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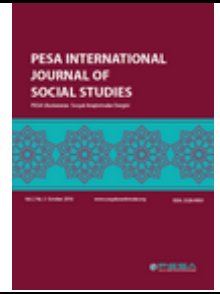
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Roles of Women in Balkan Countries and Turkey in projection of the future (Sample of Kosovo)

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ABSTRACT

While determining women's role in society related to the future, certain variables are used. Although, these variables are very well known and even ordinary, they are based on "facts". There is need of a society which is especially emphasis on women's role in the future of the countries. Being part of the development of women who are able to hear their voice, confident and strong in their decisions, emerges as a fact to be done.

Women have been an active part of economic life since the early days of history. But, previously, activities of women have been restricted to agriculture, mostly their own businesses, apart from war periods. Primary tasks burdened of woman is care of home and family and reproductive in traditional structure (Doğramacı, 1993). Woman who is away from working life, at the same time lives far away from the other fields of social life. So, participation of women in decision-making processes is limited, for this reason they may feel powerless and ineffective in making decisions affecting their daily lives (Adaman and Keyder, 2006). Yet, when success of women entering the business life is taken into consideration, importance of the support given to them is better understood. Especially, for women there is a large number of funding and support mechanisms in the European Union (Desteci, 2007).

Thinking that woman may have an important role in shaping the future, in order to reflect projection of the future in the research; the question "How will women influence societies in the future?" is a starting point of this research. In this context; If woman undertakes this role, it is assumed that large changes may occur in such subjects; "a different future generation, a different distribution of economic and financial resources, a different form of production and its influence on society, an increased awareness in the society and the exchange of new perspectives, contribution of diversity to production and it's influence and ethic values of society". These variables were conceptually defined in the research: "Education, Economy, Learning Management Systems, Reformist Perspective, Sustainability and Values".

The primary target of the study is the Balkan countries. But, due to time and transportation constraints, a pilot study has been decided. As a result, 150 members of "Kosovo Women's Solidarity Association" in Kosovo and 50 Kosovo young girls and also, 250 women working in the "Continuing Education Center" affiliated to Public Education Center located in Buca district of Izmir and 100 Turkish young people living in the same district in Turkey, formed sample of the study. By making face to face interviews with these people, they were asked their views on the topics mentioned. An evaluation was made between two countries, and "a general outcome" has been tried to be seek. Collected comparative data show that women in two countries and two

provinces, necessary to be every field as "active and effective" in projection of the future. Therefore, it is thought that the study carried out, will play an important role in creating right policy in the future. Because, when it is viewed on a holistic perspective; in case of providing solidarity and cooperation between women, it will be easier that commercial opening of their countries economy and neighboring countries.

As a result, considering the similarity of both countries' fundamental problems, it is assumed that women and young girls will be "more democratic, participatory, inquisitive, productive, planned, conscious, diverse, flexible and compatible" within the next 5 years. As a result of emerging new situations, in line with this assumption, it will be passed to second phase of the research. Making both work and training plans, it will be worked for empowerment women and young girls. This empowerment will be provided through training.

Introduction

Females comprise almost one-half of the world population. While the female population in Kosovo is 48,5%, it is 50,8% in Turkey (World Bank, 2017). Although half of the world's population is female, women for various reasons are represented at a very low rate in the labour force. But, Achieving women's participation in the labour force is regarded as one of the key elements of sustainable development. For this reason, women's employment and women's entrepreneurship are promoted by applying different policies around the world.

When it is thought that the main reason for producing technological innovation is human, investment in human resources will increase productivity. The woman, who constitutes about half of the world's population, will play an inevitable role in growth and development as a human resource (Simsek, 2008: 1).

Women have participated in economic activities in varying forms and statues according to the conditions and qualities of the periods at every period of history. However, industrial revolution has played an important role in getting paid in their working life. During the 19th Century the majority of the western countries began with the industrialization of woven fabrication, and women constituted a significant part of the total labor force. Towards the end of the same century, the rise of metallurgy, chemistry and automotive industries has reduced women's employment. Therefore, there has been a disproportionate growth in the male labor force towards the mid-20th Century. At a later stage, women began working in the service sector at a lower cost than men. After World War II, the growth in the public and service sectors led to an increase in the total labor force of women. As a result of technological development, the emergence of new fields, new methods, and production processes have created new job opportunities for women (Tokol, 2000: 19).

Women have been an active part of economic life since the early days of history. But, previously, activities of women have been restricted to agriculture, mostly their own businesses, apart from war periods. Primary tasks burdened of woman is care of home and family and reproductive in traditional structure (Doğramacı, 1993). Woman who is away from working life, at the same time lives far away from the other fields of social life. So, participation of women in decision-making processes is limited, for this reason they may feel powerless and ineffective in making decisions affecting their daily lives (Adaman and Keyder, 2006). Yet, when success of women entering the business life is taken into consideration, importance of the support given to them is better understood. Especially, for women there is a large number of funding and support mechanisms in the European Union (Desteci, 2007).

Empowering women to participate fully in economic life across all sectors and throughout all

levels of economic activity is essential to: build strong economies, establish more stable and just societies, achieve internationally- agreed goals for development, sustainability and human rights, improve quality of life for women, men, families and communities; and propel businesses' operations and goals. Yet, ensuring the inclusion of women's talents, skills, experience and energies requires intentional actions and deliberate policies. The women's empowerment principles, a partnership initiative of UN Women and UN global compact (UNgc), provide a set of considerations to help the private sector focus on key elements integral to promoting gender equality in the workplace, marketplace and community.

In recent years, the increase in female labor force in Turkey has been remarkable. If we look at the reasons for this, especially expansion and growth of the service sector has increased the number of employees in this field. The service sector consists of jobs that cover health, banking, tourism and education. Research results on women in many developed and developing countries show that women are intensively concentrated in the occupations of traditional business areas in terms of work. These are the areas of employment that women regard as cheap labor, and that women can easily be employed in business (Akoglan, 1997: 2-3). On the other hand, women's economic and social dependence on their husbands, their fear of losing their children and community, and fear of more violence perpetuates norms of shame and silence. In Kosovo, as in many other regions of the world, women's oppression in one sector of life feeds into all others – with a lack of property rights enforcing women's subservient economic status to men, and women's economic and social dependence on men making it nearly impossible for them to escape the cycle of violence. Women are unfortunately still stigmatized in Kosovar society, and the latter still seen as a traditional society where men lead and women follow. NGO's in Kosovo are very active to protect women from violence. In Kosovo there are a lot of brave women including in non-majority community. With women from majority communities, NGO's have started to build bridges of trust integration 17 years ago, sustainable return and survival in Kosovo. Women in Kosovo satisfied with the number of high leading positions and to include women in decision-making at the local and central levels.

Thinking that woman may have an important role in shaping the future, in order to reflect projection of the future in the research; the question "How will women influence societies in the future?" is a starting point of this research. In this context; If woman undertakes this role, it is assumed that large changes may occur in such subjects; "a different future generation, a different distribution of economic and financial resources, a different form of production and its influence on society, an increased awareness in the society and the exchange of new perspectives, contribution of diversity to production and it's influence and ethic values of society". These variables were conceptually defined in the research: "Education, Economy, Learning Management Systems, Reformist Perspective, Sustainability and Values".

1. Literature Review

1.1. Women's Role in Turkey

The Republic of Turkey has an exceptional and original historical experience of women in the world. It is possible to see the reflection of this historical experience in all today's decisions and in all applied politics regarding women's progress and strengths.

The women's high schools and universities established during the latter period of the Ottoman Empire were instrumental in producing a significant number of well-educated women who later came to play prominent roles in the formative years of the Republic. More than forty women's magazines, many edited and authored by women, were published in the empire before 1923, and several women's associations and groups had been established to demand women's rights

in education, work, and political participation. However, the absence of a supportive political and legal structure as well as the pervasive influence of patriarchal norms and values in society prohibited women from being visible, and handicapped their efforts to be active in the public arena. This situation changed dramatically with the establishment of the Turkish Republic in 1923 when a series of political and legal reforms were undertaken by M. Kemal Atatürk and his colleagues to build a modern, secular state in Turkey. The Republican reforms brought radical changes to the status and conditions of women in the country to an extent unprecedented and unmatched to date in any Muslim country in the world (ODTU, 2017).

As a result of rapid social change all over the world, women increasingly transcend gender discrimination barriers and take their place in economic life as active labor force. In Turkey, on the other hand, educational reforms aimed at increasing economic, cultural and social development of women throughout the history of the republic, and social changes in this context have increased the status of women. On the one hand the woman was regarded as a citizen of a civil and political rights to the extent that the republic symbolized the orientations of modernization and westernization, and as a result the domestic and social traditions were indirectly shaken. This transformation, which is unexampled in the world, has affected all segments of society, especially women, and has been regarded as a "equal citizen". The current affairs have been reflected in every field of society, the economy of our country has been increasingly diversified, the private sector has been strengthened, and the status of women has progressed rapidly with the increase of education level (Eres, 2006: 41).

Today, in the world and in Turkey, it is a fact that women's labor is used importantly in the home. Whatever activity the woman takes in her life, she continues her responsibility as housewife. The woman continues her life as a part of different responsibilities in the field of agriculture, industry and services under the common stake of the housewife (Korkmaz and Tufekci, 2007: 38). The participation of women in the same development process as the men has encountered serious problems in Turkey as well as in Western societies. In Turkey, women are faced with bigger problems than men in their efforts to be able to put their own personality and become an individual.

As a result of researches on women in Turkey; solutions to women's literacy and education problems were produced; eight years of compulsory education were enacted, aiming for girls to benefit from education longer; and the age of marriage was rearranged. However, the changes and innovation movements couldn't change the situation of women living in rural areas. The lack of visions of public administrators on women cause women's problems to be insufficiently resolved in Turkey.

Today, women in Turkey still often have to cope with problems that emanate from the continuation of traditional patriarchal values and male-dominated relations in many aspects of life. They also often demand further improvement of existing laws in accordance with the changing standards of "women's human rights" in contemporary Western societies. Existing social norms are now being questioned by the Turkish women's movement which has been playing an important role in bringing women's issues to the political and social agenda since the 1980s. Women's issues, common to all societies and increasingly questioned in many, such as gender discrimination in education and the workplace; domestic violence; inadequate representation in decision making positions, etc., are now being questioned from the woman's point of view in Turkey, too.

1.2. Women's Role in Kosovo

Women in Kosovo struggle for economic and social equality in a patriarchal society that offers limited job opportunities. During the Kosovo War in 1999, an estimated 20,000 Kosovar women were subjected to systematic rape. In the years following, rates of sexual assault, domestic violence have remained high. The most important stage of the post-war women's struggle in Kosovo has been the efforts to improve the trauma of women exposed to sexual violence. The breakdown of family structure and the transfer of populations to cities created an anonymity in Kosovo society that did not exist before the war; as one consequence, it left women vulnerable to traffickers and other abuse.

Roughly half of Kosovo's generally young population is out of work; the World Bank and other experts believe it could take a decade to dramatically reduce unemployment. Poverty strains Kosovo's families, which tend to be large. Add to that the dislocations of war: Thousands of people were killed and entire villages razed, their residents forced to move to urban areas. There, many live in cramped conditions, disoriented, unsettled in an unfamiliar environment.

According to research of USAID, female participation in Kosovo's workforce is one of the lowest in Europe. Less than 10 percent of businesses in Kosovo are women-led or women-owned, and only 3 percent of all business loans go to women. The number of female entrepreneurs in Kosovo is also among the lowest in the region, and women often run into more barriers than men when trying to establish a business (USAID, 2017).

Nowadays, women in Kosovo continue to live within the confines of a rigid patriarchal society, one in which men have the final say in all family matters, have primary access to all social and economic resources, and are able to preserve the cultural landscape of more traditional times – regardless of newly imposed institutions. Women's economic and social dependence on their husbands, their fear of losing their children and community, and fear of more violence perpetuates norms of shame and silence. In Kosovo, as in many other regions of the world, women's oppression in one sector of life feeds into all others – with a lack of property rights enforcing women's subservient economic status to men, and women's economic and social dependence on men making it nearly impossible for them to escape the cycle of violence.

Atifete Jahjaga is a Kosovar politician who served as the fourth President of Kosovo. Under her leadership, women's role in Kosovo has advanced. In 2012, she hosted an International Women's Summit "Partnership for Change—Empowering Women," which was attended by 200 leaders from Kosovo, wider Europe, North America, Africa and the Middle East. The summit was a good opportunity for women from the region to cross the ethnic barriers and come together to launch and promote a platform for their empowerment throughout the Balkans. The discussions led to creation of the Pristina Principles, which affirm the rights of women to political participation and representation, economic resources and access to security and justice, and calls for actions to make these principles a reality (NDI, 2017). Since May 2012, President Jahjaga is a member of the Council of Women World Leaders (Wilson Center, 2017). She is invited and constantly participates in global conferences to strengthen the role of women in society. Jahjaga promoted around the world the commitment to an equal society, with the active participation of women, becoming an advocate for women representation in all walks of life and a strong voice of women's role in survival, professionalism and peace-building (Jahjaga, 2017).

Walking down the streets of the capital Prishtina, with its endless supply of immaculately dressed, strutting women, what appears is a mirage: a mirage of equality and independent, Western womanhood. In practice and daily life, women still face insurmountable struggles for access to property, social resources, personal security, and cultural equality. Even worse, these

gendered dilemmas occur in the context of a failing Kosovar economy, prompting mass exodus out of the country, general unemployment rate at over 31 percent, and the highest levels of corruption found in Southeast Europe (Kushi, 2015).

2.Data, Methodology and Analysis

2.1.The Data and Methodology

2.1.1.Objective of the study

Thinking that woman may have an important role in shaping the future, in order to reflect projection of the future in the research; the question "How will women influence societies in the future?" is a starting point of this research. In this context; If woman undertakes this role, it is assumed that large changes may occur in such subjects; "a different future generation, a different distribution of economic and financial resources, a different form of production and its influence on society, an increased awareness in the society and the exchange of new perspectives, contribution of diversity to production and it's influence and ethic values of society". These variables were conceptually defined in the research: "Education, Economy, Learning Management Systems, Reformist Perspective, Sustainability and Values".

This research, which is a small pilot study, was designed with the aim of identifying what kind of generation will be in both Izmir-Turkey and Prizren-Kosovo in line with various main topics. In addition, It is object of curiosity that, exactly 5-10 years after that, how children educated by women will reflect of "bright or dark of future"s face.

2.1.2.Sample of the Study

The primary target of the study is the Balkan countries. But, due to time and transportation constraints, a pilot study has been decided. As a result, 150 members of "Kosovo Women's Solidarity Association" in Kosovo and 50 Kosovo young girls and also, 250 women working in the "Continuing Education Center" affiliated to Public Education Center located in Buca district of Izmir and 100 Turkish young people living in the same district in Turkey, formed sample of the study.

2.1.3.Research Method

The research was conducted on Turkish and Kosovar women who are trying to be successful by creating associations within themselves. These women come to these courses for either "to get a job" or "to assess their leisure time", "to use their knowledge in their own home life" or "to earn small incomes by making sales".

As stated in the research, questions were completely prepared by the researchers, considering the "literature". By making face to face interviews with sample group, they were asked their views on the topics mentioned. An evaluation was made between two countries, and "a general outcome" has been tried to be seek.

2.2.Analysis

The research is divided into six headlines that women are expected to influence on future societies are "Education, Economy, Learning Management Systems, Reformist Perspective,

Sustainability and Values". Each title is designed by taking into consideration the questions that are curious in itself.

2.2.1. Women and Education

According to Tyler, education is the process of changing behavioral pattern of a person. In another definition, education is a regular interaction which is being carried out to make specific changes in personal qualities, which are considered important, such as information, skills, understanding, care, attitude, character (Sonmez, 2002: 31).

As women's education has become one of the key development objectives in the nineties. Since the "UN Declaration of the Decade of Women" in 1975, attention and action on women's concerns have steadily increased and education, whether it be the form of consciousness-raising or skills acquisition, was one of the areas women's organisations, government agencies and international donor agencies focused on. The underlying assumption was that if women understood their conditions, knew their rights and learned skills traditionally denied to them, empowerment would follow. But, there are different views as to whether such assumptions about increasing access to education and training have resulted in the tilting of the power balance in favor of women (Anonuevo and Bochynek, 1993:5).

The societies develop when the women in the societies develop. A society is literate, far-sighted and strong if the women in that society has the same characteristics. The most common and important role of the women in the societies like ours from past to present is taking care of the children. Nowadays, although this facts change due to the increase in the population of working women, the women has to take care of the children (Kose, 2013:99). Education is crucial to improve the social circumstances of women and along with health and income level, it is one of the basic indicators in "Human Development Report", the first of which was published in 1990 by "United Nations Development Programme". However, in spite of the developments in education in all parts of the world, education of women is still a major problem in many parts of the world (Demiray, 2015:2).

In the research, it is thought that "education" is very important for the influence of women on the future societies; Therefore, "what are the women pay attention to while educating their children", "which religious and moral values should be known by a child and how these are given to them" question's were asked to the research group.

According to responses from women living in Kosovo; It can be said that there is a difference, especially between women aged under 50 and over. It is seen that if women are younger, they have a voice in the domestic life more. Women over the age of 50 usually accept whatever their husbands say. They are trying to raise more educated children who are adopting Kosovo culture, conforming to this and respectful to the elders. They pay attention to not allow the children whatever they want do and to be pampered. About religious and moral values; Saying that especially the size of God, everything that comes from him must be accepted, stay away from haram and there are people who are in a more difficult situation (economically) than themselves, they said that they teach to be grateful for their life.

At the end of the conversations with 250 women living in İzmir, regarding the topic of "education"; They said that they were paying attention their children's friend selections, to be educated in better schools, what kind of games they are playing, their nutrition, growth with Atatürk's principles and reforms and to be neat and tidy. Among the moral and religious values, they teach that what is halal and forbidden, to be honest, not lie, to comply with Turkish

traditions and customs, not to be vengeful. Also they said that while teaching these, first of all they are trying to be a model, in some cases they consult with imam of the mosque.

2.2.2. Women and Economy

Women have made and continue to make essential and enormous contributions to the economy, but that the benefits they themselves receive are not always commensurate with their contributions. Education was repeatedly identified as the main element for women's economic empowerment. Elimination of illiteracy and implementation of universal access to education is considered to be the first step to economic empowerment. The other two elements were achieving economic independence and political engagement. Frequent mention was made of the fact that approaches that work to empower women economically cannot be identical in all types of countries, for urban and rural settings, or for educated and illiterate women (UN Women Watch, 2017).

The most influential evidence on the importance of women to economic development has come from research used to support the World Bank's 'Gender Mainstreaming Strategy' launched in 2001 (Dollar and Gatti 1999; Klasen 1999). This research highlighted that societies that discriminate by gender tend to experience less rapid economic growth and poverty reduction than societies that treat males and females more equally, and that social gender disparities produce economically inefficient outcomes (World Bank 2001a).

Supporting women in the workplace is often justified by the fact that female labor force participation (LFP) lags male LFP in most countries, if to varying degrees. For instance, according to the OECD, the labor force participation rates for women between 15 and 64 years of age in Turkey, Mexico or Italy in 2013 were 34%, 44% and 54%. This compares with LFP rates in Sweden of 79% and in Switzerland of 78%. But viewing the potential from promoting women's greater participation in the economy through the lens of greater labor force participation is only a convenient (and imperfect) proxy. The enormous potential that exists derives from the potential gains in the productivity of women. That is, it is not so much about women 'working more' but about allowing and supporting women to realize their full productive potential in the economy, by enabling them to move freely from low-productivity, low-skilled and low-paid sectors and jobs to high productivity, high-skilled and highpaid sectors and jobs (Rediker and etc., 2015:8).

Being individuals woman standing on their feet, is important not only their level of education, but also their economic freedoms. In order to emphasize this situation in the survey, it has been tried to learn how much income is distributed equally within the family, how effective women are in making economic decisions at home, how many people are earning income in the family, economically the contribution of these persons to the family, know that how much this contribution contributed to the country as well as the family economy, whether a woman who wants to earn more say this thought easily or not and acceptance rate by his husband, working situations and the reasons if not working.

Regarding these questions Kosovar women:

- (i) A great majority of women said they live with their parents in large families. For example, if there are a boy and a girl in a family, the girls go home to their spouse's family after they are married. However, the brother lives with his wife in the homes of his parents. The families living in this way are quite large. It is believed that the greatest

advantage of living in a large family is to maintain the culture of Kosovo. In the form of such a life, whatever men say are obeyed.

- (ii) A woman's desire to work, even a request to go to a neighbor is totally dependent on her husband. The number of female university graduates is less. But, Nowadays the number is rising. While some girls are studying in Prizen, some can go to Turkey or to Skopje. In fact, the parents do not want to send their daughters to other cities in fear of something bad.
- (iii) Although the number of working women does not increase much, most of the women working in the cities are doing such as secretary in the public institutions or sales clerk in the shopping malls. Women think that they contribute to the national economy as well as the family economy. Women who are not allowed to work by their spouses are getting used to it after a while. They think their spouse knows the best. But, In fact Kosovor men want their wives to work for better life.
- (iv) Divorce incidents are very shameful in Kosovo.

Among the answers given by Turkish women regarding "economic income level" are;

- (i) The income earned is primarily used to cover household needs such as rent, electricity and water.
- (ii) The vast majority of women say that they have decided as well as their husbands, how the money that enters the house will be distributed. Generally, there are families which the husband and wife work together.
- (iii) Because of the belief that a single salary is not enough, women enter into business life.
- (iv) They think that they gave tax to the state, they consumed it by doing shopping, they are also in production by sewing and embroidery.
- (v) Some of the women stated that they did not work because of their husband's jealousy. Women have not make a noise in this situation, in order to avoid trouble. Those who wanted to work persuaded their spouses. They went to courses, got their diplomas, then went into business life.

2.2.3. Women and Learning Management System

A Learning Management System (LMS) is the “great enabler” of many current and future education initiatives, such as personalized learning, learner-centered decision making, staff productivity and curriculum development in support of Common Core State Standards (Phillipo and Krongard, 2012:1)

LMS provides all members of the learning community with a comprehensive and secure management system that allows the bidirectional flow of information on demand. Providing access to data and learning information from the home enhances communications between teachers and parents, thereby increasing parental involvement.

It may be thought that the learners first started in the family. This will continue with the identification and development of the person himself. When learned / informed, they will be open to innovations and will apply what they hear and see.

From this point of view, "Learning Management System" questions are: The extent to which their children understood themselves; state of being a more equalitarian / democratic

family structure; how much they know their strengths and weaknesses; how they want to improve their weaknesses; whether they know how to make money or not.

Kosovan women have said that their children are aware of their efforts. Women are working to improve themselves. Moreover, women are motivated by triggering each other. They have learned to make money by strengthening solidarity among women. Emphasized the importance of solidarity. But a more equalitarian / democratic family structure is not yet possible, as men have more say in the family.

The relationship between women and children living in Turkey is different from that of Kosovo women. Especially, a large majority of home-related decisions are made by women. This is among the ways that women in Turkey find themselves strong. However, they think that their weaknesses are: be more discouraged, unable to go anywhere alone, unable to open a business, quick to give up and motivations are easily deteriorated.

Turkish women also have stated that they should be more knowledgeable, more researchers, more confident and more important to their personal development. Therefore, they go some courses for develop themselves and family members. They act collectively with women's cooperatives. They make money by selling their own products (embroidery, sewing, knitting etc.).

2.2.4. Women and Reformist Perspective

In this part of the work that begins with the idea that women will have a big influence on the society of the future, it is asked how women and men will be especially in the next ten years. It is not only the differences between the genders were studied on this part, but also concepts such as relations, trade, education levels, marriages, women's freedom have been searched.

According to Kosovar women, the next decade, women will be much more developed and stronger. As the level of economic income increases, the men will remain in the background, the state will support women more. Although there are not many differences in religious values, they said that relations in Kosovo will deteriorate, the youth will not have no more strength to stand and will be more rebellious. According to their expectations; it will be a time when trade will develop, new factories will open, more students will go to university, and unemployment will decrease.

Turkish women responding to questions about this section are more desperate than Kosovo women. According to them, women and men will be more careless, ignorant, working less, but more entrepreneur, more smarter and easily stand on their feet. They also think that men will be more unhappy, witty, pious (or seemingly), but more understanding. Women will be more free, divorced, aimless, more educated, fewer children, desperate.

2.2.5. Women and Sustainability

Recognizing the current state of sustainability and determining future goals for it are addressed in this chapter. In addition, this section shows what will change in the future if the future is positively shaped. Among the questions in this section: how open the people are to criticize themselves; state of being discrimination (rich, poor, women, men and ethnicity) in both the world and in their own countries; participation of women in the local and regional governments, situations of management styles and how it will be, women's efficiency of the production (work rate), existence of a democratic / participatory management system.

Kosovo women have said that they are very open to criticism and even see it as an opportunity to develop. Elderly people encourage young people to open workplaces. So; elderly women support younger girls by saying, "You can open a business." They have stated that class discrimination will continue today as it was yesterday. Especially, there is peasant-urban discrimination in the country. Also, they have noted that women must be in politics in order to be more democratically managed. Women are quite brave to enter politics. While pre-war production is being carried out in the field of agriculture, no one has ever worked with agriculture nowadays. They are very uncomfortable with this situation.

Also, Turkish women have said that they are very open to criticism. Among the factors that cause class differences are the "political system". The level of education should be increased for sustainability. As the level of education increases, the next generation becomes more conscious as the level of reading increases. They are afraid of being in politics, thinking politics is male business. They think that family values will change over time, and the number of people with fixed minds will increase. They are very eager about agriculture and they want to farm if the state gives them incentives.

2.2.6. Women and Values

"Values" are the basic pillars that essential for countries and families. Also, It is one of the most important concepts of moral philosophy. There is always a deep relation between our moral actions and moral values. What is right and wrong can be understood with these concepts.

We asked women how they will become more generative in the next five to ten years, how effective they will be in local governments, who will be protecting moral values, who will take role models, and what will happen if negative events such as violence / rape are to come.

Kosovo women have mentioned that they are not considered to be particularly valuable by men today in their own societies. However, they hope that this situation will change over the next ten years. They are trying to be a role model for own child. It is important to understand that society will transfer its moral and religious values to the next generation of women, for this reason women are obliged to carry out this role model successfully. They mentioned that there were not any cases of rape/violence in Prizren, also this is unheard situation in there.

Turkish women, like the women of Kosovo, they mentioned that women do not see the value they deserve, they still are seen as a sexual object and an individual who only gives birth to children. They predict, new generation's women will be more free, they have more information about technology and they will be very weak in terms of their relationship. Five years, ten years later; the share will decrease more, family relations will deteriorate, more introverted individuals will be increased, more aggressive and unsatisfied, colder and insensitive, a generation that does not even have animal love will grow. Unemployment will increase day by day, local administrations will increase the number of women managers, so that more fair, more peaceful, transparent, result oriented social work will be possible. They think that being jealous of each other harms each other. This also prevents women from taking each other as a "role model". But they are aware that they need to solve it over time.

Conclusion

After receiving the answer to a curious problem, the best part of every research is that possible to explain and make forwarding this. This pilot study, which was carried out with the thought

that women would make a big contribution in shaping the future, unfortunately did not meet our expectations neither in Turkey nor in Kosovo.

In the survey, it was expected that women should be closely involved with politics, adopt a more democratic understanding of the administration and be the struggling individuals, more knowledgeable, more relevant, less passive, more determined.

However, in the result of the research emerges that many women will not have a different profile than today. As we went one step further from our family, it was observed that they would go only a step further from us. This is not seen as a success by the authors.

Among the remarkable findings in the survey is thought that "moral and religious values" will change to some extent within the next years. Economic interests, career anticipations, increased personal egos appear to be indicator of the future changes in these values. This suggests that there will be individuals with much different personality traits over the next decade. In a new century, when the technology of the world enters / goes into our lives rapidly, women in this mindset in Kosovo and in Turkey (if they do not show any improvement) will have difficulties in ten years. Changes are often explained by relationships of cause and effect. Although, looking at it ten years later without fully solving this dilemma has now led us to despair, the future can be changed in both a revolutionary and evolutionary dimension through "detailed adaptation of technology" and detailed, planned studies.

Women contribute significantly to economic growth and development as labor force. However, the inequality of gender in countries that have been going on since ancient times must be removed in order to women to contribute to growth and development. Therefore, the elimination of gender inequalities, both economic, social and cultural, and politically significant, should be the main goal of countries within the economic growth and development struggle.

Education is also a factor in women's participation in the workforce. Education and educated labor force are a win for an economy. However, when we look at the countries of the world, the importance given to the education of women is especially low in developing countries. As in the rest of the world, the economic position of women in Turkey and Kosovo is similar to the economic position of other developing countries. The most important reason why women's participation in the workforce is low in these two countries is undoubtedly education. This slows down the development of the country and continues to dominate the male dominance in society. This causes women to lose their confidence even more. In addition, the difference in earnings between men and women is another question. Even though they have the same educational level, the earnings of men are higher than women. Moreover, the marginal productivity of a woman graduated from a primary school with a university graduate is quite different. Therefore, in both countries, in order to raise the level of education of women should be initiated to work. Public, private, non-governmental organizations should work together on this issue.

As a result;

- (i) In terms of sustainable development, education investments to be made to women should be increased.
- (ii) Girls and women who are deprived of education should be allowed to develop their personal development by raising the share of the budget allocated from the general

budget. Besides, families of girls who do not attend compulsory primary education should be warned by firstly persuading them and, If necessary, applying existing legal texts.

(iii) The importance of female education and social development should be explained by examples of all male and female students, starting with primary education.

(iv) The obstacles and problems associated with the promotion of the status of women can be overcome by clearly defined policies and the implementation of participatory development programs that attach importance to humanity. In this context, the obstacles in the career development of women should be removed by creating a government policy.

(v) Women should be given more opportunities to participate in decision-making processes.

(vi) Men should be trained to prevent women being seen as only an object of giving birth by men.

(vii) Regulations must be made on the media that require series of films and other programs that have interest in women's issues to have educational qualities.

Beginning of changes related to women depends on the change of the paradigm of public administrators. Women should be an active member of society and develop their strengths and abilities to prepare for a universalized knowledge society. Women will not be able to overcome their present situation unless they are prepared for the future. If community lack women's hands, it will be lack women's logic.

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