for the girls. In many of these schools there are not enough latrines and where they are present, they are greatly dilapidated. The latrines are shared between the boys and girls, and there is no privacy.

## Profile

I have been coordinating the Faculty of Arts and Social Sciences, the Islamic University, the only female-only university in Uganda, since 2010. I have also offered leadership to a women's organization called Uganda Muslim Women Vision, with a mission is to empower women and children for active participation in the development process of the country. I have steered the organization to build the Women's Centre for Women's Empowerment, Leadership Training, Gender-Based Violence, and Peace and Security. It also serves as a vocational and skills training institute for girls and women. Currently, I am pursuing PhD studies in sustainable rural development at Ahfad University for Women in Sudan.



This makes it hard for the menstruating girls to use the latrines, compelling them to decide to take leave whenever they are menstruating. Many schools lack water sources within the premises in addition to the lack of hand washing facilities.

The problems concerning the menstrual hygiene management are worsened by the lack of parental support due to cultural beliefs, where parents cannot freely talk about menstruation as it is considered a taboo. Poverty too has led to inaccessibility to sanitary pads, thus girls end up using unhygienic materials or prefer to stay at home to avoid embarrassment as their clothes may be soaked with menstrual blood. The challenge of being mocked by boys too makes girls miss school. Many boys laugh at the girls, who consequently feel uncomfortable about attending school.

In order to address the situation, both government and non-government actors have undertaken measures to increase awareness about the menstrual hygiene management among all stakeholders including the girls themselves, the boys, parents, school managers, religious leaders, and local communities. The president of Uganda has been committed to improving the menstrual hygiene management through the provision of facilities to the Universal Education schools and the offering of sanitary pads to the adolescent girls in order to stay in school and attain quality education and lifelong learning.



Pupils of a primary school showcasing the reusable pads and carrying bags they have made themselves.



# Dream Sketch

—Let's Find Your Own  
Dream for the Future—

Since last fiscal year, KFAW has been organizing a career development seminar for high school students in cooperation with Yahatanishi General Lifelong Learning Center. This year, in partnership with the University of Kitakyushu and Kitakyushu Youth Station, the university and high school students participating in the seminar took time out to discuss their dreams for the future together.

## First workshop (Saturday, July 8)

- Let's get to know each other by playing games
- Learn about yourself using a self-analysis worksheet
- Map out your "dream plan"

## Second workshop (Saturday, August 19)

- Create your idea tree
- Let's talk about your dreams
- Listen to the role model lecturers



## Impressions of Planning and Managing the Dream Sketch Seminar



**Ms. Naoko Ozaki**  
Junior, School of Regional  
Development, the  
University of Kitakyushu

What dreams did you have in your high school days? You must have dreamed of entering a variety of professions you were longing for, such as a pastry chef, beautician, firefighter, police officer, and nurse, among others.

Now, do you know what the most popular occupation among high school students is? The answer is a public servant. The reason for that is quite simple: It is a stable job. I am not saying that all high school students are aspiring to become public servants. Or rather, this survey result indicates that more and more students

are becoming stability-oriented in making a career choice, instead of attaching importance to their career aspirations. Given this situation, we organized a workshop for high school students to offer them an opportunity to think about their dream jobs, assuming that the students aged 16 to 17 are yet to have a clear picture of their future.

There were various types of students among the participants; namely, students who had fascinating dreams, students who were still searching for their dreams, and students who already had dreams but were too shy to talk about them with others. As for myself, I was unable to find a dream job when I was a high school student, and entered the

university without solid future prospects as I was hoping to find one while studying at the university. This motivated me to hold this seminar to encourage high school students to start designing their own future and striving to achieve it now.

This year's workshop was comprised of two days. On the first day, the participants were instructed to visualize their future and write down what they would like to accomplish in the future as many as possible: for instance, getting married to a wonderful person at the age of 27, and traveling the world at 60. On the second day, we invited guest lecturers to share their stories with us as role models who have more experience in life than us, about such subjects as their present occupations, what motivated them to enter the professions, and their current dreams, among others. Inspired by the lecturers' talk, some students walked up to them to ask for advice after the program ended.

In organizing this workshop, I struggled a lot to come up with measures to encourage the high school students to find their dreams, as well as to open their mind to us and talk about their future visions. Finally, we would be more than happy if the high school students participated in the workshop could find this experience helpful in shaping their lives, and benefit from talking about their ambitions for the future with us who are very close to them. Thank you so much.

## Session of the Guest Speaker's Talk



**Mr. Hiromichi HARA**  
Human Resource  
Department and Institute  
Preparation Office  
Takagi Co., Ltd.

In my high school days, I was fully engaged in what I found amusing, such as studies, club activities, playing in a rock band, and part-time work, without any particular goals. When I was a senior in high school, I encountered with a book entitled "How the Other Half Dies: Real Reasons for World Hunger" by Susan George, which motivated me to pursue a profession that contributes to creating a world free from hunger as my goal in life. In the summer of that year, I started preparing for the entrance examination and successfully entered the agricultural department at the university of my first choice. However, once I became a university student, I lost my enthusiasm for the goal, thinking "What I can accomplish by myself is extremely limited; therefore I do not have to work so hard." One day, when I was a junior, one of my seniors and a professor told me, "Although what each individual can do may be small, however, the present society is made up of the accumulation of those small things. If small contribution is not made by each and every one of us, nothing will come out of it." This comment shocked me a lot and made me realize that I had been taking my life lightly.

From that moment on, I studied frantically and decided to pursue a new path in the field of environmental engineering at the graduate school of a different university. This experience made me aware of the importance of working on something with a clear goal and a dream. My dream is to eliminate hunger from the world. Though there are various approaches to achieve this goal, what I genuinely want to devote myself to is in the sphere of water management. The problem shared by nations with low rates of life expectancy is related to dirty water. Thus, improving water quality in those nations is the ultimate goal of my dream.



**Ms. Miho SUGIHARA**  
CEO,  
Azulale Inc.

When I was a child, my father was very strict and abused me. I would not be allowed to go outside the house except in the case of going to school. Naturally, I had no friends. The only person who gave me the sense of security was my teacher.

After becoming an adult, I gave birth to a child and got divorced. One day, exhausted from caring for my child, I went to an aromatherapy salon to relieve my fatigue. While getting a massage, the therapist said to me, "This job must be well-suited to you, Ms. Sugihara." It all started from this simple sentence. I would not mind studying to become a therapist, and would feel comfortable working in the healing space. Besides, I have developed health consciousness since my childhood because I had to go to hospital very often for asthma treatment. Therefore, I opted to study medical aromatherapy, not the one for healing. Each person has different timing of nurturing and pursuing a dream. It would be no use jumping to a hasty decision that is not like you. There is no need to rush. Just wait for the right moment, and devote yourself to a genuine aspiration when you find one.

One of my dreams is to have wisdom for keeping good health and preventing diseases incorporated into the curriculum of compulsory education. And the other dream is to speak to younger generations and inspire them to sketch their dreams. You have only one life to live. Therefore, I would like you all to take a challenge and pursue your dreams. As a useful instrument, I would recommend a "future timeline". If you aspire to entering a certain profession that requires specific skills, study hard to attain them. Design a financial plan, make a timely start, and set a time limit. You will definitely be able to make your dream happen, as long as you have a strong will to realize it and a well-planned scheme.