

Abstracts : Plenary Session & Keynote Speeches

Plenary (6/1, 9:45-11:15) H321

Cultivating Inclusive Thought in the Japanese Education System

President Hiroshi Yoneyama, Ritsumeikan Asia Pacific University (APU)

Prof. Miki Horie, Ritsumeikan University

Moderator: Prof. Yoshiki Shinohara, Ritsumeikan Asia Pacific University (APU)

In the plenary session “Cultivating Inclusive Thought in the Japanese Education System”, Professor Horie of Ritsumeikan University (RU) and Professor Yoneyama of Ritsumeikan Asia Pacific University (APU) will offer insights on inclusive education within the Japanese education system from elementary school to university, drawing from their roles both as education leaders and researchers. As education leaders, they will share their experiences and initiatives to promote intercultural learning and collaboration, and create more inclusive environments. As researchers, they will discuss diverse perspectives on inclusive education within their respective research areas. Featuring the insights and experiences of Prof. Horie and Prof. Yoneyama, this session aims to spark further conversations on inclusive leadership in education, research and practice.

Keynote 1 (6/1, 12:45-13:45) H321

Intersection of Inclusion & Sustainability

Dr. Heekyung (Jo) Min, EVP, Head of CJ Social Responsibility

Inclusive leadership makes it possible to engage and incorporate diverse backgrounds, perspectives, and experiences into one project. In that respect, I am happy to share two CSR projects initiated in Vietnam by CJ Group, a Korean multi-industry conglomerate: (1) the CJ-KOICA Saemaul chili CSV project in Ninh Thuan province and (2) the CJ-UNESCO Girls’ Education campaign. Both projects embodied inclusivity and sustainability, and successfully contributed to rural development and fostered business involvement and partnerships by incorporating local ethnic minorities, as well as diverse business and government partners. These projects were able to prioritize diversity and equity by recognizing strengths and perspectives that each participant could bring to the table. CJ’s partners included local government authorities, international organizations, and various development agencies. For the chili project, CJ partnered with the Vietnamese central and local governments to reach local farmers and help them grow chili and develop their communities under the principles of the Saemaul movement. In order to implement the “We Are ABLE” Girls’ Education project, CJ worked with UNESCO to gather the support of the Vietnamese Ministry of Education and Training, and the Committee for Ethnic Minority Affairs, to build a stronger sense of self-reliance and confidence in young ethnic minority girls. Businesses play a crucial role in these projects by contributing in various ways. Corporations contribute not only by providing funding but also by providing technical expertise and distribution channels. Businesses also help enforce ESG concepts such as environmental sustainability, diversity and equity. Corporations also play a role in promoting good business practices, such as transparency and accountability. For example, CJ was able to help implement well-thought-out business solutions to the chili project in the areas of product distribution and agricultural technology. In conclusion, by promoting inclusivity, these projects not only enhance their efficiency and sustainability, but also drive innovation, creativity, and better decision-making by harnessing the full range of perspectives and capabilities from the various partners within their teams.

Keynote 2 (6/2, 9:45-10:45) H321

Paradoxical leadership for inclusion and sustainability

Prof. Tomoki Sekiguchi, Vice Dean, Graduate School of Management, Kyoto University

The challenges of inclusion and sustainability demand pursuing both rather than choosing one or the other of the conflicting elements, such as emphasizing a sense of unity and belonging while valuing individual differences and uniqueness, and addressing grand social issues related to sustainability while pursuing corporate profits in business. Paradoxical leadership is effective in pursuing both of these conflicting values and demands. Paradox in this context refers to the consistent coexistence of contradictory yet interrelated elements. This presentation will explain what paradoxical leadership is and how this leadership concept can be applied to achieve inclusion and sustainability in organizations.

Organizational leaders can utilize the ABCD framework to effectively navigate paradoxes. In this framework, A (Assumptions) and C (Comfort) refer to building positive assumptions about the paradox and managing emotions to feel comfortable navigating the paradox; B (Boundaries) and D (Dynamics) refer to organizational leaders accepting the paradox and setting appropriate boundaries so that a dynamic equilibrium can be achieved by balancing both elements.

Applying paradoxical leadership to inclusive practices in organizations requires that organizational diversity be increased while creating an environment that fosters both a sense of belonging and a sense of uniqueness among diverse members, thereby promoting creativity and innovation while maintaining a sense of organizational unity. Applying paradoxical leadership to sustainability requires that organizational leaders achieve sustainable development through their businesses by skillfully managing the tension between solving social problems and profit using structured flexibility and dynamic equilibrium.

These leadership activities include navigating the organization through frequent back and forth between integrating and differentiating competing values and demands, and finding synergies that achieve both simultaneously. The paradox mindset (positive attitude toward paradoxes) shared by organizational members also plays an important role in navigating paradoxes.

Keynote 3 (6/2, 14:00-15:00) H321

Building an inclusive and respectful workplace for sustainability

Prof. Sandy Lim, Director, NUS Care Unit (NCU), Office of the Senior Deputy President; Provost & Associate Professor, NUS Business School at the National University of Singapore

Being treated with respect is important to human beings. At the workplace, employees – regardless of age, race, gender, and rank - expect to be treated with respect and civility. Unfortunately, an increasing amount of research has showed that employees often face rude and uncivil behaviors from others in the workplace.

Dr. Sandy has conducted numerous studies in this area and she will draw on her research in the past two decades to demonstrate the extent to which uncivil behaviors are prevalent in the workplace across different organizations. She will then discuss the effects of such disrespectful behaviour on a wide range of job-related outcomes such as employee job satisfaction, intentions to quit, and job performance, as well as personal life outcomes, such as employee psychological well-being and physical health.

In her research, Dr. Sandy has also found that certain groups of employees are more at risk of being targeted with disrespectful behaviors. Thus organizations that tolerate workplace incivility are inadvertently supporting discrimination against these employees. Dr. Sandy will present a framework for implementing interventions to prevent and deal with disrespectful and uncivil behaviors in the workplace. By introducing such strategies in a consistent manner, it is hoped that organizations can work toward building an inclusive and respectful workplace so as to maintain a sustainable workforce in the long run.

Abstracts : Concurrent & Panel Sessions

Day 1

Concurrent Session 1-1 (14:00-15:30) H341

What Institutional Theory and Thai Trans* Leaders can Teach us about Transforming DEI for Everyone

Dr. Drew B. Mallory, Sasin School of Management

Purpose of Presentation: Diversity, equity, and inclusion (DEI) initiatives often face criticism for their narrow focus on specific groups, raising questions about their broader applicability. This presentation argues that universal organizational inclusion lessons can be learned from the lived experiences of diverse members, focusing on a study of 16 Thai transgender leaders in Bangkok. By examining their leadership and identity narratives through an institutional theory lens, we can extract transformative insights for decolonizing DEI practices in global organizational contexts. We can also learn how to turn such studies into practical action steps that benefit all.

Methodology and Results: Grounded in 16 qualitative interviews with Thai transgender leaders (Mallory, 2023), this research explores their experiences, challenges, and strengths. Applying an institutional theory framework (Scott, 2014), the study reveals dominant cultural logics and systemic barriers shaping their leadership journeys, such as restrictive norms, stereotypes, and lack of legal protections (UNDP, 2019; World Bank, 2018). Despite these challenges, participants demonstrate resilience, authenticity, and an advocacy mindset committed to empowering others and driving change.

The emergent "T*Factor" (Thai/Trans*) model described in the research encapsulates participants' unique leadership approach, characterized by inner qualities (resilience, authenticity), outer behaviors (inclusive, collaborative leadership), and cross-domain activism integrating professional influence with community empowerment (Fassinger et al., 2010). While highlighting their contributions and challenging assumptions, the model is limited by the scope of the research, which is a consistent limitation of most DEI-oriented studies and practices.

Institutional theory (Scott, 2014), which identifies systemic barriers and analyzes how marginalized groups navigate dominant logics, can help bridge the gap in theory and practice. Applying this lens, the T*Factor can be reinterpreted as a form of institutional entrepreneurship, challenging oppressive logics (Battilana et al., 2009). This analysis generates insights for DEI policy and practice, such as disrupting exclusionary arrangements and integrating indigenous worldviews.

The experiences of interviewees expose the limitations of Western DEI paradigms relying on rigid gender constructs and gaps in understanding cultural realities outside of the West. Decolonizing DEI requires expanding frameworks and decategorizing identities to incorporate indigenous paradigms, allowing self-definition and contextualizing initiatives (Stead et al., 2021).

Transformative DEI leadership, grounded in lived experiences of marginalization, can drive systemic change (Shields, 2010). Interviewees demonstrate exceptional abilities and commitment to empowering marginalized communities, exemplifying the potential of this approach, despite their historical exclusion. A community-led DEI approach will help to overcome the limitations described by interviewees and the current biases within mainstream DEI.

Conclusion and Relevance: The experiences of Thai transgender leaders offer universally relevant insights for decolonizing DEI and cultivating transformative leadership while underscoring the importance of context-specific approaches. Creating inclusive organizations globally necessitates embracing marginalized communities' insights, investing in transformative leaders, and dismantling systemic barriers.

Inclusion and/or Sustainability: How to Create a Sustainable Constitution in a Diverse Society?

Dr. Andy Omara, Universitas Gadjah Mada

In line with the conference theme "Inclusion and/or Sustainability", this paper aims to study the importance of adopting an inclusive approach in creating a sustainable constitution in plural society. Drafting a constitution is a complex process as a constitution is meant to be the ultimate source for all laws and regulations and applicable for all societal members. With such an important position, the framers of a constitution should carefully listen, consider, and accommodate multiple interests of different parties. This situation is more problematic if the constitutional drafting occurs in diverse societies with different or contradictory group interests. Which such a complex context, the purpose of this study is to answer two important questions (1) What are the significant challenges in drafting a constitution in a diverse society? (2) What strategies

may be employed to create an inclusive and sustainable constitution? Using Indonesia as a country-specific case of study, and utilizing comparative constitutional design as the research methods, this paper argues that in plural society things are more complicated because there are multiple different/contradictory interests that need to be consolidated in a single formal document. The paper concludes that in the case of Indonesia, the inclusion of different parties' interests in the drafting process will likely lead to the creation of a more sustainable constitution. Such a process, however, also poses significant challenges such as taking so much time and significant energy. The paper suggests that the adoption of constitutional deferral in drafting a constitution helps the constitutional drafters to achieve consensus despite their diverse views. Constitutional deferral assists the framers of the constitution by deciding not to decide. It means the drafters will write the provisions of the constitution in abstract and general way without going to details. The paper will complement the existing literatures by broadening the discussion on the importance of having an inclusive process to create long-lasting constitution particularly in plural society. The paper is expected to complement the existing literatures by providing different perspectives on the topic of constitutional drafting in a diverse society.

Unlocking Potential: Digital Technology and Women's Participation in Smallholder Farming.

Mr. Pascal Muromba, Marriott International Japan

Digital technology has been championed by scholars and experts as a transformative tool for smallholder farming in sub-Saharan Africa, with the potential to empower women financially, enable them to take the lead in household-level farm decision-making, and strengthen their ability to lead in climate change adaptation. However, existing literature suggests that digital technology has had limited success in promoting women's financial inclusion, participation in decision-making, and adaptation to climate change in smallholder farming communities in Zimbabwe and across sub-Saharan Africa. This study seeks to investigate the factors contributing to this limited success, focusing on women smallholder farmers in the farming community of Gutu, Masvingo Province, Zimbabwe. The research aims to answer three key research questions: 1) What digital technologies are being used by women smallholder farmers in Zimbabwe? 2) How are these technologies being adopted by women in smallholder farming in Zimbabwe? 3) What are the challenges faced by women in leveraging digital technologies to increase their participation in smallholder farming in Zimbabwe? A mixed-methods approach will be employed to address these questions. A thorough literature review will be conducted to identify gaps in existing literature. A survey questionnaire will gather quantitative data on the types of digital technologies used, adoption rates, and challenges faced. Focus Group Discussions (FGDs) will provide qualitative insights into rural women involved in smallholder farming's experiences with digital technologies. Data analysis will include ordinary least squares regression to examine factors influencing women's participation and technology adoption. Thematic analysis of FGDs will identify key themes and patterns. Results will be discussed, and recommendations will be made for policymakers, agricultural extension services, and other stakeholders on leveraging digital technology to increase women's participation in smallholder farming in Zimbabwe and beyond in sub-Saharan Africa.

Keywords: Digital technology, Women in smallholder farming, Climate Change Adaptation

Psychological Capital and Depression among Thai Young Adults

Ms. Thitaporn Kaewboonchoo, Mae Fah Luang University

It is widely known that young adults (aged 18 – 25) are prone to suffer from mental illnesses such as stress, anxiety, as well as depression. Currently, depression is on the rise among Thai young adults. It is found that psychological capital (PsyCap), positive mental resources, is a potential factor that can affect young adults' mental health. Prior research has demonstrated that psychological capital is related to the severity of depression. Therefore, this study aims to explore the association between psychological capital and depression among Thai young adults. A cross-sectional study was employed in a sample of 133 Thai undergraduate university students. Data was collected by an online questionnaire survey of psychological capital and depressive symptoms. Pearson's product moment correlation was used to analyze the correlation between psychological capital and depressive symptoms. The results indicated that an average of psychological capital score was 5.1 (SD = 0.9) with a possible score of 1-7 and that of depressive symptoms was 1.1 (SD = 0.6) with a possible score of 0-3. The psychological capital was significantly negatively associated with depression ($r = -0.30, p < 0.01$). This study presented a negative correlation between psychological capital and depression among Thai young adults. It has extended the previous research results of how psychological capital is associated with depression. Although limited by the cross-sectional design and limited sample size, the result of this study suggested that Thai young adults should maintain their high level of psychological capital as positive mental resources to combat depressive symptoms. The university should provide an intervention for psychological capital improvement to prevent and treat depressive symptoms among Thai young adults. Moreover, the community can address the concerns on mental health as one powerful determinant of psychological well-being not only just for young adults but also for all.

Sustainable Development of Family Firms on the example of the hotel industry in Japan

Prof. Yoshiki Shinohara, Ritsumeikan Asia Pacific University (APU)

Our research team members are: Yoshiki Shinohara (APU), Rebecca Chunghee Kim (NUCB), Desiree Wieser (MCI), Anita Zehrer (MCI), and Pajaree Ackaradejruangsri (APU).

Family firms (FFs) are the most widespread type of business and are believed to contribute to sustainable development in a more effective way than non-family businesses due to the fact that they are governed by a family (García-Sánchez et al., 2020; Marianinet al., 2023). However, most FFs also collapse after one or two generations. Governments, policy and society might be interested in fostering FFs survival over generations to meet sustainable development goals. Transgenerational differences might contribute to FFs collapse, but they might foster sustainability engagement as well. While there are numerous examples of how family firms have successfully transitioned across generations while maintaining or enlarging a strong focus on sustainability, however, what and how specifically the previous generation is passing on to the next generation to contribute to sustainability has not been researched well.

To fill this gap, we have conducted interviews with family owners and their relatives within the hotel industry in Japan and apply narrative analysis (Dawson & Hjorth, 2012) to investigate how FFs contribute to sustainable development across generations. In Japan, the Cabinet approved the "Tourism Nation Promotion Basic Plan" on March 31, 2023, which presents three strategies such as (1) creating sustainable tourism destinations, (2) recovering inbound tourism, and (3) expanding domestic exchanges (Japan Tourism agency, 2023). This means that there is pressure to work towards a sustainable development in the hotel industry and it is appropriate to analyze how hotel companies are currently tackling issues related to sustainable development and how their next generations view their practices.

By analyzing narratives of family owners and their relatives about sustainable development practices of FFs in the hotel industry, we discuss the similarities and differences in several characteristics such as long-term orientation and tangible impacts between the previous and next generations. Thus, we contribute to the development of generation theory and research in family businesses.

CSR peer imitation, investment horizon heterogeneity, and firm-value

Prof. Wei-Hsien Li, National Central University, Taiwan

Do institutional investors play a role in how firms respond to their competitors' CSR commitments and policy adoptions? We find that despite negative initial market reactions, long-term investors induce peer firms to mimic voting firms' adoption of close-call CSR proposals in the year following their passage. Such peer imitation positively impacts the value of the peer firms by reducing cash flow risk, particularly for those with a relatively higher long-term institutional ownership (LIO). Smaller, younger, and weaker firms with higher LIO and in more competitive industries seem to benefit more, which can be explained by the learning motive.

Navigating Change in University Settings: The Role of Leader Motivating Language, Psychological Safety, and Change Engagement

Dr. Fee Yean Tan, Universiti Utara Malaysia

Purpose – The primary objective of this study is to predict which dimension of leader motivating language (i.e. directive, empathetic, or meaning-making) significantly contributes to the enhancement of psychological safety and change engagement among university academics. Guided by the Motivating language Theory (MLT) as an underlying theory, this investigation seeks to provide comprehensive understanding of how leader motivating language influences not only the direct relationships with psychological safety and change engagement but also the indirect influence through the mediating mechanism of psychological safety.

Methodology – This study adopts a quantitative approach, utilizing a questionnaire survey to gather responses from selected samples. Following the exclusion of outliers, a total of 289 usable responses from university academics were considered for data analysis. The analytical technique employed in this study is partial least squares path modelling, using the SmartPLS version 3.0 application.

Results – The analysis indicates that each of the three motivating languages has a positive influence on psychological safety, and psychological safety, in turn, significantly impacts change engagement. The structural model analysis further confirms the mediating role of psychological safety. This underscores the importance of university leaders practicing all three types of motivating language to enhance psychological safety and, consequently, promote change engagement among university

academics.

Conclusion – Through rigorous hypothesis testing and mediation analysis, the study has contributed to the advancement of organizational change literature and MLT. This study has provides valuable insights for university administrators to formulate strategies, enhancing leadership communication competencies and ensuring the success of change initiatives.

Keywords: leader motivating language; psychological safety; change engagement; university academics.

Sustaining the inclusion of the bi-lingual Hybrid manager within Japan-based intercultural workplaces

Dr. Rolf Dieter Schlunze, Ritsumeikan University

Previous research has showed that bi-lingual or so called Hybrid managers able to create cultural synergy can be determined by their language ability, trust network, and the will to be involved with decision-making. However, not much has been reported about the role or process of communication for sustaining inclusion of foreign co-workers. Thus, the purpose of this study is to investigate how managers act as boundary spanners with their linguistic skills spurring effective communication in the multi-lingual workplace. Our initial research questions were as follows. How do bi-cultural or so-called hybrid managers communicate within the multi-lingual workplace? What kind of roles does the hybrid manager have? What kind of communication is needed to sustain the inclusion of the hybrid manager spanning geographically distant cultures? To answer these questions an interview survey was conducted with experts and managers working in multicultural settings about the use of language for synergy creation, an outcome of intercultural communication sustaining the inclusion of foreign co-workers. The interviews of the experts and bi-cultural managers were transcribed and analyzed using MAXQDA to investigate a) the awareness of cognitive, social and cultural distance; b) the difference between failure and success in intercultural communications; and c) finding solutions by coping with problems or empathy. The findings implied that a main reason for failure was a lack of trust in the intercultural communications; for success, understanding backed up mutual trust and appropriate goals.

The results from the interviews inferred that it is important to establish and to maintain positive or constructive communications with trusted co-workers and clients. Skills that can be seen as a characteristic element of successful hybrid managers are their pro-active will to interact with Japanese clients staying motivated and holding out even in times of rapid changes. Further, research needs to investigate how the hybrid manager builds collaborative networks in the intercultural workplace sustaining their and other co-workers` inclusion.

Concurrent Session 1-3 (14:00-15:30) H343

Governing Indonesia's Government Guarantees: An Effort Towards Sustainable Infrastructure Development

Ms. Theresia Averina Florentina, Gadjah Mada University

Mr. Muhammad Jibril, Gadjah Mada University

Government guarantee is one of the forms of the Indonesian government participation in realizing the country's economic development through infrastructure. This scheme requires the government to fulfill certain obligations when certain events occur (Cangiano et al. 2006). For example, in a Public Private Partnership (PPP) project that is guaranteed by the government, if the Government Contracting Agency (GCA) fails to perform its obligations under the PPP Agreement to the Project Company (BUP) then the government through Indonesia Infrastructure Guarantee Fund (IIGF) would indemnify the GCA and fulfill the GCA obligations through monetary compensation towards the BUP. Notwithstanding the fact that IIGF exists to ring-fence the government's contingent liabilities towards the state budget (APBN), IIGF's sole shareholder is the state itself. In other words, IIGF is created 100% from the state budget. Consequently, this scheme still left the state budget exposed to fiscal risk and consequences, especially if it is not accompanied by a robust legal construct based on government guarantees. Therefore, this study aims to analyze further the urgency of a robust regulations for government guarantees to provide sustainability in Indonesia's infrastructure development. This study would adopt a normative analysis which would utilize secondary data.

This study found that the status quo of Indonesian legal framework for government guarantees is provided either by a Presidential Regulation (Perpres) or a Minister of Finance Regulation (PMK) which regulate all kinds of government guarantees. However, Perpres and PMK are the regulations created solely by executive agencies that have minimal democratic character (Pünder 2009), i.e., delegated regulations. Moreover, the current Perpres on government guarantees does not have any criteria or limitations on what kind of guarantees the government may provide. It is also observed that there are no higher laws or primary regulations that have been passed by the legislative such as statute that regulates

specifically on a government guarantee. This would arguably put government guarantees on the whim of the discretion of the president which such a discretion may be affected by politics. It is thus argued that it is not far-fetched to say that the government guarantee mechanism might be used as a tool of politics rather than a support for development if the trend is going to be kept like this. Ultimately, this issue may disharmonize regulations and would, in turn, create an unsustainable legal framework that also affects the state budget. Lastly, this paper argues that there is a need for legislation on government guarantees that passed by the legislative is imminent seeing that there is a change in the government (presidential election) in 2024. Regulations in the field of government guarantees should be regulated by regulations that have cross-sectoral jurisdiction to accommodate all the interests of government guarantees in various stakeholders', including finance and non-finance institution such as the development planning sector, infrastructure, and the SOE sector. It is also argued that the legislation should be in the form of Government Regulation because it would arguably be faster to be enacted compared to a Law.

Evaluating how educational psychology can be utilized to develop engaging lectures in Japanese universities during the post-COVID-19 era.

Ms. Thu Ngoc Minh Phan, Ritsumeikan Asia Pacific University (APU)

During the COVID-19 pandemic outbreak, the educational platform was mandatorily forced to change from face-to-face to online system. This transition posed unprecedented challenges for educators, students, and institutions alike, as they grappled with the abrupt shift to virtual classrooms and the adoption of digital tools for instruction and assessment (Hodges et al., 2020). The post-COVID educational landscape is focusing on digital platforms and innovative instructional strategies aimed at maintaining student engagement and facilitating active learning experiences (Means et al., 2014). Educators have been tasked with redesigning their courses to combine the homeschooling habit and vibrantly social lectures. Thus, the focus of this paper is to investigate how educational psychology can be utilized to establish an interactive atmosphere in lectures amidst the post-COVID era. The study employs the comparative method as its primary approach to examine the disparities between online and face-to-face lecture styles, commencing with syllabus creation, digital instructional techniques, and student engagement strategies. The timeframe will be categorized into three phases: pre-COVID-19, during COVID-19, and post-COVID-19 periods. This study analysis can be applicable for both students and instructors, however, the findings and solutions would be focused on students. Limitations could be found emerging from students' silence during the lectures, and habits of homeschooling formed amidst the COVID era. Findings from the studies are expected to be valuable materials for the Professor, academic office in order to understand and identify the needs and thoughts of Japanese students, which would be helpful in their decisions to create a suitable curriculum according to external factors and students characteristics. I believe my topic makes a huge contribution to the theme of inclusion and sustainability. Inclusion and sustainability means to focus on the need to "put people first". It creates a society where everyone can be involved, no matter the nationality, social status, and characteristic in order to promote well-being, improve well-being, and tighten the social connection. For inclusion, by exploring the impact of coronavirus and education techniques, we can analyze how students' behaviors are changed from the significant shift from face-to-face, online, and hybrid. For sustainability, my study mentions how digital platforms are contributive to educational methods in the post-covid 19. By analyzing the importance of technology in educational approach, educators can reduce reliance on traditional teaching method, prepare for potential future risk, which is the same as the coronavirus period.

Pacific Knowledge Systems: A Catalyst for Inclusive and Sustainable Practices

Mr. M Saiham Hossain, Ritsumeikan University

Introduction:

In today's rapidly evolving world, characterized by a myriad of social, economic, and environmental challenges, the imperative to recognize and integrate diverse knowledge systems has never been more urgent. This research embarks on a journey to explore the rich tapestry of Pacific knowledge systems, illuminating their profound impact on fostering inclusive and sustainable practices. Against the backdrop of the inaugural conference theme, "Inclusion X Sustainability," this study seeks to unravel the untapped potential of Pacific ways of knowing to shape a more equitable and resilient future for all.

Purpose of Research:

The primary objective of this study is twofold: first, to underscore the significance of Pacific knowledge systems in advancing inclusion and sustainability; and second, to challenge prevailing biases and dichotomies between Western and Pacific knowledge paradigms. This research focused on the unique knowledge systems in the Pacific that have evolved over generations. These knowledge systems enabled the Pacific people to interact harmoniously with the environment, such as predicting droughts using the blossoming patterns of the Tera tree or foreseeing rainy seasons based on mango fruit growth. Despite the effectiveness of these Pacific knowledge systems, many people often undervalue them, saying that they are

outdated or lack scientific rigor. Therefore, this research argued that the Pacific knowledge systems were not inferior to the Western knowledge systems and shed light on the effectiveness of the Pacific Knowledge systems in promoting more inclusive and sustainable practices in the field of knowledge systems.

Methodology and Results:

Employing an interdisciplinary methodology, this research synthesizes insights from existing scholarly literature with firsthand perspectives from Pacific communities. Through a combination of in-depth interviews, participatory observations, and critical analysis of academic publications from the region, the study unveils the resilience and efficacy of Pacific knowledge systems. The findings underscore the profound interconnectedness between Pacific communities and their environment, showcasing how traditional practices enable them to predict and adapt to environmental changes with remarkable precision.

Furthermore, the research highlights the overlooked narratives and oral histories of Pacific locals, shedding light on the intrinsic value of indigenous knowledge in promoting inclusive and sustainable practices. By amplifying the voices of Pacific communities, this study challenges the hegemony of Western knowledge paradigms and advocates for a more inclusive and pluralistic approach to knowledge production and dissemination.

Conclusion and Relevance:

In conclusion, this research underscores the pivotal role of Pacific knowledge systems in shaping a more inclusive and sustainable future. This research will demonstrate how the society, community and the development & governance of the Pacific countries have led to building their own knowledge systems. Since this research will show how the Pacific knowledge system is so effective in the Pacific region, my research will assert the need for inclusivity and diversity in knowledge systems. As we navigate the complexities of the 21st century, it is imperative for academia and policymakers to heed the lessons of the Pacific and integrate diverse knowledge systems into their frameworks and decision-making processes.

Identification of Strategic Business Use Cases for Inclusive Deployment of Artificial Intelligence in Developing Countries

Mr. Farhan Istesham, Ritsumeikan Asia Pacific University (APU)

Purpose: More than 70% of the sixty countries who launched AI national strategies are developed countries (Demaidi, 2023), with strong data infrastructure and high technical expertise. According to Deloitte State of Generative AI in the Enterprise report of January 2024, 52% of business leaders from 16 countries in 2,835 organizations which have adopted AI into their business practices expects that AI will centralize the distribution of economic power and 51% expects that AI will increase economic inequality (Deloitte, 2024). AI applications, such as natural language processing can be implemented into customer care industry replacing thousands of workers in Vietnam, South Africa, or Morocco. Similarly, autonomous AI able to sew can replace hundreds of thousands of workers in Bangladesh and Ethiopia (Strusani & Hounghonon, 2019). However, experts believe that technology related job losses are balanced or exceeded by technology-related job growth. Over the last 80 years, technology-driven changes have attributed to 85% of employment growth (Goldman Sachs, 2023 as cited in Green, 2023). Thus, the urgency for developing countries to adapt with this massively disruptive technology is now more than ever. This research aims to provide recommendations for change implementation or adoption strategy for the inclusive deployment of AI in developing countries based on the assessment of current perception of organizations of Bangladesh towards AI and potential use cases across functions.

Methodology & Results: The current perception towards AI will be assessed through surveying businesses consultants, mostly working in the Big Fours in Bangladesh, with a questionnaire Deloitte used to assess the perception of early adopters of AI in 2018 (Deloitte Insights, 2018). Qualitative insights from direct interviews with some of the consultants will be documented through the ISPMA framework Model (Parikh, 2023) to identify the potential use cases.

Lastly based on the results from the surveys and interviews, I will propose a change implementation or adoption strategy of AI using the Lewin's Change Model (Parikh, 2023).

Conclusion & Relevance: Identifying outcome-heavy use cases, such as leveraging LLMs to solve the problem of unstructured and unorganized data infrastructure in developing and emerging countries; opting for the most optimized adoption strategy, such as choosing between large models from third-party providers and smaller open-source customized models with internal data and concepts of own enterprises (Green, 2023) are the needs of the hour for organizations in developing countries which can be served through this research. Identification of the use cases and designing the go-to adoption strategies will benefit the inclusive deployment of AI across business units and functions in Bangladesh, offer actionable insights for the consultants involved and other stakeholders, and initiate research for the case of other developing countries. The actionable insights will propel a sustainable and equitable approach to adoption of AI in Bangladesh and beyond to make Artificial Generative Intelligence more inclusive.

Panel Session 1 (14:00-15:30) H344

Fostering Partnerships for a Sustainable Future: Bridging Higher Education and Business Corporations

Chair: **Prof. Petrus Willem Roux**, Ritsumeikan Asia Pacific University (APU)

Panelists: **Prof. Faezeh Mahichi**, Ritsumeikan Asia Pacific University (APU)

Prof. Shunso Tsukada, Ritsumeikan Asia Pacific University (APU)

Mr. Takahide Suetsugu, AMITA Holdings CO., LTD.

The intersection between higher education and business presents a critical opportunity to address the pressing need for sustainable development in our global existence. This panel discussion aims to bring together stakeholders to explore and establish partnerships to promote sustainable initiatives in the areas of circular economy, carbon neutrality, and nature positivity.

Across the spectrum of business, diverse opportunities have emerged in the areas of circular economy, carbon neutrality, and nature-centric practices. From plastic recycling to renewable energy ventures, electric vehicle innovation, regenerative agriculture, and efficient energy management, the landscape is burgeoning with potential. However, realising these opportunities requires collective action; no single entity can achieve this alone. Collaboration among companies is paramount, but it extends beyond corporate spheres. Engagement with universities, research institutions, government bodies, local authorities, and citizens is equally vital, as exemplified in this session. Furthermore, to encourage progress towards a sustainable society, nurturing leaders capable of mobilising diverse stakeholders is imperative and urgent.

Inclusivity plays a vital role in driving sustainable initiatives forward. It entails embracing diverse perspectives, experiences, and backgrounds to create an environment where all individuals have equal opportunities to contribute. Inclusive leadership emerges as a critical capability, enabling organisations to adapt to diverse markets, ideas, and talent pools. Leaders who demonstrate awareness of bias, coupled with humility and empathy, foster an inclusive environment conducive to sustainable innovation and progress.

"Environmental Citizenship" embodies the responsible pro-environmental behaviour of citizens acting as agents of change across local, national, and global spheres. This encompasses individual and collective actions aimed at solving environmental challenges, preventing new problems, and fostering a harmonious relationship with nature. Environmental citizenship involves exercising environmental rights and duties, identifying underlying causes of environmental degradation, and actively engaging in civic participation for sustainable solutions.

AMITA is a social enterprise dedicated to fostering a sustainable society characterised by the enhancement and preservation of natural and human capital through developmental progress. Guided by the ethos of converting latent social needs into market opportunities, AMITA has diversified its operations since inception. These include ventures in waste recycling, environmental certification audits, ICT solutions tailored for corporate environmental management, and outsourcing services. Furthermore, the company is actively involved in consultancy services aimed at assisting businesses in transitioning towards sustainable practices and recycling-centric business models. Central to its approach is the cultivation of robust relationships and the engagement of diverse stakeholders.

Under the "Ecosystem Society Concept 2030", AMITA is leading the establishment of "Meguru Station," a community-focused resource recovery centre aimed at fostering collaboration among local residents and leveraging the region's consumption, activities, and resources. Concurrently, efforts are underway to develop the "Meguru Platform," a circular economy platform that aggregates consumption data, activities, and available resources from local stakeholders.

This panel discussion seeks to catalyse collaborative efforts between higher education and the business community toward a sustainable future. By fostering partnerships, embracing inclusivity, and cultivating environmental citizenship, we can collectively address the challenges of today while building a resilient and thriving world for generations to come.

Concurrent Session 2-1 (15:45-17:15) H341

Fingertalk (B): Breaking the Silence and Empowering Special Needs

Associate Prof. **Pajaree Ackaradejuangsri**, Ritsumeikan Asia Pacific University (APU)

Developed from interview and multimedia resources, this teaching case highlights the challenges faced by a social enterprise (Fingertalk) and a social entrepreneur (Dissa) facing an unexpected event. In 2015, Dissa Ahdanisa founded Fingertalk, a social enterprise in Indonesia dedicated to supporting the disability community, especially the deaf people. With the mission of changing societal perceptions and providing equal employment

opportunities for people with disabilities, Fingertalk expanded its business to three cafés (Deaf Café Fingertalk), a handicraft workshop and car wash service known as Fingertalk Shop, and a bakery. By the beginning of 2020, Fingertalk has grown to employ around 30 individuals, most of whom were deaf. However, when the COVID-19 pandemic struck, all Fingertalk operations had to be suspended, posing unforeseen challenges for Dissa and her team. The case lets students confront the trade-offs that arise when an event that severely impacts the viability of a business. Students put the hat of Dissa on to find ways to sustain her enterprise and support her deaf employees during this difficult time.

The Sustainability, inclusiveness, integration for University support services (SiiUss) Course – a collaboration between the University of the Philippines Diliman and Karolinska Institutet

Ms. Noelle Camilla R. Rivera, University of the Philippines Diliman

Ms. Karen Gustafsson, Unit for Teaching and Learning, Karolinska Institutet

The term internationalization has traditionally been associated with exchange studies, English as language of instruction, or international students, yet we recognize that internationalization of a Higher Education Institution (HEI) has a much broader scope – the creation of an environment to meet the needs of the diverse society that surrounds us. A closer look at the United Nations Sustainable Development Goal Number 4.7 reveals the key elements that are conducive to creating an inclusive and integrated learning environment: “By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development”.

Evolving definitions of internationalization over the past decades have made only scant reference to - Support Services Staff (SSS), the many individuals who have been providing administrative and/or managerial support for the university and its stakeholders. Comprehensive support services and coordinated, well-equipped staff are critically important for the overall well-being and advancement of stakeholders. In particular, they play a significant role in the social, emotional and character development of students and the development of learning climates that are conducive to student achievement. As Hudzik (2011) states:

“Comprehensive internationalization is a commitment, confirmed through action, to infuse international and comparative perspectives throughout the teaching, research, and service missions of higher education... It is essential that it be embraced by institutional leadership, governance, faculty, students, and all academic service and support units.”

Therefore, the University of the Philippines Diliman (Philippines) and Karolinska Institutet (Sweden), have created the Sustainability, inclusiveness, integration for University support services (SiiUss) course, where the SSS at HEIs can develop new skills, share good practices and experiences, learn from each other, and discover new ways of working with peers, both locally and internationally. The course aims to provide a tool for the professional development of the SSS to gain a clearer understanding and identify ways to integrate the concepts of Internationalization, Sustainability, and Inclusiveness into their daily work.

SiiUss consists of modules on internationalization, SDGs, creating an inclusive campus, global citizenship, the power of language, and a final task which incorporates all concepts learned into their daily work, which were determined through a training needs analysis survey. Participants adopt a reflective approach for relating the module topics to their daily work through regular online meetings between an assigned tandem of SSS from each institution and their assigned facilitator, throughout the course, which is equivalent to an estimated 36 work hours. It was piloted from May until December 2023, with 5 pairs or a total 10 SSS, with positive feedback by the end of the course, validated through a post-pilot course evaluation survey.

By strengthening the professional capacity of the SSS, we empower them to take pride in their roles in their home institution and the ripple effect which inevitably contributes to SDG No. 4.7 in the global context.

Students of Global Citizenship Education and Experiential Learning through the One Village One Product (OVOP) rural development project in Issyk-Kul, Kyrgyzstan

Ms. Yumi Takahashi, American University Of Central Asia

The project was aimed at AUCA students from “International Development and Cross-Cultural Communication” and leaders of the AUCA Japanese Club to learn about Global Citizenship Education through the OVOP rural development project since 2011. 10 students engaged with the OVOP project initiated through the Japan

International Cooperation Agency (JICA). The OVOP Project in Kyrgyzstan is one of the most successful projects that JICA has conducted. Speaking of the project background, it started in a rural area of Japan, Oita Prefecture, in 1961. The vision of the OVOP movement was to increase the income and wealth of local people in the region. It was developed uniquely for Japan, but later in other Asian countries. The OVOP Kyrgyz model continues, and it is in the 4th phase. The project became a Kyrgyz national project recently.

Throughout the “International Development and Cross-Cultural Communication” course and the leaders of AUCA Japanese Club, students from Uzbekistan, Tajikistan, Kyrgyzstan, and Japan who come from different disciplines such as Liberal Arts and Sciences, Anthropology, Applied Math, Business, and Economics explored Global Citizenship Education (GCED) as a transformative education that focuses on being just, peaceful, tolerant, inclusive, secure, and sustainable. Students developed their knowledge, skills, values, and attitudes, which learners need for securing a world.

The process of incorporating Global Citizenship Education into the course started with allocating the topics to the students: gender and women’s empowerment, the SDGs, and the Alternative Paradigm Development. First, they learned about the topics by making presentations, reading related articles, watching videos, and participating in games to build their foundational knowledge.

Then, experiential learning was the students’ fieldwork trip to the Issyk-Kul region. The students learned about the OVOP Kyrgyz model through engaging with their production workshops, observing, and learning from small-scale local producers. Students visited the new OVOP building, where they witnessed the glocal part of the alternative paradigm of development. They gained experience that would help them find solutions for social or economic issues and initiate their projects in the future.

Finally, back in the classroom, the students combined their pre-fieldwork knowledge with their fieldwork experiences. Each group focused on a different topic and created powerful YouTube videos that serve as a reflection of their learning journey.

Keywords: Experiential Learning, International Development, Cross-Cultural Communication, Sustainable developments, Empowerment of women, New / Alternative Paradigm Development

Unraveling Legal Barriers: Exploring Women’s Access to Justice in Indonesia and Lessons for Asian Contexts

Dr. Herliana Herliana, Gadjah Mada University, Indonesia

Inclusivity and sustainability play pivotal roles in ensuring equitable access to justice for women. By fostering inclusivity, legal systems can address the diverse needs and experiences of women from various backgrounds, including those marginalized due to factors such as race, ethnicity, socioeconomic status, disability, or sexual orientation. Access to justice is not merely a legal issue but a fundamental right, as underscored by Patton (2014). Denial of equal legal recourse and protection violates women’s basic human rights, hindering their ability to participate in development.

The purpose of this study is to dissect the intricate web of legal barriers obstructing women’s access to justice in Indonesia while concurrently drawing valuable insights for other Asian countries. This research is important towards achieving gender equality and access to justice. Access to justice is a fundamental human right, when women are denied equal access to legal recourse and protection, their basic human rights are violated. In contrast, when women are empowered through legal access and protection, they can actively participate in economic activities, contribute to household income, and drive overall development. This theme is relevant to the conference because it can facilitate meaningful discussions and collaborations advancing inclusivity and sustainability to achieve gender equality. This research not only sheds light on the unique challenges faced by Indonesian women but also elucidates broader lessons applicable to diverse Asian contexts.

Employing a comparative approach, this investigation offers a nuanced understanding of the complexities surrounding women’s access to justice in Asia and proposes strategies for overcoming these obstacles to promote gender equity and enhance legal empowerment across the region. This is normative legal research. It involves the examination and evaluation of legal principles, rules, and norms to understand their application and implications within a specific legal context. This research begins by conducting a comprehensive review of the legal framework governing women’s access to justice in Indonesia, and will be followed by analyzing legal barriers, examining discriminatory laws, and gaps in legal protection that disproportionately affect women. This research compares Indonesia’s legal framework and practices concerning women’s access to justice with those of other Asian countries. This comparative analysis helps identify common patterns, differences, and best practices that can provide insights for addressing legal barriers across the region. It aligns with the conference theme of inclusivity and sustainability by fostering cross-cultural learning and exchange best practices.

This research concludes that integrating inclusivity and sustainability into strategies for women’s access to justice not only promotes fairness and equality but also contributes to the establishment of robust and resilient legal frameworks that

empower women and foster social progress. The relevance of these findings lies in their potential to drive positive change in policies, practices, and attitudes toward women's access to justice, ultimately leading to more equitable and inclusive societies.

Keywords: Women's access to justice, legal barriers, gender equality, inclusivity, sustainability

Concurrent Session 2-2 (15:45-17:15) H342 *Japanese Session

中国 BL・プロムス作品に見られるセクシュアリティと検閲ロジック

Dr. Mi Erin Zhou, Ritsumeikan University

中国のボーイズラブ (BL) は 1990 年代に日本の BL に影響を受けて始まった。メディア検閲にもかかわらず、中国 BL は 2010 年代に中国でポップカルチャーになり、現在、世界中で人気を博している。本発表では、中国 BL をめぐる議論のなか、①中国 BL が中国社会におけるジェンダー・セクシュアリティにどのような影響を与えているか、②中国 BL アダプテーション (翻案) 作品を通してどのような検閲のロジックが見られるかを検討する。

BL は、主に女性作家により女性読者のために作られる、男性同士のロマンスである。女性主人公が不在のため、フェミニズムの観点から、女性があえて男性の体を借りて自分の性欲を表現する形になり、その点において性的表現の主体性のなさが批判され、「BL は女性嫌悪である」とまで言われる。一方、BL における性的描写はジェンダー・セクシュアリティを再構築する機能を持ち、それがジェンダー・セクシュアリティにおける偏見を変えていくことにつながる、という議論も見られる。本発表は、BL は緩やかなフェミニズムの実践であると主張するものである。BL は、過去のシステムを完全に削除するのではなく (つまり、家父長制や強制的な異性愛といった問題を完全に覆すのではなく)、こうしたシステムによる問題が成立しないように新しいシステムを作ることで、問題解決への試みをなすものであると考える。この点を、商業的に成功した中国 BL 作品『クズ悪役の自己救済システム』などを例に説明する。

次に、中国の BL 作品がアニメ化・ドラマ化されて配信される場合、メディア検閲によって主人公の恋愛関係が友達関係に変更されたり、実在した歴史的背景を持つストーリー設定が架空の世界を舞台にしたストーリー設定に置き換えられたりすることが見られる。なぜ他の選択肢があるにもかかわらず、このような変更が見られるのだろうか。本発表では、商業的に成功した BL が原作のプロムスドラマである『陳情令』『山河令』などを分析することで、メディア検閲のロジックを探る。

日本は複数国籍を禁じているのか？

Ms. Yuri Kondo, Law Office of Yuri Kondo

1. 研究目的：日本における国籍法 11 条 1 項違憲裁判を通じて日本社会を観察・分析し、広報活動、法改正への力とする。発表者は、米国アリゾナ州弁護士であり、2022 年 6 月に同違憲訴訟を国に対して提訴し、現在福岡高等裁判所において審議中である。
2. 研究方法と結果：提訴と裁判の進行を通して日本社会、裁判制度の観察・分析を行い、社会全般に広報活動を行い、結果として法改正へ導き日本社会を複数国籍を広く許容する多様性を尊ぶ社会にする方向に貢献する。
3. 結論：裁判を介して社会を変えることに貢献する。国籍法 11 条 1 項の規定「自己の志望により他の国の国籍を取得する日本人は日本国籍を喪失する」という時代遅れの国籍法を改正する力とする。

発表者のスピーチは、純粋な学問研究とは異なる、いわば学際的、かつ法改正により現代のグローバルな人間の移動や活躍に適合する国籍法に改正することにより、日本社会をより多様性を認め、生かすことができる社会に変革しようと違憲訴訟を提起した者の立場から、国籍法 11 条 1 項を解説し、その問題点を指摘し、現実的にこの規定により困難に直面している多くの海外在住および国内在住日本人たちの状況について現状を伝え法改正の必要性について伝える。

日本国が「複数国籍 (重国籍) を禁じている」という国内外共通の通念が誤りであることを示し、日本政府は現在でも 100 万人に近い人々が二重 (複数) 国籍者である可能性があると認めており、一定の条件の下、特に両系血統主義の国籍法により、出生による二重 (複数) 国籍者が多数生まれている現実および実際には多数の重国籍者が存在する事実を指摘する。問題は、国籍法 11 条 1 項適用者のみが憲法 14 条「法の下での平等」原則に反して、強制的に日本国籍を剥奪されることにより差別されていることを明らかにする。またこれらの国籍法 11 条 1 項適用者についても、本人の意思を確実に確認することなく、また「自動喪失」を実行する実質的方法およびシステムを持たないにも関わらず、日本政府は一方的に国籍を剥奪することを主張・実行しており、憲法 22 条に保障される「日本国籍を離脱する自由 (ひいては離脱しない自由) の保障」の原則に違反して国籍の剥奪を行っている実情についても明らかにする。

社会契約理論による憲法解釈が開く可能性～国籍はく奪条項違憲訴訟から考える

Mr. Teruo Naka, Shiina Law Office

「日本国民は、自己の志望によつて外国の国籍を取得したときは、日本の国籍を失う。」とする国籍法 11 条 1 項は、1899 年に、自分の意思で日本を離れて外国の国籍に入った者を日本人としておいても日本に益がないのみならず、複数国籍が生じるという弊害がある、として設けられた規定だ。国際的な生活様式や家族関係をもつ日本国民にとって幸福追求の大きな妨げとなっており、近年、その違憲性を争う訴訟がいくつも提起されている。裁判所は合憲判断を続けているが、憲法学者からは厳しく批判されている。

憲法の外にある「疑わしい観念」を用いて憲法を無効化する手法は、最高裁判所が得意とするところだ。特に国籍が関わる場面、たとえば国籍法 11 条 1 項を正当化しようとするときや、外国人の出入国や在留の権利、公務就任権、生活保護の受給権などを制限しようとするときに顕著に用いられている。しかし、明治憲法下でならともかく、憲法を最高法規とする現憲法下で許される手法ではない。

このことを明らかにするうえで有用なのが社会契約理論である。現憲法は、自由で平等で多様な人々が民主主義社会を協働の事業として運営していくための必須事項を定めた、政治的リベラリズム（ロールズ（1992））の憲法である。ロールズの提唱した「無知のヴェール」、「重なり合うコンセンサス」を用いることで、国籍法 11 条 1 項の違憲性はもちろん、国籍が関わる上述の諸問題における最高裁判所の判断の誤りも明らかにできる。その手法は、同性婚や選択的夫婦別姓など、現憲法の基礎的事項（constitutional essential）の違憲性判断にも応用できる。現憲法を社会契約理論を用いて解釈することの可能性を考える。

Concurrent Session 2-3 (15:45-17:15) H343

ESG and Organizational Performance: What is the Relationship?

Prof. Lai Wan Hooi, Ritsumeikan Asia Pacific University (APU)

Based on the stakeholder theory, this study examines the nexus between corporate governance and organizational performance, taking green and human capital practices as the mediators. This study examined Bloomberg's Financial Analysis data of 83 organizations enlisted in the FTSE Blossom Japan Index (June 2023), with an overall ESG score above 4.0. The data for each organization for 2021 and 2022 were used. We have excluded 46 sample data with Return on Capital Employed (ROCE) or Operating Margin (OM) below five percent, which we deemed not meaningful to be used in this study. In total, firm-year 120 data were used for hypotheses testing. This study conducted hierarchical multiple regression analysis using SPSS. Our study shows that corporate governance does not directly influence ROCE and OM but positively affects green and human capital practices. Green and human capital practices are negatively related to ROCE and OM. Corporate governance through green practices exerts significant negative influences on ROCE and OM. Further, corporate governance indirectly through human capital practices influences OM negatively and is insignificant on ROCE. Our study offers valuable insights to organizational leaders, policy-makers, and stakeholders on leveraging the pillars of ESG to create a sustainable environment in the volatile business landscape post-COVID-19 pandemic. Specifically, our results suggest that for organizations to be environmentally and socially responsible, an organization should first deploy robust corporate governance by balancing the competencies and diversities of the board or management, introducing relevant policies/procedures and reward schemes based on the initiatives achieved. The solid governance foundation will facilitate the implementation of relevant green and human capital practices. Separately, our results that governance-driven green and human capital practices negatively influenced organizational performance cautioned that organizational leaders should not solely rely on the organizational performance to reward or penalize employees involved in the ESG business model in the short term. Indeed, organizations may incur additional costs as part of the investments in ESG practices but not achieve the benefits overnight or quickly. Hence, organizations can consider rewarding the ESG practices using specific ESG measures, such as reduction in energy usage and carbon footprint, lower employee turnover, and continuous focus on human rights as indications of the organization's reputation. To this end, we propose that organizations put more effort into the ESG disclosure, no longer as a compliance, but as a part of their strategic planning to create additional value as socially responsible organizations to attract various stakeholders, such as investors, customers, suppliers, and potential employees. Our quantitative evidence reveals how corporate governance affects green-human capital practices to reshape organizational performance. Our model and findings offer a useful starting point for future scholars to increase the depth and breadth of ESG-related domains post-COVID-19 pandemic or crisis alike to advance the multidisciplinary literature, crossing sustainability and business management. More importantly, our findings on Japanese organizations plausibly motivate further studies in other collectivist economies, developed/emerging economies within the Asia region, and Western/Eastern countries in the new post-COVID-19 regime.

Keywords: Corporate Governance, Green, Human Capital, ESG, Organizational Performance

Preparedness of the 4IR through Inclusive Human Capital Development of Bangladesh: Lessons from Japan

Dr. Md Jahangir Alam, University of Dhaka, Bangladesh

Bangladesh has prepared for the Fourth Industrial Revolution to become a developed nation by 2026. The difficulties posed by the Fourth Industrial Revolution are significant, but the country strives to enhance its human capital to foster economic progress. Human capital development (HCD) has significantly contributed to Bangladesh's economic progress. An efficient career trajectory might increase graduates' knowledge and skill development, ultimately contributing to human capital growth. Several studies have been carried out on human capital development in Bangladesh and Japan, focusing on the school system's involvement in HCD, HCD's impact on a sustainable economy, and related topics. There is little research on

the relationship between the Fourth Industrial Revolution (4IR) and the human capital development of Bangladesh. This study aims to uncover the routes of human capital development in Bangladesh that will enhance preparation for the Fourth Industrial Revolution (4IR). This study is unique because it analyzes key insights for Bangladesh from the Japanese Human-Centered Design paradigm and contrasts the Bangladeshi and Japanese HCD models. This study utilized qualitative techniques and inductive reasoning. The sample size of this qualitative case study research was. To balance a proper mix of data, male and female participants were gathered from urban and rural regions of Bangladesh. The individuals were selected using purposive and snowball sampling methods. The results showed many obstacles to the inclusive advancement of human capital in Bangladesh. This paper explores several job paths available to graduates in Bangladesh that help them improve their skills to contribute to the nation's development. This paper also analyzed how Bangladesh may enhance its sustainable economic growth by adopting the Japanese HCD model. This paper provides valuable insights for academics, graduates, politicians, and government officials seeking to improve the educational system to enhance the employability of graduates.

Analysis of Housing Location for dual-earner households in the Tokyo Metropolitan Area

Prof. Akiko Sakanishi, Ritsumeikan University

In the Tokyo metropolitan area, the population of the central city of Tokyo has been increasing since the 2000s, which indicates reurbanization tendency has been progressing. The orientation of suburban residential location, where people lived in the suburbs and took time to commute to the central city before the 1990s, has been gradually changing. Capturing the changes in urban structure in recent years is very important in examining the sustainability of urban areas, especially suburbs, as Japan's population as a whole is declining. Recently, the percentage of full-time dual-earner households has been increasing, as represented by power couples with higher incomes. Full-time dual-earner households are more likely to choose a housing location in the central city over suburbs to save commuting time compared to one-earner households. This is because the high opportunity cost of time and time constraints in a day indicated by Sakanishi (2019), leading to a decision that reduces commuting time. In this study, we focus on households working in the Tokyo wards and empirically analyze how the housing location of the two-earner households differs from that of one earner-households. We use a theoretical model of urban economics to explain why households headed by a full-time working couple are more likely to live in close proximity to work than households headed by only one working couple. We also clarify the differences in housing location among working couple households with children compared to those without children. The results of this study using micro data indicate that housing location in the 23 wards of Tokyo for full-time dual-earner households is statistically significantly greater than that for one-worker households. The results indicate that changes in household structure affect the location of housing within a metropolitan area. Due to the declining birthrate, aging population, and changes in household structure, the suburbanization phenomenon that prevailed from the 1960s to the 1990s has shifted to population centralization and therefore re-urbanization, and increasingly today there are differences between central cities and suburbs, including in population and housing demands. This study provides theoretical and empirical explanations for the structural changes in urban areas, focusing on the tendency of the population to return to urban centers since the 2000s and the increase in the number of households headed by dual-earner couples.

Reconsidering the principle of organizational ecology

Prof. Yukari Mizuno, Ritsumeikan University

I wrote a research book called, "The Principle of Organizational Ecology," in Japanese in the current year. This book was subsidized by the Academic Book Publishing Promotion Program of Ritsumeikan University. The theme of the book relates to the comparison of functional and dysfunctional organizations. I wrote a message on the book cover, "Why do successful organizations fall into a negative spiral and become dysfunctional?"

To answer this question, I reviewed numerous books on the Japanese economy and organizations from the 1950's to the year, 2022. While most books written between the 1950's and the early 1990's indicated successful Japanese companies, most of those written from the late 1990's to 2022 indicated organizations falling into a negative spiral and becoming dysfunctional.

First of all, I summarized each book and introduced case studies, then indicated essentials and key contributions, the significance of each book and case study. Secondly, I analyzed these books and case studies from the aspects of strategy and organization (including organizational structure and system), top management (including top managers), middle managers, members of the organization, and stakeholders. Finally, I unraveled the logical structure of both, successful organizations and those falling into a negative spiral and becoming dysfunctional.

I also wrote another message on the book cover, "How do dysfunctional organizations rebuild?" To answer this question, I reviewed Japanese books that had described such situations and introduced case studies. Then, I analyzed these books from the aspects of organizational management and leadership, including developing the next generation of leaders. Lastly, I

derived success factors and unraveled the logical structure of rebuilding dysfunctional organizations.

There is the saying that stagnant water breeds disease. The case studies of CEO who rebuild dysfunctional organizations insisted the saying. It means that business leader has to keep in mind to make changes in its business environment to sustain the company, otherwise the organization fall into negative spiral and become dysfunctional. This issue is about organizational sustainability in business.

Then, considering organizational sustainability in business, it is important for business leader to select boarding members and the member of top management team. "Who assign as the member of top management team" is an extremely important issue when considering the organizational sustainability in business. Intrapersonal functional diversity refers to assign the member of the top management team with multiple specialties and backgrounds, and work experience in multiple departments and companies. Organizations that achieve intrapersonal functional diversity of top management team had higher performance and information sharing than those did not. Those discussion are about organizational diversity and inclusion themselves.

The book contributed to identifying the inhibitor factors that prevent organizations from creating a functioning tissue. The inhibitor factors exist in both, the organization, as a whole, and its members.

Panel Session 2 (15:45-17:15) H344

Comparative research on Diversity, Inclusion, and Sustainability between Islamic and non-Islamic countries

Chair: **Dr. Toshitsugu Otake**, Ritsumeikan Asia Pacific University (APU)

Panelists: **Dr. Hebatallah Badawy**, Egypt-Japan University of Science and Technology

Dr. Mahmoud Moustafa Otaify, Egypt-Japan University of Science and Technology

Dr. Hanan Amin Mohamed, Egypt-Japan University of Science and Technology

In recent years, research on inclusion of individuals who have been marginalized from societal institutions and organizations due to reasons such as gender, disabilities, and poverty has become increasingly active in the social sciences. There is particular attention on inclusion in areas such as education, the labor market, and organizations. For instance, in the realm of education, studies are being conducted on the integration of special education with mainstream education and on promoting diversity in educational settings to enhance learning environments. Additionally, regarding inclusion in the labor market and organizations, research is advancing on the strategic implementation and effects of Diversity and Inclusion (D&I) initiatives, as well as the role of diversity management and leadership in the workplace. Furthermore, there is growing interest in digital inclusion facilitated by artificial intelligence (AI) and technology, with research exploring the role of digital technology dissemination in fostering inclusion.

However, research focusing on the religious aspect of inclusion is relatively limited, particularly in Japan where Buddhism and Shintoism have traditionally been the dominant religions, leading to insufficient understanding of Islamic culture and religion. Nevertheless, with the increase in international students and foreign workers in recent years, there has been a broader understanding of Islamic culture and religion, necessitating a better grasp of political systems, cultural dynamics, historical backgrounds, and the relationship between religion and politics in Islamic countries.

Presenters in this session aim to advance international collaborative research, comparing similarities and differences in perspectives on Diversity and Inclusion (D&I) between Islamic and non-Islamic countries. The goal is to deepen understanding among universities, businesses, and governments regarding D&I challenges in a global society, based on which improvements can be made. Introducing the research undertaken as the first step in collaborative research, discussions will revolve around inclusion in organizations, financial inclusion, digital inclusion, and more in the future.

Day 2

Concurrent Session 3-1 (11:00-12:30) H341

Sun-crea: Fostering Sustainability and Inclusion in the Japanese Hospitality Industry – A Journey Toward the Heart of Ametsuchi

Dr. Tomoyuki Ozawa, Ritsumeikan Asia Pacific University (APU)

This is a teaching case.

Suncrea operated hotels in Hiroshima and Ehime Prefecture for about 30 years. Masayuki Hosoba (Hosoba), President, was working for IBM Japan, and his family was running Suncrea. But the company went bankrupt. Hosoba retired from IBM and did business restructuring and established new Sun-Crea in 2015. He was riding on the inbound boom and expanding his business with a grand goal.

The COVID-19 hit the business, and the declaration of a state of emergency in Japan in 2020 forced the suspension of all hotel operations. His common sense collapsed, and a strong doubt arised as to whether the company can continue only with the economic growth.

In the world, there is an idea to switch from measures only from an economic perspective to new indicators such as sustainability, inclusiveness, and circular economy, which Hosoba feels right. With the COVID-19 raging, Hosoba moved to Meguro district, Ehime Prefecture (only 270 people and 64% elderly population rate), where there is a hotel that has just been contracted to rebuild.

Hosoba's activities and ideas include:

- Aims to throw himself and his family into the village community engaging agriculture, become a role model, and create a way of life in this VUCA age.
- Appointed a few-year university graduate female who wants to run a hotel in Indonesia in the future to be the manager of a new hotel.
- Started an outdoor education business as an incubation facility for ways of life appointing a young female to oversee the business.
- Upcycling as a means of achieving sustainability and a circular economy.
- "If a goal is set by a leader, it contains an obligatory element, so it takes away independence. On the other hand, it is important to have an organization growing naturally even if members are left alone. It is important that the company and its members match their values and goals, and that each person's internal energy is welling up, rather than being imposed by a leader."

Analysis of Starbucks Japan's Human Resource Management Issues: Using the autoethnography of Foreign Workers

Dr. Yaguang Yan, Nippon Bunri University

Although SBJ (Starbucks Japan) is highly regarded by Japanese society for its human resource development and management, there is concern that employees do not fully understand the philosophy and are providing services beyond what customers require as in the past. In addition, there is a problem of foreign workers in the "accommodation and food service industry" but there has been no research on the causes of the problem. This study focuses on foreign workers at SBJ and aims to identify the internal problems that foreign workers perceive when working at SBJ. To analyze the problems and the causes of the problems based on the facts that author felt while working at SBJ. By identifying internal problems as opposed to external evaluations, it is hoped that Japan's service industry will become more inclusive. Therefore, a qualitative study was conducted and the research question "What problems exist in human resource development and management at SBJ from the employees' side?" Subsequently, "Which of the obtained problems are unique to foreign workers" was also discussed. In this study, "autoethnography" is considered an appropriate research method because as a foreign worker, author will use his actual experience of working at SBJ to identify the problems the author perceive through his work and to examine the values and cultural factors behind the problems. The author of this study joined SBJ as a part-time partner in May 2016 and left at the end of October 2023, and referred to his 7 years and 5 months of reflection to complete the semi-structured interview items were created. Interviewee A, who works at SBJ, then conducted a semi-structured interview with the author. The interviews were conducted on November 20th 2023, and November 30th, 2023. Approximately 3 hours of dialogue were transcribed, and a verbatim transcript was prepared. Based on the verbatim transcripts, a primary analysis of problems and causes was conducted. To ensure the objectivity of the analysis results, Interviewee A was asked to work with the author to jointly revise the analysis. As a result, three problems were identified that were perceived: " unique operational methods existing in the region and stores", " problem-solving through employee motivation", and " swaying and misalignment of

management philosophy". In addition, three problems specific to foreign workers were identified: "Conflicts with management", "Deficiencies in physical care for employees" and "Inadequate handling of diversity". The possible causes of these problems are "abandonment of differentiating initiatives", "Japan's unique cultural background" and "imbalance between contribution and rewards". In considering how to improve the problems in the Japanese service industry, it is necessary to focus specifically on the above causes. However, due to the limitations of the study, such as "the effect of employment status" and "the limitation of the time of research", it is necessary to continue a longitudinal study focusing on the differences by employment status.

How Institutions Shape the Effects of Cooperatives on their Members

Dr. Madeg Le Guernic, Rennes School of Business, France

Agricultural cooperatives represent a promising way of improving the quality of life of the half a billion smallholders, who account for the vast majority of the world's food production. By embracing principles of democratic governance and equitable distribution of benefits, agricultural cooperatives embody a sustainable and inclusive model of economic development. They serve as catalysts for inclusive growth by providing marginalised communities, including women and indigenous groups, with access to resources, markets, and decision-making processes. By empowering smallholder farmers, cooperatives also contribute to the promotion of sustainable agricultural practices, such as organic farming, agroecology, and biodiversity conservation. However, little is known about the institutional factors that explain the potential benefits of being a member of a cooperative.

Using a meta-analytic framework, our study aims to fill this gap. First, we systematically bring together all relevant sources that examine the effects of agricultural cooperatives on their members. Our original database consists of 1,370 parameter estimates (i.e. outcomes) from 110 academic studies conducted between 1988 and 2018, encompassing 32 countries on all continents. Second, we investigate how the institutional environment affects how cooperatives benefit their members.

The descriptive analysis indicates that agricultural cooperatives generally have a positive impact on the welfare of their members. This impact is multifaceted (higher incomes, higher sales price, access to more productive technologies, etc.). The main analysis, conducted using a heteroskedastic ordered probit model, shows that a stable legal system, especially in non-democracies, amplifies the positive impact of cooperatives on their members, which indicates that cooperatives are both economic and political projects. In addition, we find that cooperatives that are part of a federation have a higher probability of reporting a positive outcome, but only when they operate in democracies, highlighting the risk of competition between the State and the federation, with a danger of political capture in non-democracies.

In light of the growing importance of sustainable development goals and the urgent need for transformative change in global agriculture, understanding the role of agricultural cooperatives in promoting sustainability and inclusivity is crucial. This study contributes to advancing this understanding and underscores the potential of cooperatives as key drivers of a more sustainable, inclusive, and resilient world.

Ethicality Stereotypes of Fast and Slow Business Models and the Effect of B Corp Certification

Prof. Lailani Laynesa Alcantara, Ritsumeikan Asia Pacific University (APU)

Unlike fast business models, slow business models are characterized by two often perceived competing goals of becoming financially sustainable and making social or environmental contributions. Although scholars and decision-makers are increasingly debating the ethical implications of fast versus slow business models, insights into lay perceptions remain unclear. Moreover, while there is an increase in the number of B Corp certification, which is a certification for for-profit social enterprises that identifies desired outcomes for positive changes including inclusion, circularity and impact management, there is still a lack understanding of how B Corp certification impacts ethicality perceptions of firms with slow business models compared to those with fast business models. This paper fills this gap by examining people's fundamental stereotypes of firms with fast and slow business models. Five studies (N = 3,105), including implicit association tests and experiments, show that people perceive slow (vs. fast) firms as more ethical, and this enhances warmth perceptions without compromising competence. This illustrates how mere speed signals of business models influence ethicality and social perceptions, challenging the existing notion of competence-warmth tradeoffs. We describe this phenomenon as the "Slow Glow Effect": how slow business models enhance ethicality perceptions and override competence-warmth tradeoffs otherwise germane to for-profit. Interestingly, this effect is not amplified by B Corp certifications and is diminished following ethical misconduct. Offering a nuanced understanding of ethicality and social perceptions, our findings motivate a novel perspective to think about business model signals and stereotypes.

Co-author's Name: Jareef Bin Martuza

Exploring gamification theory and practice for cultivating diversity and inclusion in classrooms

Dr. Santiago Ruiz-Navas, Ritsumeikan Asia Pacific University (APU)

Purpose: Gamification and game research can contribute to solving the challenges of implementing inclusive teaching. However, research connecting these two fields is scarce or does not directly understand Inclusive Teaching as education for all (e.g., diverse, culturally aware, and accessible). Therefore, we started this project to explore the intersection of gamification and game research, as well as Inclusive Teaching, to identify game design elements that could facilitate the implementation of Inclusive Teaching in classrooms.

Methodology and results: the project consists of three stages: 1) scoping reviews of gamification and Inclusive Teaching literature reviews, 2) scoping reviews of gamification and game research, and Inclusive Teaching research. 3) identify potential solutions in gamification and game research to solve Inclusive Teaching implementation challenges. The method for the scoping reviews has its core in the framework for scoping reviews proposed by Arksey and O'Malley(2005). However, when documents are above a reasonable amount of 100 and more, we include content and network analyses to facilitate evidence summarization.

The project is still ongoing. In this presentation, we report the results of stage 1): from the scoping review of gamification literature reviews, we did not find a direct link between gamification and Inclusive Teaching and learning; we found research indirectly linked to Inclusive Teaching, such as customized or tailored gamification which looks to adapt gamified learning experiences to the needs of the individual learner and a study looking into gamification to improve communication skills of children with autism. In the current progress of the scoping review of literature reviews about Inclusive Teaching, we could see that the word Inclusive Teaching appears in studies that are focused on either diversity or improving the accessibility of educational content; we have not identified a paper that addresses the concept as an encompassing concept as defined by Hockings (2010). Furthermore, we did not find Inclusive Teaching literature reviews related to gamification.

Conclusion and relevance: Our current findings show that the gap between gamification and game research and Inclusive Teaching research is real. Therefore, we set a steppingstone to invite other researchers to investigate what gamification and game research can bring to Inclusive Teaching implementation. We also call on funding agencies and department heads to consider the benefits that games and gamification can bring to their classes and departments and support research and initiatives in this direction.

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Integrating Service-Learning in General Education Modules: A Strategy for Enhancing Student Awareness of Social Inclusiveness

Dr. Chi Ming Victor Chan, The Hang Seng University of Hong Kong

1. Purpose of Research:

The primary objective of this research is to examine the role of service-learning in enhancing student awareness of social inclusiveness within the context of a General Education module. This study is anchored in the university's strategic plan to create an educational environment that values diversity and encourages students to engage with complex social issues. By scrutinizing the effects of service-learning on students' perceptions and understanding of inclusivity, the research aims to provide empirical insights into how experiential learning contributes to the cultivation of socially conscious attitudes and behaviors in the student population.

2. Methodology and Results:

Employing a qualitative approach, the research methodology includes the analysis of students' reflective essays and focus group discussions. The sample comprises students enrolled in the three General Education Elective modules, providing a diverse representation of the university's population. The analysis of the collected data revealed a marked improvement in students' awareness of social inclusiveness, with significant changes noted in their levels of empathy, critical thinking, and civic engagement.

3. Conclusion and Relevance:

The conclusion of this research underscores that service-learning is not only an effective educational approach for heightening social inclusiveness awareness among students but also a critical response to contemporary social needs. The study's outcomes reveal that when students engage with real-world challenges through service, they develop a deeper understanding and commitment to inclusive practices, which is essential for the sustainability of a diverse society. Moreover, by fostering empathy and civic responsibility, service-learning equips students with the necessary skills to contribute to more equitable and resilient communities.

The significance of this study is further amplified when situated within the conference theme of "Inclusion x Sustainability." The findings demonstrate that service-learning provides a practical avenue for universities to address the social imperatives of inclusion and contribute to the long-term sustainability of social systems. By aligning academic objectives with societal needs, service-learning bridges the gap between theory and practice, ensuring that the educational experiences of students are both relevant and impactful. This study, therefore, not only contributes to the academic discourse on pedagogical strategies but also offers a model for higher education institutions to play a pivotal role in fostering sustainable, inclusive communities.

Initiating Activities in Student Mobility Advocating Sustainability and Inclusion: The Case of the University of the Philippines Office of International Linkages Diliman

Dr. Ronel Ortil Laranjo, University of the Philippines Diliman

The Office of International Linkages Diliman (OILD) is tasked to spearhead programs allowing the University of the Philippines Diliman (UPD) to achieve global academic standards, promote diversity and inclusivity and further enhance the appreciation of Filipino culture and identity. This paper aims to introduce the different activities initiated by OILD that promote sustainability and inclusion in its student mobility program. One of the flagship programs of the Student Mobility Section is the Buddy System (Katuwang sa UPD) which aims to assist inbound international exchange students during their stay in the university. Local UPD students who are outbound exchange program returnees are paired up with international exchange students so that the former can help in the integration of the latter in the host university. The office also holds monthly intercultural communication-related activities (Talastasan) that introduce Filipino culture to international students. Likewise, international students are also given a platform to introduce their cultures to local students through a culture festival (Kalinangan). These programs are in aid of realizing the United Nations Sustainable Development Goal Number 4, ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all, more specifically Item 4.7, which states that "By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development."

Concurrent Session 3-3 (11:00-12:30) H343

Reconsidering the Sustainability of Japan-Bangladesh Bilateral Relationship inclusive of new dimensional Geopolitics in Southeast Asia

Mr. Razvee Ahmed, University of Dhaka, Bangladesh

The dynamics of international relations are continually shaped by geopolitical shifts, economic trends, and evolving global alliances. The geopolitical landscape undergoes profound transformations, and nations worldwide must reassess their strategic partnerships to ensure emerging realities are included. Economic considerations are paramount in any international relationship, and the Japan-Bangladesh partnership is no exception. The economic dimension of the relationship has witnessed significant growth, with Japan being a pivotal contributor to Bangladesh's development projects. Southeast Asia has emerged as a focal point of global attention in the contemporary geopolitical context. As the region experiences geopolitical realignments, Japan and Bangladesh navigate new challenges and opportunities to make the steady flow of cooperation intact and a sustainable bonding in the near and far future. This paper aims to identify the magnitude of the Japan-Bangladesh bilateral relationship and its ultimate depth, which is time-tested. In explicit effect, the relationship was a cornerstone for formulating regional growth, development patterns, and overall steps towards stability. However, the paradigm shifts of South Asia and Southeast Asia's stance in the global domain due to the emergence of the New World Order and the inevitable demise of the Cold War era bring the issue of sustainability to the forefront. With this changing phenomenon, the sustainability of the warm and soothing issues included within the framework of the Japan-Bangladesh bilateral quorum needs to be addressed, keeping all other relevant parameters like the China issue, US stance in this region, emerging Indian influence, continuous shape modification of geopolitics in South Asia, artificial intelligence (AI)-based

industrial development, transit, transshipment, border disputes, corridors, and trade barriers in consideration to build a sustainable adjustment. This indicates that the growth pattern and policy changes or modifications to achieve development must ensure a sustainable pattern to stabilize this region. Finally, this conference paper seeks to provide a comprehensive understanding of the Japan-Bangladesh bilateral relationship, including the evolving dynamics of geopolitics in Southeast Asia. By examining historical ties, economic collaborations, political engagements, and cultural exchanges, this paper aims to include valuable insights into the recalibration of their relationship to meet the demands of the sustainable state of the contemporary geopolitical landscape. This paper will include the intricacies of economic collaborations, trade relations, and investment flows between Japan and Bangladesh to determine the sustainability of their bilateral cooperation and bonding. Special attention will be given to the role of economic interdependence in fostering a sustainable and mutually beneficial partnership. Furthermore, this paper explores how Japan and Bangladesh navigate the inclusion of these changing dynamics, examining historical trajectories, economic collaborations, political engagements, and cultural exchanges to design a sustainable framework.

The influence of renewable energy consumption in mitigating environmental degradation in Somalia

Ms. Farhia Hassan Mohamed, Ritsumeikan Asia Pacific University (APU)

Addressing environmental degradation is a worldwide objective for all countries due to its adverse impacts on health, economy, and society. More knowledge of the elements contributing to reducing environmental sustainability in the least developed nations is needed. Specifically, there needs to be more empirical studies on least developed countries that are already addressing fundamental economic issues. In the case of Somalia, 90% of the country's energy consumption is derived from the use of firewood and charcoal. To Do So The aim of this study was to investigate the influence of renewable energy consumption on mitigating environmental degradation in Somalia using yearly time series data from 1991 to 2020, retired from the World Development Indicators and SESRIC. The study employed a Different Econometrics approach, especially the autoregressive distributed lag model (ARDL), the Granger Causality method, and the vector error correction model (VECM), to measure the long-run and short-run influence of economic variables on environmental degradation. The study confirmed that all variables are non-stationary at level I (0) and become stationary at first, I (1). Additionally, one co-integration equation exists between the independent variable and dependent variable in Somalia. Both short-run and long-run results found that renewable energy consumption enhances environmental degradation. However, the ARDL bond test result is significant, confirming the long-run relationship between parameters. Finally, A long-run association among variables is indicated by the result of the VECM model. The result of Granger causality confirmed unidirectional causation. In conclusion, the study demonstrates that the combination of excessive energy use and uncontrolled economic growth can lead to adverse environmental consequences, including climate change, pollution, and the degradation of ecosystems in Somalia. This paper provides insights into potential solutions that prioritize reducing environmental deterioration through the transition to renewable energy and the implementation of policies that promote environmental awareness.

Keywords: RE, ED, ARDL, ADF, Johansen, PP, VECM, Granger, Bond test.

The empowerment of Asia's agricultural sector for carbon trading: towards an inclusive carbon market

Mr. Nicholas Aurelius Karosta, Universitas Gadjah Mada

Since its inception in the 1992 Kyoto Protocol to promote sustainability, the global carbon market has faced challenges in growing. Instead, observable trends show that regional markets are the preferred way of moving forward with growing markets such as the EU Emission Trading Scheme, China's National Carbon Market, and Japan's newly established carbon trading system in the JPY. Although constantly growing, these markets remain exclusive to large scale industries of high carbon emitters and have yet not facilitated micro to small sized actors in the market. The agricultural sector in Asia, traditionally owned by families of farmers, typically fall into the category of these micro to small sized actors. The average farmer owns less than 1ha of farmland in Indonesia and Vietnam, with larger farmlands in Japan and Thailand averaging about 2-3 ha per farm. With agricultural land shrinking each year due to urbanization, farmers are faced with economies of scale (profit only obtainable in large scale production due to low prices) causing a concerning pattern of declining profits every year. This pattern is present in all of Asia, and especially apparent in Southeast Asia. Because of their small scale, an often overlooked aspect of these farmlands is that they are essentially carbon absorbers. Agricultural land, especially paddy fields, are natural land-based carbon sequestration agents. This research focuses on the empowerment of micro to small scale farmers participating in the carbon market through the issuance of small sized carbon credits. The research will conduct analysis over economic and technical feasibility through a literature review of factual conditions in Asian countries, namely Indonesia, Vietnam, Thailand, and Japan. Several key changes must be made to realize this market. Currently, Asian regional carbon markets are not suitable for small volume carbon credit trading. However, as we approach the global target for net

zero emission, carbon caps are being put into place in more sectors resulting in a surge of demand for carbon credits. A sizable portion of these demands are made by small to medium sized enterprises with low carbon emission, these types of demands will look for small volume carbon credits making agricultural carbon credits highly attractive. The high cost of MRV (Monitoring, Reporting, and Verifying) also poses a challenge to small scale farmers. This research shows that alternative AI-Based MRV utilizing satellites or drones to calculate carbon sequestration as opposed to the high-cost manual MRV process is possible. The research's economical analysis shows that realization of an inclusive carbon market will provide much needed incentive for micro to small scale farmers via credit trading profits, the encouragement of more carbon sequestration fields to further tackle climate change, and a stimulus to the carbon markets encouraging new actors and expanding its reach.

Inclusion and Sustainability in Action: A Case Study of UNIDO's Circular Economy Efforts in Fiji's Plastic Value Chain

Mr. Abdullah Imam Shafi, University of Tokyo/UNIDO

This paper explores the integration of sustainability and inclusion in United Nations (UN) projects, focusing on a case study of the United Nations Industrial Development Organization's (UNIDO) Circular Economy Project in Fiji. Fiji, a Pacific Island nation, faces significant environmental and economic challenges from PET bottle waste, which constitutes over 60% of its plastic waste. The tourism industry, a major GDP contributor, exacerbates this issue as tourists use seven times more PET bottles than residents daily, leading to substantial waste in landfills and oceans, threatening marine life and coral reefs.

UNIDO's project aims to tackle PET bottle waste by incorporating sustainability measures, including market analysis, funding strategies, financial management, and maintenance plans. It also engages current market players and the PET bottle industry to ensure a sustainable waste management approach.

Inclusion is addressed through a mandatory gender screening process to enhance gender equality and involve all stakeholders, especially marginalized waste pickers. This ensures equitable participation and benefits for all connected to the value chain.

This presentation discusses UNIDO's methodologies for integrating sustainability and inclusion into project design and implementation, highlighting the project's impact on Fiji's plastic waste management. The findings emphasize the necessity of combining sustainability and inclusivity in developmental projects for long-term environmental and social benefits.

Panel Session 3 (11:00-12:30) H344

What's Missing? Reimagining Student Leadership Development Programs in Japanese Higher Education

Chair: Prof. Momo Waguri, Fukuoka Women's University

Panelists: Dr. Rie Okamura, Saitama University

Dr. Michiko Izumitani, Soka University

Dr. Ayako Koyama, Kyoto Koka Women's College

Dr. Toru Kawai, Ritsumeikan University

Background:

The surge in student leadership development programs in Japanese universities reflects a growing emphasis to align students with corporate values (Izumitani et al.). Simultaneously, confusion persists regarding the terminology related to leader and leadership development programs (Kato et al., 2023). In contrast, in the United States, terms and standards in leadership education and development have been defined and refined, and social concerns and transformative approaches have long been incorporated (Astin & Astin, 1996; CAS, 2023; HERI, 1996; Guthrie & Chunoo, 2018; Owen, 2015). Critical and liberatory leadership learning (Harper & Kezar, 2021; Owen, 2023; Shetty, Devies, Tyson, & Ferguson, 2023) recognizes the pivotal role of students' identity and systemic and institutional influences shaping identity development (Dugan, 2017; Komivez & Owen, 2023). However, Japanese scholarship in this realm remains sparse, particularly concerning the examination of systemic dynamics influencing students' leadership development.

Purpose of Research:

This panel aims to explore "missing pieces" that hinder "Inclusion & Sustainability" in Japanese college leadership education.

Methodology & Results:

By reviewing literature on college leadership education and college students' leadership development in both Japan and the

U.S., and critically reflecting on leadership education practices in Japanese higher education institutions, along with related research designs and results, including those of the panelists, two gaps in college leadership education in Japan have been identified: the failure to recognize systemic influences on leadership development and the lack of incorporation of a social change orientation.

These gaps appear to stem primarily from government-led higher education reforms and corporate demands for more proactive human resources to respond to the volatile, uncertain, complex, and ambiguous (VUCA) world.

The Japanese government's higher education reform agenda, initiated in the 2000s, urged universities to incorporate active learning and career education in their curricula. The interpretation of "leadership" in the imagery of active learners led to the proliferation of credit-bearing leadership programs, many of which are project-based learning initiatives in collaboration with businesses. While these programs emphasize skills such as communication, facilitation, and teamwork, they often overlook systemic forces that may hinder students' efficacy, motivation, and enactment. Systemic oppression and exclusion are rarely addressed in these skills development initiatives. Similarly, popularized notion of leadership skills as employability, through college career education, influenced by the job-hunting (shukatsu) industry, fails to address systemic forces affecting students, instead tailoring them to fit within existing systems. Consequently, leadership education in universities serves as a mechanism for promoting proactive learning and working within the framework of corporate values, rather than encouraging students to critically engage with and potentially transform societal norms and structures for inclusion and sustainability.

Conclusion and Relevance:

Problematising systemic dynamics and incorporating transformative orientation are crucial missing elements in university leadership education in Japan. The panel invites reflections and discussion across panelists and attendees, encouraging everyone to consider the implications of these identified gaps on their own practices and research, and reimagining leadership education in Japan that aligns with the conference theme "Inclusion X Sustainability".

Concurrent Session 4-1 (15:15-16:45) H341

Sanpo-yoshi, top management personal values, and ESG performance

Dr. Tomoyuki Ozawa, Ritsumeikan Asia Pacific University (APU)

While ESG is a relatively recent concept, the traditional Japanese business philosophy of Sanpo-yoshi, which prioritizes harmonious relationships with stakeholders over profitability, has been deeply ingrained in Japan's corporate culture for more than three centuries and has contributed to the longevity of Japanese businesses. Despite the lasting impact of Sanpo-yoshi on Japanese corporate culture and its similarities to the ESG framework, there is a notable absence of literature examining its influence on the ESG performance of Japanese companies. With a sample of Japanese listed companies from 2001 to 2018, this study reveals that top management born in regions heavily influenced by Sanpo-yoshi are more likely to exhibit better ESG performance. The importance of national culture in elucidating the variations observed in ESG performance is highlighted by our findings, which carry significant policy implications.

Workplace Discrimination in Japan: Experiences of Highly Skilled Immigrant Workers

Ms. Shyamolie Katyal, Ritsumeikan University

Japan's demographic landscape is undergoing a profound transformation marked by an aging population and a concomitant labor shortage. In response, the nation has increasingly turned to foreign workers, welcoming them under various visa programs to bolster its workforce. However, this demographic shift has brought to the fore a pressing issue: the prevalence of racial harassment within Japanese workplaces. Despite the increasing visibility of this problem, there remains a notable absence of clearly defined regulations and punitive measures to curb discriminatory behavior against highly skilled immigrant workers. This research critically examines the dynamics of racial harassment in the Japanese workplace and the multifaceted experiences of highly skilled migrant workers, paying particular attention to the intersecting factors of race, gender, nationality, and identity.

Central to this investigation are concepts such as Othering, which elucidate the processes through which individuals are marginalized and rendered 'foreign' within the cultural and social fabric of Japanese society. Additionally, the study delves into the influence of positive cultural perceptions and the lack of diversity awareness and response mechanisms in perpetuating discriminatory practices. Moreover, it investigates the role of language and culture as mechanisms for both inclusion and marginalization within the workplace context.

The pre-surveys administered in this study aim to pinpoint fundamental challenges faced by immigrant workers in the Japanese workplace, including but not limited to language barriers, cultural assimilation, workplace discrimination, and

access to support services. These surveys were designed to capture quantitative data on the prevalence and severity of these issues among the immigrant workforce. By gathering insights from a diverse pool of respondents, the research seeks to identify patterns and disparities across different sectors and demographics.

Following the pre-survey phase, in-depth interviews were conducted with highly skilled immigrant workers. By sourcing participants from expatriate social media groups, the study ensures a broad spectrum of perspectives, fostering a richer understanding of the challenges faced by immigrant workers in Japan's labor market. These interviews provide qualitative insights into the intersectionality of identity and workplace dynamics, shedding light on how factors such as gender, race, and nationality influence individuals' experiences and opportunities within the Japanese workforce.

By illuminating the racialized and gendered dimensions of workplace experiences for highly skilled migrant workers in Japan, this research seeks to inform policy and advocacy efforts aimed at fostering a more inclusive and equitable work environment. Given the anticipated influx of highly skilled foreign residents amidst ongoing globalization and demographic shifts, proactive measures are essential to mitigate discrimination and establish policies, institutions, and mechanisms that promote diversity, equity, and inclusion in the Japanese workforce.

Do foreign-born executives impact local firms' innovation and inclusivity orientations? Evidence from Japan

Prof. Pengda Fan, Ritsumeikan University

Prof. Lailani Laynesa Alcantara, Ritsumeikan Asia Pacific University (APU)

This study investigates the impact of foreign-born executives, such as CEOs and Board of Directors, on innovation activities and diversity and inclusion (D&I) initiatives within local firms. Drawing upon the upper echelons theory, we argue that foreign-born executives will have positive associations with innovation activities and inclusion initiatives through the advantages that emerge from being a foreign-born (i.e., the asset of foreignness) and motivation to overcome the skepticisms and biases due to their foreign origin (i.e., the liability of foreignness). Furthermore, we propose that the predicted positive associations will be stronger for those firms with foreign-born executives who have a higher degree of foreignness and country of origin biases. We found support for these predictions using a comprehensive dataset of publicly traded Japanese companies over a span of 20 years, from 2000 to 2019. This study contributes to the D&I literature by shedding light on how diversity in top management affects firms orientations towards innovation and inclusivity.

Concurrent Session 4-2 (15:15-16:45) H342

Cross-over effects of job autonomy and working time on mental distress among dual-earner couples: A longitudinal dyadic analysis

Dr. Senhu Wang, National University of Singapore

Autonomy over job tasks, timing, and methods has become increasingly crucial for worker health and wellbeing. Despite extensive research on job autonomy's impact on individual mental distress, its spousal crossover effect in dual-earner couples—a growing workforce demographic—remains less understood. Using longitudinal dyadic data from the UK, this study examines the dyadic relationship between job autonomy and mental distress among couples, and how it depends on job demands e.g., working time. Findings indicate that job autonomy can significantly reduce both spouses' own mental distress but indicate notable gender disparities in spousal crossover effects with husbands' job autonomy exerting a more substantial impact on their wives' mental distress than vice versa. Furthermore, a wife's job autonomy can more significantly reduce her own and her husband's mental distress particularly when she works overtime. In contrast, the benefits of a husband's job autonomy for his own mental health persist regardless of his working time but are more evident for his wife when he works part-time. Overall, these insights highlight the gendered interplay between job autonomy, working time and mental distress, emphasizing the value of devising workplace health policies to satisfy the diverse needs among dual-earner couples. The implications of these findings are far-reaching. They call for a reevaluation of current workplace health policies, advocating for approaches that are more attuned to the nuances of gender and the interconnectedness of dual-earner couples. This includes developing gender-sensitive strategies and supporting flexible work conditions that can adapt to the diverse needs of the workforce. The study contributes significantly to the discourse on job autonomy, mental health, and work-life balance, providing a comprehensive understanding that could inform future policy and organizational change.

Ius Constituendum of Midwife Regulation in Indonesia

Dr. Antari Inaka Turingsih, Universitas Gadjah Mada

Data on maternal deaths according to the Maternal Perinatal Death Notification (MPDN) of the Ministry of Health of the Republic of Indonesia reached 4,005 in 2022 and increased in 2023 to 4,129. The highest maternal mortality rate is in the eastern part of Indonesia, namely in Maluku and Papua at 565/100,000 and the lowest in Jakarta at 48/100,000 (BPS - Statistics Indonesia, 2020). The high mortality rate in the province of Maluku and Papua (eastern Indonesia) is due to the lack of midwives. (Ministry of Health Republic Indonesia, 2023) In Indonesia, according to the Regulation of the Minister of Health (PMK) Number 28 of 2017 Chapter I Article 1 midwife is defined as "a woman who graduated from midwife education that has been registered in accordance with statutory provisions". This provision contradicts with the provision that an ob-gyn specialist can either be female or male. Additionally, the duties of midwives and ob-gyn doctors are both related to the health of pregnant women. The provision of PMK 28/2017 emphasizing that the midwife profession must be a woman is one of the causes of the minimal number of midwives in Maluku and Papua, thus indirectly causing the high mortality rate of pregnant women. Maluku and Papua adhere to a patrilineal kinship system. Patrilineal is a kinship system that is drawn according to the father's line. The position of men is higher than those of women. Men have more rights, one of which is the right to education. Men are also the ones who more easily get permission to move apart from their families to pursue studies in region that have better education. Meanwhile, in fact midwife education institutions only exist in western and central Indonesia. The two facts above are the background for the purpose of this research, which are: to examine the regulation of pregnant women's health through local wisdom in Maluku and Papua that exists today and to examine the regulation of midwives in the future, so that it can be applied thoroughly in Indonesia (Abidin, 2022).

This research is descriptive empirical juridical research. Juridical research because uses secondary data to examine regulations, principles, and doctrines. Empirical research by using primary data in the form of interview results. Based on the hypothesis, the results show that regulations on midwives should be made in stages to be more inclusive and sustainable. The Law and Regulation of the Minister of Health should not specifically determine that a midwife must be female, this will provide an equal opportunity for male and female to be a midwife. However, the regional regulations may provide special regulations to adjust with the kinship system or local traditions. For example, in Aceh Province, it may be determined that midwives must be female because of Aceh's local religiousness tradition, while in Maluku, Ambon, and Papua midwives can be female or male. This way, the regulations applied will be more inclusive, sustainable, and able to increase number of midwives evenly in Indonesia to provide a better access to healthcare.

Establishment of Water Supply Facilities by Aid Agencies in Southwestern Coastal Bangladesh: Uneven Distribution and Influence of Socio-economically Advantaged People

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The southwestern coastal region of Bangladesh suffers from serious drinking water problems due to the salinity in the ground and surface water. To address this issue, various aid agencies, such as government agencies, international organisations and non-governmental organisations (NGOs), as well as individuals, have established water supply facilities. Previous studies have identified that water supply facilities installed by individuals are disproportionately located near the homes of socio-economically advantaged people. However, previous studies have given limited information on the location of water supply facilities by aid agencies and how they were selected. Therefore, this study examined the mechanisms in the establishment of water supply facilities by aid agencies in this region by conducting field surveys in two villages (Villages C and K) in Shyamnagar Upazila. A small-piped water supply facility was installed by an NGO in n Village C and rainwater harvesting tanks (RWHTs) were provided by the Department of Public Health Engineering (DPHE) in Village K.

Regarding the small-piped water supply facility, 10 taps were installed in Village C. In this case, the locations were decided by the water committee (formed by the NGO), which consisted of local influential people such as school headmasters, the Union Parishad chairperson and councillors. However, irregularities were observed in the spacing of the installed taps and the number of households residing between each tap. For example, among the 10 taps, 5 were installed in front of the households of the water committee members or other influential people in the village. Moreover, three locations were established by villagers who requested the water committee to set them up, with one household including a relative of a committee member.

As for the RWHTs, government regulations require the selection of 50% of each beneficiary by Upazila-elected Members of Parliament and Upazila Parishads. In this case, the beneficiaries must pay 1,500 BDT for each 3,000-litre RWHT. Meanwhile, a local influential person was in charge of distributing RWHTs and sold them to 5 out of the 25 households in Village K for 15,000 BDT, which was 10 times the normal price.

Based on the results, socio-economically advantaged people had a direct influence on the installation and supply of water supply facilities by the Government and NGO. In other words, the arbitration was biased in regard to the distribution of such

assistance and the locations of the water supply facilities. This is because the aid agencies lacked information on the beneficiary population and they did not monitor the beneficiary selection process. The implication of the findings is the need for this process to include various actors (e.g. ordinary villagers), transparency and genuine public participation.