

## ISLAND FOCUS

## Molotov cocktails thrown at tabloid office

**JAKARTA:** An unidentified person threw Molotov cocktails at the office of Aceh-based tabloid newspaper *Modus* in Gampong Berauwe, Aceh, on Saturday.

There were no casualties reported, but the building suffered minor damage.

*Tempo.co* reported that *Modus* chief editor, Muhammad Saleh, said he was not present during the incident as he was accompanying his wife at the hospital. Saleh learned about the accident at 8:00 a.m. after a staff member contacted him. He directly reported the incident to the Banda Aceh Police, who immediately began a search for the perpetrator.

The explosion was not particularly loud, with one staff member who was sleeping at the office saying they did not hear it. However, a worker at a coffee kiosk in front of the office heard two explosions and saw flames.

"The coffee kiosk worker was the one who put out the fire. If the worker wasn't there the office might have burned down," Saleh said on Saturday. Aceh Alliance of Independent Journalists (AJI Aceh) chairman Misdarul Ihsan denounced the incident as a terror attack on media workers.

"We asked the police to uncover the motive [of the attack] and conduct a thorough investigation," he said. —JP

## Papua safe after deadly shootings

**JAYAPURA:** Papua and two of its regencies, Nduga and Puncak Jaya, where deadly shootings by unknown assailants occurred last week in the wake of the gubernatorial election, are now safe and stable, National Police chief Gen. Tito Karnavian said.

Tito, along with Indonesian Military (TNI) commander Air Chief Marshal Hadi Tjahjanto, was in Jayapura on Sunday to monitor security after the simultaneous regional elections.

"The situation in Papua is under control now. Police and military personnel stand ready to maintain security," Tito said.

The election in Nduga was postponed to last Thursday after a Twin Otter aircraft carrying election material and police personnel was fired at by unidentified assailants last Monday shortly after it landed at Kenyam Airport. The pilot suffered a gunshot wound to his back, and three residents died in an ensuing firefight between the gunmen and security personnel, the authorities have said.

"The Papua Police have deployed additional personnel to secure [Nduga]. The vote count is ongoing there," Tito said.

Another incident took place on voting day last Wednesday in Puncak Jaya, during which Torere district head Obaja Froaro was killed by unknown armed assailants who allegedly shot at a speedboat he was on while transporting boxes of filled-out ballots.

Two police officers, who were on board the same speedboat and in charge of guarding the election materials and securing the Papua gubernatorial election, went missing in the ambush. —JP



JP/Nethy Dharma Somba

**Presence:** National Police chief Gen. Tito Karnavian (*front right*) and Indonesian Military (TNI) commander Air Chief Marshal Hadi Tjahjanto (*front left*) host a press briefing on Sunday in Jayapura, Papua, to address the current security situation in the region after its gubernatorial election, which was marred by shootings by unknown assailants.

## WEST KALIMANTAN

## Tribes perform rituals to cool electoral tensions

Severianus Endi and Karina M. Tehusjarana

THE JAKARTA POST/PONTIANAK

Residents of Ngabang in Landak regency, West Kalimantan, performed on Saturday a traditional Dayak ritual called *pambakng* in an effort to cool tensions after a heated gubernatorial race that ended on Wednesday.

The ritual, which is meant to drive out conflict and illnesses, was led by a traditional elder at the Putri Dara Hitam Terminal and attended by West Kalimantan Police chief Insp. Gen. Didi Haryono, as well as Landak regent and gubernatorial candidate Karolin Margret Natasa.

Reports emerged on Friday of vandalism in Ngabang and nearby Pahaiman following gubernatorial election quick count results that projected that Karolin's opponent, Sutarmidji, was the likely winner.

Dissatisfied residents reportedly upended a merchant's cart at a traditional market in Ngabang.

National Police spokesperson Insp. Gen. Setyo Wasisto confirmed that an incident occurred on Friday but said it had been quickly handled by local security forces.

"The situation is now safe and conducive," he said on Saturday, as quoted by *kompas.com*.

Setyo added that he appreciated the Landak cultural leaders' swift actions to try and reduce tensions in the community.

"That is what traditional, youth and religious figures should prioritize," he said.

Landak Legislative Council head and local Dayak council leader Heri Saman said the ritual was initiated by traditional elders to calm the community down.

"We ask [residents] to return to a normal and peaceful situation and strengthen [the relationships] that we have fostered for so long."

Didi further urged communities not to be easily provoked by rumors on social media.

Meanwhile, Karolin asked residents to remain calm and not be triggered by quick count results.

"Do not become emotional just because of a [social media] post,

because what happens in Ngabang can spread to other places."

The Alliance of Independent Journalists' (AJI) Pontianak branch issued a press release urging the media to use a "peaceful journalism" approach in reporting the post-election situation in the province.

"We remind all journalists not to use social media as a primary source, as social media is often used to disseminate false news," said AJI Pontianak head Dian Lestari.

West Kalimantan has a history of violence between its two largest ethnic groups, the Dayaks, who are predominantly Christian, and the overwhelmingly Muslim Malays.

The province has a majority Muslim population of almost 60 percent but has significant Protestant and Catholic communities representing 11 and 22 percent of the people, respectively. It was rated as one of the most conflict-prone provinces holding elections this year.

The two main contending gubernatorial candidate pairs are split among these ethno-religious lines; Karolin-Suryadman Gidot are both Dayaks and are Catholic and Christian, respectively, while Sutarmidji-Ria Norsan are Muslim Malays. The third ticket, which was considered unlikely to win, Milton Crosby-Boyman Harun, is a mix of a Christian Dayak and a Malay Muslim.

Karolin has strong ties to the Dayak community through the Dayak Customary Council, which is controlled by Karolin's father, Cornelis, the former West Kalimantan governor for two terms from 2008 to 2018, according to a February study by the Institute for Policy Analysis of Conflict (IPAC).

IPAC also highlighted three regencies, including Landak, which is Cornelis' stronghold, where clashes might occur between supporters of Karolin and Sutarmidji.

Quick counts conducted by several polling organizations after Wednesday's election put Sutarmidji-Ria in first place, followed by Karolin-Suryadman in second and Milton-Boyman in last place.

The General Elections Commission (KPU) has already started its real count and will officially announce the election on July 9.

## Not quite rocket science



JP/Dhoni Setiawan

Ten science and mathematics teachers from West Java, Central Java, Gorontalo and Maluku underwent a simulation training for astronauts at the space camp from June 21 to 25 under the annual Honeywell Educators at Space Academy scholarship program.

## Advancing women 'requires affirmative action'

Evi Mariani

THE JAKARTA POST/JAKARTA

Women in Indonesia find themselves on an uneven playing field when vying for top decision-making positions, and the few women who have cracked the glass ceiling attribute their success to not only extra-hard work, but also supportive family and workplace environments.

"Family support is key to gender mainstreaming — I couldn't imagine [what I would have done] without their support," Retno Marsudi, Indonesia's first woman foreign minister, recently told *The Jakarta Post*.

A merit-based system at the workplace is not enough to help women rise to the top because of the many obstacles they face, despite their high qualifications and achievements.

Dirga Adiansa, the deputy head of research group Cakra Wikara Indonesia (CWI), which studies women in bureaucracy, said that while meritocracy worked during the recruitment process, it did not help women when it came to promotions.

CWI's 2016 data on women employees at 34 ministries showed that while women accounted for about 40 percent of all employees, only about 26 percent ranked among ministerial officials.

"Meritocracy considers qualification as the basis for competition, but it fails to see the burdens and the extra-hard work women have to put in to achieve the same

Family support is key to gender mainstreaming, first female foreign minister says

Married men, married women have different burdens, expert says

qualifications," said Dirga.

Married men and married women had different burdens, too, said Dirga. Men had more flexible working hours due to fewer domestic obligations, and when a promotion requires them to pursue continuing education, men would have more freedom to do so and even attend a university abroad.

It was not the same case with women, he said: "Women tend to have their focus split [between career and family] and tend to choose local universities."

In the case of civil service promotions in the public sector, past requirements included a leadership training during which participants had to spend a long time in a quarantined environment.

This made it difficult for women, who frequently have to fulfill multiple roles as a wife, a mother and even a daughter that prevent them from being absent from home over a long period.

The National Institute of Public Administration (LAN), which is primarily responsible for civil service training, has changed the policy. It now allowed for shorter training programs that did not re-

quire participants to be quarantined, said Dirga.

During Kartini Day in April, which commemorates women's emancipation, three companies gathered at a public event and shared their strategies to help women break through the glass ceiling.

Telecommunications company Telkomtelstra, beverage firm Coca-Cola Amatil Indonesia and insurance company AIG Insurance Indonesia have developed affirmative measures that are tailored to address specific situations.

Their initiatives range from cooperating with educational institutions to cultivate more female engineers (Telkomtelstra), leadership training workshops for women designed to empower them in taking on new challenges and positions (Coca-Cola and AIG) and programs that allow employees to bring their children to work (AIG).

CWI head Anna Margret believed that women needed affirmative action to eliminate the bottleneck in job promotions. She cited initiatives in Australia and Scandinavian countries, where women enjoy numerous incentives like scholarships and allowances.

Such incentives in many countries and companies often include paternity leave that allow fathers to take a greater domestic role, thus lessening women's work in childrearing.

Empowering spouses and families have been critical to the success of many women who have

reached top jobs.

Glass ceilings also exist in sectors that are generally assumed to be more welcoming to women. In arts and culture, for example, the Cipta Media Ekspresi funding initiative provides Rp 3.5 billion (US\$250,000) to women so they can be free to create.

The initiative, with the support of the Ford Foundation Indonesia and Wikimedia Indonesia, stated on its website that they gave cash to women because artwork by men outnumbered those by women.

"Many women find obstacles in creating [art] because of their gender. Many women are also hampered by the obligation to use their time to take care of their children or family," Cipta Media Ekspresi said.

Dirga said many women faced many external obstacles and pressures, ranging from regulations to personal and professional support systems, and from infrastructure to culture, norms and values.

Initiatives supporting women were thus needed to eliminate or overcome these obstacles.

It could be that many men found it difficult to understand that women needed to earn "the privilege" to have an equal chance at promotion, said Dirga.

"I think we need to have gender equality training for men so they can understand."

SEBASTIAN PARTOGI, MOSES OMPUSUNGGU and SITA W. DEWI CONTRIBUTED TO THIS STORY.

## GENDER EQUALITY

## Family support key for women diplomats in breaking glass ceiling

Sita W. Dewi

JAKARTA

When President Joko "Jokowi" Widodo appointed career diplomat Retno LP Marsudi as the foreign minister in his Cabinet, a thick glass ceiling was broken.

Retno is the first woman to assume the post, the country's highest diplomatic position and one that had long been held by men. This does not mean, however, that all women diplomats in Indonesia have smooth sailing ahead.

Working women generally face similar challenges in balancing family and work. For women diplomats, however, the obstacles they face are often greater, given the nature of their work.

Despite a massive campaign for gender equality, a more conservative segment of Indonesian society still finds it odd for a husband to put his career on hold to "follow" his wife abroad, a situation that every woman diplomat must face at some point in their career.

As holders of diplomatic passports, dependents of diplomats are not allowed to be involved in commercial activities in a foreign country during diplomatic missions. Their options are limited

to social work or stay-at-home dad duties. Such an arrangement is often considered unacceptable by traditional standards, which regard the man as the head of the household and breadwinner.

"When I was first posted [overseas], it wasn't easy to convince my family that a woman was carrying out what was considered unconventional work. But I am lucky that I eventually gained my husband's and my family's support," Retno told *The Jakarta Post* at her office in Jakarta recently.

Retno said she was lucky that her husband, her long-time college sweetheart, was an architect who could work for Indonesian clients remotely from abroad.

Based on personal experience, she noted that there were preconditions to enforcing the principle of gender equality.

"Gender mainstreaming can only happen when three aspects are met. They include supportive family, environment and policies," she said. "Family support is key. I can't imagine not having my husband's and family's support."

Astari Daenuwy, a doctoral student at Australian National University researching the role of women in diplomacy, said Indonesia's appointment of a wom-

an as foreign minister reflected a global trend called "feminization of diplomacy."

"In this male-dominated line of work, only a small number of women assume foreign minister posts globally. But as the world acknowledges the role of women in global diplomacy and more women join the diplomatic corps, having a female foreign minister is increasingly becoming an acceptable norm," Astari, a career diplomat herself, said.

Retaining women diplomats is another challenge. While 50 percent of Foreign Ministry recruits each year are women, the number of female employees at the ministry currently stands at 35.1 percent. Around 30 percent of women hold top-level management positions, a relatively high figure compared to other government institutions. Out of 132 heads of foreign missions, 16 or a little over 10 percent are women.

"We have many women at the director's level, but not [at a higher] echelon. The challenge is that they come and go. Most of them leave Jakarta to assume an ambassador post," Retno said, adding that the ministry imposed a bidding system to fill its top-level management positions to ensure that all diplomats were given an

equal opportunity to be promoted regardless of their gender.

Despite support for gender equality at the workplace, women diplomats face a layer of challenges to survive and rise to the top. Married women must bear the burden of the traditional expectation of being responsible for nurturing their family, while those who are single must break conservative presumptions about a woman's limits.

Indonesian Consul General in Melbourne Spica A. Tutuhunewa told the *Post* in an email interview that, "Women diplomats sometimes feel that they have to prove themselves, that women are [also] capable of working long hours and traveling more often [than they are supposed to]."

Indonesian Consul General in Perth Dewi Tobing said that foreign diplomatic missions realized the issues women diplomats faced with families and ensured that they had the support they needed.

"We know women are expected to take care of their husband and children so [the Foreign Ministry] ensures that they can have a helper and, using an IT system, we make sure that we can work efficiently so women can balance work and family," she said.