

Name: Sakie Akiyama

Position: Saki Corporation, Founder & CEO

Biography:



Ms. Sakie Akiyama is the Founder and CEO of Saki Corporation, a company for development, manufacturing and sales of automatic optical and X-ray inspection machine for printed circuit assemblies.

In 1994, she founded Saki Corporation, together with Yoshihiro Akiyama, her husband and Chief Technology Officer, which has, in a short period of time, acquired a worldwide position in the field of automatic visual-inspection equipment for electronic parts mounting processes utilizing robotic vision technology and established more than 7,000 operation results across the world.

Ms. Akiyama has received numerous awards as a business leader and an entrepreneur of global manufacturing company with most advanced technology. She has also been a member of major government committees in the recent decade. In 2013, she was appointed to the advisory committee on the Industrial Competitiveness Council (Chairman: Prime Minister Shinzo Abe), a member of Working Group on National Strategic Special Deregulation Zones and Fiscal System Council, The Ministry of Finance.

In 1986, for the purpose of encouragement of female's social advancement in Japan, the Equal Employment Opportunity Act was enforced. That was the year when I started my business career as the 1st generation of female employee with major career path. Now that things have come to this pass, I have various experiences which can be talked about as a funny tale.

To this day in Japan, the percentage of females in a leadership position is yet smaller comparing with those in other developed nations, or we still see various relevant issues to be solved, like approx. 60% of female workers have very little choice other than leaving her future career when pregnant. However, our society has surely been changing and advancing steadily over more than 20 years since 1986. Female's social advancement used to be discussed as the issue relevant to "equal opportunity", namely the matter of "fairness" BUT it is becoming supposed to be the important task for the strategy of economic growth in terms of Japanese macro economy. In that sense, I certainly believe this would mean Japanese society is evolving to accept "diversity".

The society where enable women to play an important role should also be the pleasant environments for men, children and the elderly. I would sincerely determine to contribute building the society like that, while designing such brilliant future.

Name: Aiko Doden

Position: NHK Senior Commentator / Presenter, Editor in Chief "NHK Asian Voices"

Biography:



Ms. Doden covers issues in Asia from politics to public health, from hard security to human security. Concurrently she is presenter and editor in chief of debate / interview programme "NHK Asian Voices". Ms Doden has anchored NHK's key news programmes as "NHK Good Morning Japan" "NHK News at 9" and "NHK World Network". She was a correspondent based in Thailand covering ASEAN countries intensively with a focus on Myanmar where she has visited over 40 times in her journalist capacity. She holds a Master's degree in International Relations from Columbia University, New York, USA, and a Bachelor's degree from Sophia University, Tokyo, Japan. Born in Tokyo, she has spent her childhood in London. Member, International Institute of Security Studies. Salzburg Global Seminar Fellow.

Creating a society that embraces diversity by welcoming more women at work can provide a key to resolving Japan's conundrum. The game changer would be diversity, and work-life balance policies can provide that key. Diversity, after all, helps organizations look good AND makes economic sense. It is not just about economy, but about creating a sound society and reinventing Japan.



Name: Masako Egawa

Position: Executive Vice President, The University of Tokyo

Biography:

Masako Egawa has been the Executive Vice President of The University of Tokyo since 2009. From 2001 through 2009, she served as the Executive Director of the Japan Research Center of the Harvard Graduate School of Business Administration. Prior to joining Harvard, Dr. Egawa worked in the investment banking industry for 15 years in New York and Tokyo. She has served numerous government councils including Tax Council and the Financial System Council. She is also a non-executive director of Asahi Glass Co., Ltd. She received a B.A. from the University of Tokyo, an M.B.A. from the Harvard Graduate School of Business Administration, and a Ph.D. in management from Hitotsubashi University.

In the Gender Gap Report 2013 by World Economic Forum, Japan was ranked No. 105 among 136 countries. Japan's relative standing has declined over the years from No. 80 in 2006. It is critical to increase women leaders in various areas in order to achieve economic growth and enhance Japan's competitiveness.

At the University of Tokyo, where I belong, women account for 11% of entire faculty members and 5% of full professors. The ratio of women among undergraduate students is 18%. All those ratios are much lower compared to other universities around the world. To increase those ratios, we need to remove the myths in our society such as "women are not good at STEM (science, technology, engineering and math)," and "women graduating from leading universities have trouble finding husbands."

I look forward to discussing those challenges at WAW and hope that those discussions will lead to implementation of concrete actions and initiatives to increase women leaders in Japan.



Name: Mariko Fujii

Position: Professor, Research Center for Advanced Science and Technology, The University of Tokyo

Biography:

Mariko Fujii has been Professor at the Research Center for Advanced Science and Technology, the University of Tokyo since 2001. Her current research interests include asset pricing, financial system design, and financial risk management. Prior to joining the University of Tokyo, she was a government official at the Ministry of Finance. During her time at the Ministry, she worked to resolve both fiscal and financial issues at the Minister's Secretariat and the Budget and Finance Bureaus.

The latest government policies promoting women's social participation are so encouraging that I could not have imagined them when I first joined the Ministry of Finance. However, there is still much work to be done. One of the keys to promoting equal access to job opportunities for women and men lies in the availability of a variety of working styles for individuals to choose from. I hope that the roundtable discussions of this global gathering of high-level participants will generate a good list of priority measures for developing working styles and effective methods to further build women's careers. Life expectancy in Japan is especially long. Even if we were to miss an opportunity at an earlier stage of our lives, it should be possible for us to take on the challenge at a later stage. Ongoing efforts to create a more flexible and truly diverse society are important not only for sustainable growth but are necessary steps forward for a society facing population decline.



Name: Yoshiaki Fujimori

Position: LIXIL Group Corporation President and CEO

Biography:

Mr. Fujimori is President and CEO of LIXIL Group Corporation since August 2011. He also serves as an external director of Tokyo Electric Power Company. He is a vice chairman of Keizai Doyukai, a major business federation, and leads its committee on the promotion of EPAs/FTAs. Prior to joining the LIXIL Group, he worked 25 years at GE where he was Senior Vice President and served as CEO of various Asian and global business divisions. Prior to joining GE he worked for Nissho Iwai Corporation (now Sojitz) for 10 years. He holds a bachelor's degree in petroleum engineering from the University of Tokyo and an MBA from Carnegie Mellon Graduate School of Business, where he serves as a lifetime member of the Board of Trustees.

What is the power of diversity?

For example, comparing a team that consists of Japanese men in their 40s who graduated from prestigious universities with a team that consists of men and women from across the world whose age groups are different and who have various backgrounds, which team can produce more creative and dynamic results? The answer is obviously the latter.

Diversity is nothing special in global society. In the increasingly globalizing world, Japan has just taken the first step toward diversity of "men and women."

For us Japanese people who are jumping out of the small field of Japan and going toward the large field of the world, it is necessary to acquire the overwhelming power of diversity. In current Japan, governments and private sectors must work together to support women's advance into society. I believe that by doing so, men will also get stimulated, active Japan will be formed, and Japanese people who can play an active role in the world even in the further globalization in the future will appear.



Name: Mikiko Fujiwara

Position: CEO of Alpha Associates Co., Ltd.

Biography:

Mrs. Fujiwara's company (Consultancy firm) specializes in the media advisory business for global Japanese companies, as well as human resources consulting, focusing on increasing the number of female managers in Japan. She holds a Bachelor's degree from Waseda University and an MBA from London Business School. She was the first Japanese woman to be awarded a MBA in the UK. Prior to setting up her own company, she had worked as an investment banker for British, American and French banks, covering global Japanese companies, including Toyota, J Power and JBIC. She is married to Professor at Cambridge University and has two children.

As CEO of Alpha Associates, I see my main task as helping younger Japanese women to have the skills but also the confidence to succeed as managers in both the public and private sectors in Japan. I am committed to this goal and confident that I can achieve it partly because of my own experience as a Japanese woman who fought her way up to the level of director in major Western investment banks.



Name: Makiko Fukui

Position: President of Harmony Residence, Inc., Vice Chair of the Women in Business Committee of the American Chamber of Commerce in Japan
Biography:

Makiko Fukui is President of Harmony Residence, Inc., a recruiting firm specializes in introducing qualified bilingual women leaders. She is also a Vice Chair of the Women in Business Committee of the American Chamber of Commerce in Japan.

Ms. Fukui grew up in New York and also lived in Australia and France. Graduated from Yokohama National University, B.A. in Economics in 1991. Established Harmony Residence in 2007, a recruiting firm specializes in introducing highly competent single mothers and women managers to companies and contributes to companies' growth.

Discussions about factors to impede women's advancement have been repeated for more than ten years, and Japan cannot afford to spend more ten years in changing the factors that have not been solved yet (working long hours, personnel evaluation, childcare, taxation system problems, etc.) little by little. We must stop endless discussions and take quick action. What Japan needs most is not raising the level of all women. The problem is a desperate shortage of female top executives. To solve this issue, it is urgently necessary to find competent women who keep working while raising children and are highly motivated to get promoted to administrative positions, promote them to managerial positions even though it is premature, and increase the number of female managers to begin with. After their promotion, it is necessary to intensively provide these selected women who can become a role model with training systems to make up for their lack of skills and experience and support to housework and child raising. In Japan, many competent women who received world's top-level education and can play an important role on a global basis are buried. It's not that we have a shortage of such women, but we have just not attempted to find them.



Name: Sakie Tachibana Fukushima

Position: President & Representative Director, G&S Global Advisors Inc.
Biography:

Vice Chairman of Japan Association of Corporate Executives, and President of G&S Global Advisors Inc.

In 1974, she became a Japanese language teacher at Harvard University. In 1980, she joined Blackstone International, and joined Bain & Company in 1987. In 1991, she joined Korn/Ferry International. She was appointed President of Japan operations of Korn/Ferry International in 2000, and assumed the role of chairperson in 2009. From 1995 to 2007, she concurrently served as director of the U.S. Headquarters. Since 2012, she has served in her current positions. Currently, she is also serving as outside director of Bridgestone Corp. Ajinomoto Co., Inc., J. Front Retailing Co., Ltd. and Mitsubishi Corp.

Husbands working in a public field and wives engaged in domestic work—this makes a typical family lifestyle sustained until the 1980s in Japan. This traditional concept of gender roles has been faced with a need to change over the past decades to respond to the recent change in social environment caused by the shrinking working-age population and diversifying economic needs. Japanese companies seeking to win in the competitive global market should consider strategically appointing competent women, a representative of diversity value, expecting innovative developments.

In 2012, Japan Association of Corporate Executives announced a joint declaration formulated by employers to work to achieve self-set targets in line with the government target of increasing the female leadership rate to 30% or above by 2020. Promoting women's empowerment should involve the both genders. In tandem with the transforming social structure, the stereotypical division of gender roles based on public-domestic dichotomy will be replaced by a more flexible model, while more companies will introduce a gender-free merit system, which will naturally help raise the percentage of female leaders. I hope that this symposium will serve to accelerate the movement for women's advancement in society.



Name: Yasuchika Hasegawa

Position: Chairman of the Japanese Association of Corporate Executives (Keizai Doyukai), Chairman of the Board & CEO, Takeda Pharmaceutical Company

Biography:

Started at Takeda Pharmaceutical Company in 1970, President & CEO from 2003, Chairman of the Board & CEO from June 2014. Takeda Pharmaceutical signed the Women Empowerment Principles (WEPs) and was named a 'nadesiko' company in March 2014. As Chairman of the Japanese Association of Corporate Executives, he has called on its members to support the advancement of women in the workplace. He emphasized the importance and made proposals in support of the role of women in the economy while on the Employment and Human Resources Committee of the Japanese Government's Industrial Competitiveness Council.

A result of Abenomics, Japan is starting to emerge from a long period of deflation. For Japan, still at the turning point of deflation and stable growth, advancing the role of women in the economy is critical, not only to boosting its declining workforce but also for diversity which is absolutely essential for bringing about innovation.

Christine Lagarde from the IMF pointed out "If Japan increased its numbers of working women, it would boost economic growth".

By international standards the advancement of women in Japan has only just begun but we have certainly made progress over the last year under Prime Minister Abe's leadership, with the introduction of policies aimed at eliminating waiting lists for childcare and the appointment of women to management positions in businesses. It is important these are not just temporary gains, but they are expanded and continued, and for that purpose a sustained effort will be needed from all of us. I trust this symposium will be the launching pad for such an effort.



Name: Hiroko Hashimoto

Position: Principal of jumonji high school, Japan Representative to UN Commission on the Status of Women

Biography:

Principal of Jumonji High School, Tokyo, Japan and Professor Emeritus of Jumonji University, Japan Representative to the United Nations Commission on the Status of Women since 2011, Member of Asia-Pacific Regional Advisory Group on Women, Peace and Security since 2012.

Graduated from the School of Library and Information Sciences of University of California at Berkeley with Master's Degree in 1981.

Worked as a social affairs officer at UNESCAP (United Nations Economic and Social Commission for Asia and the Pacific) from 1991 to 1996, after nine years engagement with National Women's Education Centre (NWECE) of Japan as the information specialist as well as the Head of Information and International Exchange Division. From 2000 to 2013, She was Dean of Faculty of Social and Information Sciences and Vice President of Jumonji University.

Since June 2013, having been the Principal of Jumonji Girls High School, she has also continued to conduct a research on gender mainstreaming policies including a survey on effects of UNSCR 1325.

Empowerment of women is essential to eradicating poverty, creating democratic societies, promotion of secondary education (for women), decreasing maternal and child mortality rates and eradicating communal diseases, such as HIV and aids, promoting sustainable development and building peace which are still the most important global issues post 2015. I sincerely hope this symposium will formulate landmark output to input to 2015 UN meeting for post 2015.



Name: Fumiko Hayashi

Position: Mayor of the City of Yokohama

Biography:

Fumiko Hayashi was elected as the first woman Mayor of Yokohama in 2009, and reelected in August 2013. She puts a lot of effort into support toward women empowerment strategies such as solving the issue of children on waiting lists of childcare centers, female entrepreneurship and networking among women.

Before assuming office as Mayor, she had an extensive career in the business world. She found her niche in the occupation of car sales and became the top-sales person in the company. She served as President of BMW Tokyo, Corp., Chairperson and CEO of The Daiei, Inc., Operating Officer of Nissan Motor Co. Ltd. Selected as one of Wall Street Journal's "50 Women to Watch" in 2004 and one of Fortune Magazine's "50 Most Powerful Women in Business: International" in 2008.

My 50-year working career proves that utilizing the strengths of both men and women will activate organizations and enhance business productivity. More than a quarter of a century has passed since Japan enforced the Equal Employment Opportunity Act, and the movement towards breaking social and mental barriers is now accelerating under the initiative of Prime Minister Abe.

The greatest barrier is that the services to support women in balancing between their children and career are inadequate. As the Mayor of Yokohama, a metropolitan city with a population of 3.7 million, I have been focusing on measures towards encouraging women's active careers, working first and foremost on eliminating the waiting lists for nursery schools. I believe that fully exercising the potential of women will lead to the world's economic growth and be beneficial for society at large.

Now is the time to combine the wisdom of women leaders across the world, and mobilize the power of companies, associations and NPOs to take action together. Taking this opportunity of holding the international symposium "WAW! Tokyo 2014," let us, all the countries of the world and Japan, cooperate with each other and achieve a society where women shine!



Name: Mitsuko Horiuchi

Position: Professor, Bunkyo Gakuin University Graduate School of Foreign Studies, Chairperson, Stop Child Network Japan, President, Kitakyushu Forum on Asian Women

Biography:

Professor, Bunkyo Gakuin University Graduate School of Foreign Studies. Currently holds the posts of the President of Kitakushu Forum on Asian Women (public interest foundation) and Chairperson of Stop Child Labour Network of Japan. Holds other posts of advisers /directorships at a number of public sectors and nonprofit organizations including chairperson of the Gender Equality Council in Bunkyo city where she lives.

Formerly, Director of the International Labour Organization (ILO) Office in Japan as well as the ILO Special Regional Advisor on Gender Issues , ILO Assistant Director-General for Asia and the Pacific, Minister of the Permanent Mission of Japan to the United Nations and Cabinet Counselor and Director, Office for Women's Affairs, Prime Minister's Office.

She has published numerous books and monographs on gender and labour issues. Her most recent work is *Towards the Elimination of Child Labour : What We Can Do?* which she coauthored and published in 2013 by the Institute of Developing Economies of the Japan External Trade Organization.

In order to make our earth sustainable for the future, it is crucial to build a society where all people, women as well as men, can fully develop and exercise their potential and participate in all levels of decision-making in all sphere of society. Happily, considerable efforts have been made in the world, including developing countries, for such a positive direction. Nowadays, many good practices can be identified all over the world.

I have tried to use my career and advocacy activities to promote such social development in Asia, especially sustainable development which includes women's advancement. In doing so it has been my privilege to have met many dynamic women who have indeed changed both their lives and the lives of others. If I dare to show only one example, it is a women's cooperative in Mindanao in the Philippines, where the Government of the Philippines and the Moro Islamic Liberation Front (MILF) have recently successfully engaged in and concluded the Mindanao peace process. This has resulted in the Comprehensive Agreement on the Bangsamoro. The women's cooperative is creating jobs to sustain their livelihood; they have also worked to change men's behavior to share greater responsibilities with women in the home. It is making a difference.

What is needed now is to identify more such 'good practices' in the world which take place at the community level, especially those initiatives focusing on employment and education. These initiatives then must be duplicated worldwide, adjusting practices to meet the needs of local environments.



Name: Toshiya Hoshino

Position: Vice President for Global Engagement, Osaka University

Biography:

Toshiya Hoshino is a Vice President and the former Dean of School of International Public Policy at Osaka University. His areas of specialty include international politics and United Nations studies. His research interest relates to the question how we can protect and promote “human peace” in our world through the work of inter-governmental organizations like the UN. Previously, he was a Minister-Counsellor at the Japanese Mission to the UN.

Human diversity is one of the fundamental sources of richness and innovation in our society. In this regard, gender equality and the empowerment of women are the principles and approaches that can best enrich our society, by enhancing the potentialities of each individual woman. Osaka University, under my guidance started the program called “*Mirai Kyosei*,” literally means “living together with a share vision for the future” among those people with different cultural and social identities. The program is intended to train younger generation leaders, both Japanese and international, to acquire knowledge, skills, attitude and action-base to initiate and innovate variety of creative models that foster co-existence among people with diverse cultural and social backgrounds. I am certain that these educational efforts for mutual respect and growth will contribute fully to build a better tomorrow in which women shines in our common society.



Name: Sachiko Ichikawa

Position: Partner of Tanabe & Partners, Attorney-at-law admitted in Japan and New York, Auditor of the Board Director Training Institute of Japan

Biography:

After graduating from the University of Tokyo, joined a major bank. Licensed to practice law both in Japan and the State of New York, she has advised a wide variety of clients, with a specialization in both corporate and labor law. She has worked tirelessly to build a more women-friendly working environment, and also to encourage corporate board diversity and director independence.

As a lawyer practicing internationally, I strongly believe Japan has significant room for improvement in the area of female empowerment. Wages are considerably lower for women, and the number of female corporate managers is disappointing.

That said, Japanese can be proud of the fact that gender discrimination inside school classrooms is small: girls are free to dream as big as boys can, limited only by their imagination.

Unfortunately, there are some parts of the world where girls are deprived of not only the chance for education but also the opportunity to aspire to a better life. Japan can assist these countries to build a social infrastructure which brings stability and safety, establishes an educational system where both boys and girls are equal, and lets them be decision makers for themselves and their nation in an environment of mutual respect and individual empowerment.

In turn, Japan can learn from these countries and thereby improve its own social fabric in a kind of synergetic relationship built on trust and hope for a future free from discrimination.

The first step must be made by Japan, and now is the time.



Name: Kiyoko Ikegami

Position: Professor, Graduate School of Social and Cultural Studies, Nihon University.

Biography:

Active in the issues of women's health, population, and HIV/AIDS in developing countries through UN system and NGOs. She is a member of the board of directors of the Japanese Red Cross Society, and also served as a member of the Consultative Committee on ODA Reforms of the Ministry of Foreign Affairs.

She has been selected Nikkei Woman of the Year, and, one of the "Japanese Women 100" by Newsweek Japan. (Ph.D. in human science)

Half of world population is women. Yet, women are not given enough opportunities to exercise their ability, though being potential. In order to change the current situation, it is critical how to enhance, for example, political and social participation by women, and active engagement in education and health sectors. I believe in my 40 years of experience in international cooperation in UN system and NGOs, that the most important approach is women gain and exercise self-decision making ability with self-esteem. I have seen many cases, which lead to improving family health, promoting higher quality of life and to empowered community.

We are responsible for building "enabling" society for women who can decide and act, as they want. In this connection, sharing information and experience of good practices on gender, like World Assembly for Women, has a huge role to play, for building our society in equity and equality.



Name: Naoko Ishii

Position: CEO and Chairperson, Global Environment Facility

Biography:

Naoko Ishii joined Ministry of Finance (MOF), Japan, in 1981. In 2012, she was elected as CEO (Chief Executive Officer) and Chairperson of GEF (Global Environment Facility) unanimously by 182 member countries. Immediately before joining the GEF, she served as Deputy Vice Minister of Finance, Japan. Since joined the MOF, she spend nearly half of her career outside Japan and MOF, working for IMF and the World Bank, Harvard Institute for International Development. From 2006 to 2010, she served as Country Director of the World Bank for Sri Lanka, fielded in Colombo. Her term coincided with the last phase of the civil conflict. Ph. D. from Tokyo University. Published several books, including *The Economics of Macroeconomic Policy Coordination* rewarded by Suntory Academic Prize and *Empirical Analysis on Modern Economic Growth* rewarded by Okita Memorial Prize for International Development Research.

As a person devoting its life to the work of development and environment, I was almost shouting with delight at the core message of WAW! Any person engaged with the development knows, based on the experiences on the ground, that women's role is indispensable to sustainable development of countries struggling with poverty. Likewise, in the area of global environment I am currently working for, evaluations tell us that projects which take account of gender elements tend to have higher impacts. It is against this background that the significance of the proposal to build a society where women shine cannot be overemphasized at a time when we are facing the daunting challenges of sustainable development and global environment. We are very proud that this key message was proposed by our Japanese leader. At the same time, our generation has learned with pain that not only women and their supporters but the entire society needs to change the way it works if we are to be serious about this proposal. How can we win hearts and minds of the most conservatives in the society? What actions can we take to make it happen? It is time to create and strengthen global coalition of willing to realize the message of WAW!

Name: Kimie Iwata

Position: President of Japan Institute of Women's Empowerment & Diversity Management
Biography:



Born in Takamatsu-city, Kagawa-prefecture in 1947, Ms. Kimie Iwata received her BA in Liberal Arts and Science from the University of Tokyo in 1971 and entered the Ministry of Labor in the same year. At the ministry, she specialized in working women issues and international labor issues, among others, and retired in 2003 after serving as Director-General of the Equal Employment, Children and Families Bureau. Ms. Iwata joined SHISEIDO Co., Ltd. in 2003. She served as Director / Corporate Officer and Director/ Corporate Executive Officer and assumed the post of Representative Director / Executive Vice President in 2008. During that period, she took charge of human resource management, corporate social responsibility activities, environmental efforts, corporate cultural activities, customer support center, public relations, and advertisement. She has been serving as Advisor to the company since July 2012.

Ms. Iwata has also been serving as Auditor at Kirin Holdings Company, Limited since March 2012 and as Director at Japan Airlines Co., Ltd. since July 2012.

Her current involvement in government committees includes membership in the Gender Equality Council at the Cabinet Office, membership in the Lifelong Study Group of the Central Council for Education at the Ministry of Education, Culture, Sports, Science and Technology and membership in Consumer Commission at the Cabinet Office.

In the sphere of non-governmental activities, she serves as President of Japan Institute of Women's Empowerment & Diversity Management, Vice-President of Japan National Committee for UN Women, among others.

In order to make women shine in the organizations such as companies, there are at least two targets to achieve. One is that all women can continue their career, if they so wish, after they have babies (Today more than half retire when they have their first child). The other is that all women have the same opportunities as men to be promoted to managers and directors (Today only 10% of managers and 1% of directors are women).

I wish the Seminar 1 will learn good examples of other countries and the discussions will stimulate the changes of mind and conduct among the governments, companies, men and women in order to achieve these targets.



Name: Yumiko Katayama

Position: Director of Public Interest Incorporated Foundation of HAIKU

Biography:

Born in 1952. After having studied music, devoted entirely to creating activity of HAIKU. From April 1999 up to March 2014, lecturer at Aoyama Gakuin Women's College.

Presently making effort for the promotion of HAIKU via practical guidance, writing books, and giving lectures throughout Japan.

Judge member in the area of haiku, in the Literay Work Contest for Japanese Students Overseas under the presidency of Japan Overseas Educational Services (JOES).

HAIKU is one of the most important element of Japanese culture that Japan can be proud before the whole world. It is the shortest poem in the world composed only by 17 syllables.

It has become so popular internationally, that now, the word HAIKU is one of *linguae francae*, and the movement of promotion of putting HAIKU registered for an intangible cultural heritage(ICH) got started.

HAIKU composing population of Japan is said to be over three million(3,000,000), majority of which are women, devoted vigorously to their HAIKU writing, besides their busy office work or bringing children: they can live their lives bravely by expressing their true feelings as HAIKU. I do believe their lifestyles can be a hint for women to live their lives worth living, under the social condition with stabilized economy and livelihood.

Not limited to literary activities, I am very happy if I can help realizing the affluent society we aim at by developing our culture and art.



Name: Keiko Kawado

Position: Journalist

Biography:

After graduating from Ochanomizu University, joined Tokyo Broadcasting System, Inc. (currently Tokyo Broadcasting System Television, Inc.). Served as anchor for the programs of "Daytime News Studio," "News Desk," etc. After transferred to the Politics and Economics Department, News Bureau, as a reporter, she took charge of the Ministry of Home Affairs, Ministry of Works, Ministry of Land, Ministry of Posts and Telecommunications, etc. while she took charge of election programs at the election headquarter. Then, after serving as Manager in charge of Politics Department, News Bureau, and a news analyst, currently she serves as the producer and MC of "Kokkai (the Diet) Talk Frontline (TBS News Bird)" as a TBS senior commentator.

"Half of the population is women. So unless we seriously utilize their ability, energy, sensibility and acting power, the future of Japan will be hopeless." A friend of mine, saying this, continues to act to engage women in the society. In the face of economic recovery and a declining population, I feel that such movement has finally got going. However, there is still a major hurdle. In the media world where I am working, female employees account for around 30%, and there are only a few female executives. It goes without saying that it is necessary to prepare an environment where women can play an active role. However, even if we say these things individually, wheels do not turn rolling easily. I have heard that Prime Minister Abe, government officials, local government heads, corporate managers- will participate in this symposium. The purpose of the symposium is to achieve the results of discussions; and six sessions will be held to create specific measures. I also have a high expectation of the wisdom and experiences of participants from abroad so that the symposium will be called "Female-version of Davos Forum." I sincerely hope that the symposium will not end up a one-off thing but continue to be held every year in the future and, step by step, create a society where both women and men will shine in Japan and in the world.



Name: Yoriko Kawaguchi

Position:

Professor, Meiji Institute for Global Affairs, Former Member of the House of Councillors, Former Minister for Foreign Affairs, Former Minister of the Environment

Biography:

Member of the House of Councilors for the LDP (2005~2013); Special Adviser to the Prime Minister of Japan on foreign affairs (2004~2005); Minister for Foreign Affairs (2002~2004) ; Minister of the Environment (2000~2002); Co-chair of the International Commission on Nuclear Non-Proliferation and Disarmament (2008~2010)

I am truly delighted that WAW! is being successfully held.

Women's active participation in society is crucial to the peace, economic growth, and social stability of not just Japan, but the entire world. Hence, it has a tremendous significance that countries in the world can share their policy ideas and implementation experiences to broaden women's engagement in political, economic, social and other activities.

"Progress comes from the outside." It is an unforgettable phrase that a Swiss Ambassador in Japan once told me. I interpreted it as saying that the momentum of the new developments comes from the outside inspirations, which goes beyond simply succeeding conventional ideas and behaviors. For most of the societies, "inspiration from the outside" means "women".

Building a women-friendly society could cause a paradigm shift in its process while setting up infrastructure for the child-raising and nursing care creates actual economic demand. There is no question that women's increased participation increases labor productivity and one of the answers for labor shortage.

Above all, the establishment of a society that protects women's right forms the fundamentals for peace and stability.



Name: Keiko Kiyama

Position: Trustee and the Secretary General of JEN

Biography:

Keiko Kiyama, Trustee and the Secretary General of JEN, as well as the co-chair of Japan Platform, has been serving for refugees, displaced people and victims of natural disaster, since she joined establishing JEN in 1994. From 1994 to 2000, she worked as the regional representative for former Yugoslav countries where she and her teams supported self-reliance of refugees through hundreds of projects in huge varieties of sectors. Currently, JEN works in Afghanistan, Pakistan, Iraq, Sri Lanka, South Sudan, Haiti, Tohoku and Jordan, supporting Syrian refugees. "The woman of the year 2006" was awarded to Ms. Kiyama from the Nikkei Women Magazine for JEN's continuous work on peace building in various parts of the world.

In many areas struck by natural and man-made disasters, emergency relief activities could be improved by increasing women's ability to support themselves and work to rebuild damaged life on their own. I believe that building women's capacity to address emergency challenges will help develop a brighter future. One reason for this is that women can fulfill their potential only in a peaceful and fair society that embraces gender equality. It is vitally important to support women to build necessary self-sustaining ability to effectively face any given situations, including emergency, and create a society across the world, whether or not afflicted by disaster, that assures that those empowered women can demonstrate their potential, which will prevent them from otherwise being stuck in a dire predicament. Emergencies are often unavoidable and cause tragic catastrophes; however, such misfortunes can provide opportunities for new start. Those rare opportunities should serve to create a better society, for which I will work to ensure that the value of diversity, including effective female roles, will make a substantial contribution.



Name: Izumi Kobayashi

Position: Non-Executive Board Member of ANA Holdings, Inc., Mitsui & Co. and Suntory Holdings Ltd..

Biography:

Izumi Kobayashi was in the position of CEO and Executive Vice President of the Multilateral Investment Guarantee Agency (MIGA) from November 2008 to June 2013. MIGA is the political risk insurance arm of the World Bank Group. Kobayashi participated MIGA from Merrill Lynch in Tokyo where she was president and Representative Director. She joined Merrill Lynch in 1985 to work on the derivatives markets and subsequently held a number of high-level global leadership roles, including serving as Director of Operations and Chief Administrative Officer. As president, Kobayashi successfully developed the company's business in global financial services and its client franchise, working with international terms ranging in size from 10 people to 3,000.

At MIGA, Kobayashi has ushered in historic changes to MIGA's operational regulations and its Convention that have significantly expanded the pool of investments the agency could insure.

In today's 21st century, the dynamism of globalization is pushing forward in numerous ways – from politics to economy and culture. Japan must also play its part in this dynamic age even as it faces the challenge posed by the sustainability of an aging society. To play an important role in this dynamic world we need to ensure our own society remains vibrant. The question is how can Japan and the Japanese people actively engage and best utilize our own strengths and uniqueness to ensure our society makes its rightful contribution? To achieve this goal we need to transform and develop our social systems, organizational culture and our mindset to be more open for different views, opinions and values from diverse individuals – from women, from people both older and younger, from other nationalities, and also men. Empowering women to take an active role is critically important -- it leads to a society where men also have more options in how they work and spend their time, and where young and old can play their chosen role in the workplace and within society. This allows everyone to participate in society while benefitting from all it has to offer. I am very excited about this symposium that allows us to discuss our experiences, learn from new ideas and accelerate actions to move to the next stage of society where more women take leadership roles.



Name: Rin Kobayashi

Position: Founder and Chair of the Board, International School of Asia, Karuizawa

Biography:

Ms. Kobayashi studied at an international boarding school in Canada with the scholarship provided by Keidanren (the Japan Federation of Economic Organizers). She selected development economics as her major at the university, and worked for the UNICEF as a program officer. When she was dispatched to the Philippines, she engaged in an informal education for street children. In the face of extraordinary gap between the rich and the poor, she strongly felt the need of leadership education. In August 2008, she returned to Japan to establish a school.

Back in 1993, she received an international baccalaureate diploma. In 1998, she graduated from the Faculty of Economics, the University of Tokyo, and completed the Master's Course at Stanford University in 2005. She was selected: one of the Young Global Leaders of 2012 by the World Economic Forum, one of the 100 People to Revive Japan by AERA magazine (2012), 100 People Influential to Japan's Future by Nikkei Business magazine (2013), and one of the Change makers of the Year 2013 by Nikkei Business (2013).

This August, I opened the International school of Asia, Karuizawa, Japan's first international boarding school, after spending six years for preparation. Before opening, we had to complete various tasks, including fund raising, filing application forms for governmental authorization, selecting the site for the school, developing curriculums, etc. Of the staff who supported me in these activities, nearly 70% were women. Of those women, about a half were mothers (I myself have two children). They are all talented people who have lofty aspirations. I was able to recruit them because I adopted a flexible working hour system and tele-working system. I was surprised at the extraordinary abilities and commitment of these women. This personal experience has convinced me that a vision of a "society where women shine" will be realized very soon. Before long, we will see a society, where women can fully exert their potential as professionals, while at the same time enjoying enriched, happy lives as women. At this assembly, I look forward to holding in-depth discussions with many other participants about our bright future.



Name: Nobuko Kurosaki

Position: President, Non Profit Organization MEDECINS SANS FRONTIERES JAPON

Biography:

After graduating from the Nagasaki University School of Medicine in 1981 and completing residency at Tokyo Women's Medical School, Dr. Nobuko Kurosaki worked as a pediatric surgeon at various hospitals. Since 2001, she has been dispatched to various countries on 11 missions with Medecins Sans Frontieres (MSF; Doctors without Borders). The countries she visited include Sri Lanka, Iraq, Liberia, Somalia, and Syria. In 2007 and 2008, as the acting representative of the Japanese government, she participated in the third committee of the UN General Assembly. While engaging in a regional healthcare program in Nagasaki, she concurrently works for MSF Japan, the Japan Federation of Business & Professional Women as its former chairperson, and Nagasaki Prefecture Society of Women Doctors as its vice president.

Nowadays people can receive the benefits of tremendous medical innovations in the developed countries. On the other hand, millions of lives have been lost because of lack of access to the medicine and their knowledge in the countries where people have been suffering from prolonged serious conflicts or repeating famine. I have been witnessing their miserable conditions through our programs as a surgeon of Medecins Sans Frontieres / Doctors Without Borders. Now I strongly believe that we can improve these situations, if all leaders would work for women and girls to be able to exercise their human rights and to be blessed with equal opportunities and better accesses to medicine, education and workforce. Our actions should not be delayed especially for our precious next generation.



Name: Shinzo Maeda

Position: Vice Chairman of the Board of Councillors Co-Chairman, Committee on Gender Diversity Keidanren (Japan Business Federation), Senior Advisor (SHISEIDO Co. Ltd.)

Biography:

Born in 1947. After graduating from Keio University, Faculty of Letters, B.A. in Sociology, he joined Shiseido in 1970. Then he assigned to Osaka Chuo (Department) Sales Co., Ltd., where he gained experience in department store sales and planning. Later he was heavily involved in corporate planning, planning related to the cosmetics business and establishing new business operations in Asia. Appointed Chief Officer of Asia-Pacific Regional Headquarters, International Operations Division in 1997. Appointed Director and General Manager of the Corporate Planning Department in 2003. Appointed President & CEO of Shiseido in June 2005. Appointed Chairman of Shiseido in April 2011. Since being appointed Senior Advisor of Shiseido in June 2014.

Promoting the participation of women is not something that corporations should engage in with a feeling of obligation. It is an important management strategy that all companies should proactively promote so that Japan can survive the fierce global competition it will face in the future. For corporations, it is critical that top management has clear commitment and leadership to support the participation of women. In addition, it is also vital that women themselves recognize that they must envision how they will create their career and that they must consistently perform well, without allowing interruptions in their work history. Needless to say, it is also crucial that the male employees at their workplace have a change in mindset and that the work environment is made more conducive to women's participation. Women's participation can be promoted only if all the above elements are in place. For this reason as well, if companies do not give all employees—regardless of whether they are male or female—an opportunity from early in their career to experience how interesting work is and if women do not develop a stronger sense that they themselves grow through work—in other words, that they would like to continue to work outside of the home while raising children—then the promotion of women's social participation will not truly be effective, even if the necessary systems are in place. It is important to balance all the above elements.



Name: Kathy Matsui

Position: Managing Director, Goldman Sachs, Co-head of Macro Research in Asia, Member of the Asia Pacific Management Committee and the Global Investment Research Client and Business Standards Committee

Biography:

Kathy joined Goldman Sachs in 1994 and was named managing director in 1998 and partner in 2000.

She has been ranked #1 in Japan Equity Strategy by *Institutional Investor* magazine multiple times, and was chosen in 2007 by the *Wall Street Journal* newspaper as one of the "10 Women to Watch in Asia" for her work on the "Womenomics" theme.

Kathy has served on numerous government committees aimed at promoting gender diversity in Japan. She is a board member of the Asian University for Women (AUW) Support Foundation, a trustee of The Nature Conservancy of Hawaii, a member of the Board of Councilors of the US-Japan Council, a member of Keizai Doyukai, a leading Japanese business organization. She also serves on the advisory council for the Japan Society Fund Against Breast Cancer.

Kathy earned an AB, *magna cum laude*, in Social Studies from Harvard University and an MA from Johns Hopkins University, School of Advanced International Studies.

Given Japan's rapidly-aging and shrinking population, widespread labor shortages, and fiscal challenges, the nation can no longer afford not to fully utilize half its population. We estimate that if Japan could close its gender employment gap, the potential boost to Japanese GDP could be nearly 13%. The potential benefits from "Womenomics" would accrue to men and women, raising the outlook for potential economic growth. The good news is that there is a growing recognition of the urgent necessity for Womenomics, so now the challenge is for the government, private sector and society to work together toward constructive solutions. It's time to "Walk the Talk."



Name: Yoriko Meguro

Position: Professor Emeritus, Sophia University, Former Representative of Japan to UN Commission on the Status of Women

Biography:

Having taught at Sophia University for 40 years, Dr. Meguro published numerous books and articles on family, social network, life course, gender, and development. She was an alternate representative of Japanese government to the UN General Assembly in 1994 and 95, and the representative of Japan to the UN Commission on the Status of Women from 1998 to 2010. She has been active in public and policy advocacy in and out of Japan particularly as a gender expert. She received M.A. in Sociology, University of Tokyo Graduate School (Japan) and Ph.D. in Sociology, Case Western Reserve University Graduate School (U.S.A).

The international community has recognized decades ago that gender equality is a prerequisite for development and peace. And yet, gender discriminatory social structures, institutions and norms remain in many parts of the world and continue to devalue the contributions of women without whom no society can survive. In order to speed up the process to reach the agreed goal, women must take the lead as the agent of change. Their capacity must be acknowledged and further enriched, and their needs and decisions should be respected in all spheres of life from human rights and humanitarian perspectives.



Name: Haruka Mera

Position: Founder and CEO, READYFOR Co., Ltd

Biography:

Born in 1987. Graduated from the Graduate School of Media Design, Keio University in 2012. She studied at Stanford University in 2010. After returning to Japan, in March 2011 she launched Japan's first cloud founding service, "READYFOR," to provide a system that enables NPOs and creators to raise funds through the Internet. In 2011, she was selected as a Global Shaper by the World Economic Forum, and became the youngest Japanese person in history to participate in the Davos Conference in Switzerland. She has participated in many conferences in Japan and abroad, including St. Gallen Symposium Leaders of Tomorrow, and Cabinet Office Council for the Nation and Administration (*Kuni Gyosei-no Arikata Konshinkai*). In July 2014, she assumed the role of representative director of READYFOR Co., Ltd.

I'm an entrepreneur, at the same time a new wife that got married just this August. Japan has a huge issue on the aging population, and in order to solve that issue, women need to proactively seek opportunities to give birth. On the other hand, women's ability to work in society more than current state is required for economic development in Japan. However, I would say Japan still does not have an environment for women to work simultaneously as they grow their children. I am one of the women who aspires to give birth to a child, develop a family, at the same time grow my own enterprise.

Finally, I would like to say that Japan needs to build a proper structure, system, regulatory support in order to enhance and support all women so that they can challenge for their own passions.



Name: Midori Miyazaki

Position: Dean, Professor Chiba University of Commerce

Biography:

Serves concurrently as an advisor to U Tokyo Policy Alternatives Research Institute. Her extensive activities involve non-academic areas spanning from environmental and cultural projects, including preservation of Yakusugi cryptomeria and Oshima-tsumugi textile, and Director of Amami Park and Isson Tanaka Museum, to participation in a number of government policy-making processes as a member of the tax commission and the Central Education Council. Also known as the first female news anchor for NHK news bureau. Her academic research focuses practical fields and places a high value on collecting primary materials, which is supported by her skills acquired as a media professional.

More than two decades ago, I had an opportunity to interview then British Prime Minister Margaret Thatcher, where I asked a question about quota for appointing women to leadership positions. I remember her response: "Promotion should be genuinely based on merit and ability, regardless of gender. Unfortunately, however, our society has not sufficiently advanced to see a genuine merit system working ideally to produce an acceptable number of women leaders. Currently, we need target-based intervention." It seems this remark precisely describes the recent situation in Japan. In order to achieve the ideal situation in which a performance-based appointment without intervention naturally results in a leadership composition with the same gender ratio with that of the population, we need to raise awareness of the public, including women, as well as developing appropriate social systems. One example is a proposed revision of spouse tax deduction, which is one of the argument for the reform of Tax system, including this, I expect to learn about successful systems implemented in other countries to make the world in which women can work at their full potential throughout meaningful discussions.



Name: Masako Mori

Position: Member of the House of Councillors, Former Minister in charge of Support for Women's Empowerment and Child-Rearing

Biography:

1988 Graduated from Faculty of Law, Tohoku University

1995 Registered as a Lawyer

1999 Visiting Researcher, Law School, New York University

2005 Deputy Director Finance Service Agency

2006 Inspector, Financial Service Agency

2007 Elected as Member of the House of Councillors (1st term)

2010 Deputy Secretary-General, the Liberal Democratic Party of Japan

2012 Chairperson, the Standing Committee on Oversight of Administration, House of Councillors,

2012 Minister in charge of Support for Women's Empowerment and Child-Rearing and Gender Equality (until September 2014), Minister of State for Consumer Affairs and Food Safety (2nd Abe Cabinet)

2013 Elected as member of the House of Councillors (2nd term)

Family: Husband, 2 daughters

The Abe Cabinet considers women's active participation as the core of the Growth Strategy and I, as a Minister in charge of Women's Empowerment and Child-Rearing and Minister of State for Gender Equality, have been promoting policies to support companies which are expanding its support for childcare and advance the role of women and policies to change the mentality of men, learning from the experience of the world. I believe that Japan have changed dramatically in the past 620 days. I hope that WAW! Tokyo 2012 will further accelerate the reforms in Japan and will promote Japan and other countries in the world to become "the Society in which Women Shine" in the true sense.



Name: Atsushi Nakajima

Position: Chairman, RIETI

Biography:

Mr. Nakajima is Chairman of Research Institute of Economy, Trade and Industry (RIETI), a governmental policy think-tank highly regarded both in Japan and abroad for its activities.

Prior to his current position, Mr. Nakajima served as the Senior Managing Executive Officer & Chief Economist of Mizuho Research Institute, Ltd. from 2004 to 2011. He joined the Industrial Bank of Japan (IBJ), now Mizuho Corporate Bank, in 1975 and was also the President of Banque IBI (France) S.A. He lived for 12 years in France and is a fluent French speaker.

Mr. Nakajima graduated from The University of Tokyo with a B.A. in the Faculty of Law.

While women's participation in society has been advanced, it is not enough. Promoting women's active participation leads to a fairer position for women. We have to change outdated social norms and convention.

Women are one of the major frontiers of the today's world. "Frontier" means the undiscovered and unexplored area which could contribute to world development, and nothing less than a potential for economic growth. In fact, history shows that humanity has evolved by exploring frontiers at all time. The typical example is progress of scientific technology and culture, and even economically, seeking out new areas represented by the Age of Discovery, Industrial Revolution and recent Internet Revolution has boosted the prosperity for human beings.

Especially, in Japan where gender equality is not fully realized, there is plenty of room for women's participation. Promoting their participation will lead to activation of economy and society in Japan as well as affluence of the people. Building a society where women shine is exactly building a society where Japan shines including its economy.



Name: Hironobu Narisawa

Position: Mayor of Bunkyo City

Biography:

Born in 1966 and comes from Hongo, Bunkyo-ku, Tokyo. Graduated from the Faculty of Law, Komazawa University. Completed the Graduate School of Governance Studies, Meiji University.

In 1991, he was first elected as a member of the Bunkyo City Assembly at the age of 25, which was the youngest age in the nation at that time. After serving four terms as a city assembly member, he was first elected as mayor of Bunkyo City (currently in his second term). In April 2010, he became the first local administrative chief who took paternity leave for two weeks, which became a hot topic for discussion.

Currently, he serves as a manager of the Special City Mayor Meeting, a member of the Task Force for Surmounting the Fertility Crisis, Cabinet Office, Government of Japan, a member of Tokyo Metropolitan Children and Child-raising Meeting, etc.

In the Bunkyo City which is located in the central part of Japan, I am serving my second term as city mayor in accordance with the manifesto of the "Cheering Song for Children and the Elderly." Thus far, I have set the philosophies of "Trust and Dialogue", "Osekai" and moved ahead with the town development that enables citizens to think "Good thing we're living here" in a step-by-step fashion. Bunkyo city has been chosen as the No.1 local government, is women-friendly, and attracts people who want to live here if they raise children. With the birth of my child, I myself took paternity leave for the first time among local administrative chiefs across the country and have attempted to remove the fixed sense of division of gender roles and provided various lifestyle models. We, as a municipality, have field sites and are daily pressed to deal with various issues facing women including worries about child rearing and nursing care, work-life balance, child abuse, domestic violence, poverty, etc. Next year, Bunkyo City will finally open the UN Women Japan Liaison Office. It will become a base for respecting a variety of lifestyles and connecting various people, and Bunkyo City will also transmit information to the world. Problems facing women are problems facing men. I believe that the solution of those problems will lead to every field and next generations.



Name: Ayaka Nirei

Position: CEO/Chief Executive Officer, GLOPATH Inc.

Biography:

Born in Kanagawa in 1997. After graduated Shonan International School in 2011, entered Yokohama Suiryo Junior High school. Now in second grade of Yokohama Suiryo High school International Course.

In 2011, at second grade of junior high, found GLOPATH with two partners, Ruka Saito (same age as Ayaka) and Mitsuki Saito (1 year junior to Ayaka and Ruka) and assumed as CEO.

GLOPATH have been moving ahead with many social innovation project, with a slogan “a future innovation company by the kids for the kids.”

At the first, we didn't have any business knowledge, management experience, a lot of the capital or personal connection. Just have taken the first step with the passion for new experience. Through business activity, we have learned the most important thing, “pose a question, express candid opinion, listen to others voice, do our best and request others for a support to project without reserve, regardless of age, gender or status”. It surely work to pave the way for new opportunity. On the other hand, women have important role to “come to life”. And it is not easy if women want to fulfill their commitment without support. This is one of the key problem of whole society. We want to think and take action what to be done with you now, to make the society where both men and women really shine when we grow up, and we hope the next generation of kids will be get rid of such gender issue.



Name: Yoshiji Nogami

Position: President and Director General of the Japan Institute of International Affairs, Executive Advisor to Mizuho Bank, Limited

Biography:

From 2004 to 2008, he was Japanese Ambassador to the UK. After graduating from the University of Tokyo in 1966, he joined the Ministry of Foreign Affairs, where he served as Deputy Director-General of the Middle Eastern and African Affairs Bureau and the Foreign Policy Bureau, Director-General of the Economic Affairs Bureau, Deputy Minister for Foreign Affairs, and Vice-Minister for Foreign Affairs of Japan. His overseas posts include Economic Counsellor at the Embassy of Japan in the US, Consul-General in Hong Kong and Ambassador to the OECD in Paris. He was a Senior Visiting Fellow at the Royal Institute of International Affairs.

Japanese society has seen for past decades efforts made to promote career advancement of women. With this backdrop, I expect that WAW! Tokyo 2014 will help accelerate those efforts through linkage with global trends. The forum will provide venues for scores of renowned experts invited from around the world to discuss the main theme of achieving growth using women's power. Through the likely vigorous talks, I expect to see many constructive messages sent globally conveying Japan's significant contribution in this area.



Name: Emiko Okuyama
Position: Mayor of Sendai
Biography:

Ms. Okuyama joined the Sendai City Municipal Government in 1975 and has promoted gender equality as the director of the Woman Planning Section, Living Environment and Cultural Department, Community Affairs Bureau since 1993. After being appointed as a director of Sendai Mediatheque in 2001, she was appointed as a vice mayor of Sendai in 2007. In August 2009, she was elected as the 33rd mayor of the City of Sendai and is currently serving her 2nd term. As part of the disaster recovery measures, with support from the Kingdom of Norway, Sendai City engaged in fostering female leaders for disaster recovery, and ran the Center for Gender Equality national campaign for disaster prevention and reconstruction.

Three and a half years have passed since the Great East Japan Earthquake, and while receiving warm support from people all over the world, the disaster affected area of Sendai and Tohoku are progressing towards recovery.

At the time of a disaster, the needs of women differ to those of men. In addition, there is the particular influence of it being easier to suffer violence during these times. Protecting women and young girls from violence and advancing female participation in decision-making positions are things that we must do in our recovery and are very important in realizing our regional society that is comfortable for all to live in.

Fortunately, in various ways, we re-realised the hidden power of these women who got back to their feet in the midst of great difficulties during this disaster and supported their family and members of their community to help them survive and return their lives to normal. I strongly believe that communities that have women and diversity embedded within them in particular help to create a very safe and secure society.

I am sincerely looking forward to this opportunity to interact with everyone active in the front lines of the world.



Name: Hiroko Ota
Position: Professor of the National Graduate Institute for Policy Studies
Biography:

Professor of Economics, The National Graduate Institute for Policy Studies, Tokyo (Professor 8/2008-present; Vice-President, 4/2009-3/2011); Minister of State for Economic and Fiscal Policy, Abe and Fukuda Cabinet, Japan (9/2006- 8/ 2008); Professor of Economics, The National Graduate Institute for Policy Studies (8/2005-9/2006); Director General, Deputy Director General, Director, Cabinet Office, Government of Japan, Economic Research Bureau (4/2002-8/2005); Professor of Economics, The National Graduate Institute for Policy Studies (5/2001-3/2002); Associate Professor of Economics, The National Graduate Institute for Policy Studies (10/1997-4/2001); Associate Professor of Economics, Saitama University, Graduate School of Policy Science, Saitama (4/1996-9/1997)

B.A. (Sociology), Hitotsubashi University, 1976.

Major Publications are: Reverse run of economic and fiscal policies in Japan, Nihonkeizaisinbun syuppansya, 2010 (Japanese), The challenges of the Council on Economic and Fiscal Policy for Structural Reform of Japanese Economy, Toyokeizai Shinposya, 2006 (Japanese), Tax Reform in Japan, Toyokeizai Shinposya, 2002 (Japanese), Economics of Risk Taking, Toyokeizai Shinposya, 1996 (Japanese)

At the National Graduate Institute for Policy Studies, which is my place of employment, a lot of young foreign government officials from about 50 countries around the world gather to study. They wonder that, in Japan, few women are in important posts in business or government despite the advanced economy.

Although it is natural in Japan for women to work, it is still not so easy to work while raising children, and the number of women in important posts is low.

It is a key challenge for the Japanese economy to make an environment in which both men and women work together naturally even in leadership positions. To advance that, the combined effort of the government, businesses, and society is necessary. And the Abe administration's initiatives to make a society in which women are shining is a good chance to advance this objective. I believe that the Japanese people can implement the necessary reforms once they share the same goal.



Name: Kaori Sasaki

Position: Founder and CEO, ewoman, Inc., Founder and Chair, International Conference for Women in Business

Biography:

Kaori Sasaki, one of the most influential businesswomen in Japan, is recognized as an expert on women's issues and on workplace diversity. In addition to producing the largest working women's conference in Japan for the last 20 years, she serves on several corporate and advisory boards and on councils of various ministries, including the Regulatory Reform Council, to which she was appointed by Prime Minister Abe in 2013.

Ms. Sasaki appears regularly in the media and is an author of several best-selling business titles. She received an honorary doctorate degree from Elmira College in New York in 2008.

Working women move Japan forward. I have firmly believed this for 25 years, which is why I created a working women's network and started the International Conference for Women in Business, now the largest women's conference in Japan. With our dynamic prime minister, Shinzo Abe, at the helm, Japan is on the move. Policies are being created that will help women to advance. And women must advance. It is more than a human rights issue; it is an economic issue and a need for diversity. Diversity suggests many things, but "diversity of thought" should be our goal; it improves the quality of ideas, which leads to economic growth, and ultimately, a more content society. These changes are as essential as they are inevitable. Japanese women get this, and it is time for men to join us. The challenge is finding ways to encourage the jettisoning of old fixed beliefs and customs and to embrace new ways of thinking and behavior. I do hope that each of us attending this symposium accept this challenge and commit to seeing these changes through.



Name: Takako Suwa

Position: President of Daiya Seiki. Co.,LTD

Biography:

Born in Tokyo in 1971. Entered Unisia JECS Corporation (currently Hitachi Automotive Systems, Ltd.) as an engineer upon graduating from Faculty of Engineering, Seikei University. In 2004, at the age 32, she took over Daiya Seiki Co., Ltd., a precision gauge manufacturer run by her father following his death. As new president, she carried out a range of reform initiatives mainly to forge open and diversity-oriented work culture. These achievements have made her one of the young female company managers attracting media attention for management capabilities and efforts for work-life balance. Selected as a Woman of the Year 2013, an award hosted by Nikkei Business Publications, Inc. Invited to a variety of news shows as a commentator and panelist, reporting about smaller business situations. Serves concurrently as a special member of the central tax commission.

In Japan, the idea of gender equality has begun to be introduced widely in society, but has not sufficiently taken root. Many Japanese in their late 30s or above feel uncomfortable in rejecting the traditional division of gender roles based on public-domestic dichotomy. Indeed, an increasing number of companies are appointing women managers, but most are administrative positions in charge of personnel and general affairs in corporate division, not business division. This is largely due to the stereotypical gender inequality persistently lingering in the industry sector. Corporations should break away with the old misconception and introduce merit-based employment policies, which will naturally result in an increased ratio of women leadership, and contribute to business growth. To attain this, it is necessary to overcome a number of obstacles to women's empowerment by raising public awareness, particularly of male adults, and building appropriate systems. In this area, the government and enterprises need to lead initiatives. At the same time, individual women need to raise self-awareness of career development, breaking away with the stereotypical gender role. I strongly hope that more women will grasp an opportunity to fulfill their potential in the coming age expected to become more favorable to working women.



Name: Koji Suzuki

Position: Chairman and Representative Director, Takashimaya Co., Ltd.

Biography:

Born in 1945. Entered Takashimaya upon graduating from Faculty of Economics, Keio University (1968). Appointed to be a Director (1995), President (2003), and Chairman of the Board (2014). Since its foundation, Takashimaya has developed retail business centered on department store operation, upholding the “customer first” philosophy, and the company has endeavored to contribute to society at large through its business activities. Our corporate mission is to provide products and services that help deliver truly enriched lifestyles desired by individual customers, and for this purpose we have pursued innovative management, constantly reviewing and reforming businesses throughout our history.

The Takashimaya Group is engaged in retail distribution centered on department store business, mainly in Asia, including Japan. Based on the recognition that the department store industry is supported by consumers, we ensure that our business is oriented to consumers, or customers, with a particular focus on women, who account for 80% of our entire customer base. Specifically, we have introduced a number of systems that inspire women employees to demonstrate their abilities and skills to attract female customers, which have formed our unrivaled strength in targeted product development and lineups as well as attentive sales activities. This exactly represents our management foundation. Society has begun to largely support women’s advancement, expanding opportunity for them to develop and use their capabilities. To accelerate this movement, it is not sufficient to merely achieve government targets; but it is also important to involve strenuous efforts by other public and private sectors. Companies seeking continued growth need to flexibly and actively respond to rapid change in the business environment and to meet diversifying needs. To this end, it is vital to ensure competent personnel, regardless of gender, can fulfill their potential in work environment that respects the diversity of values. I believe that women’s empowerment efforts will be an essential process to creating a society that guarantees opportunities for every individual.



Name: Akihiko Tanaka

Position: President, Japan International Cooperation Agency (JICA)

Biography:

Before assuming the present post, he was, among others, Vice President (2011-2012) and Executive Vice President (2009-2011) of the University of Tokyo.

He obtained his B.A. in International Relations at the University of Tokyo in 1977 and his Ph.D. in Political Science at MIT in 1981.

He received the Medal with Purple Ribbon for his academic achievements in 2012.

“Gender equality and women’s empowerment” is one of the most important agenda in social and economic development. We see in many discussions that gender equality and women’s empowerment contributes to productivity and economic growth.

Then, how is gender equality and women’s empowerment progressing in developing regions? The current progress of UN Millennium Development Goals, for example, shows that the gender gap in basic education is significantly improved, while in employment it still persists to a considerable extent.

In this context, how can we learn from the notion of human security, such as “the security of individuals” and “protection and empowerment”? And, to tackle gender challenges, what can we learn from experiences in the field of development and aid? I would like to discuss these issues and find out any hints for concrete solutions at the “WAW! in Tokyo 2014”.



Name: Yukiko Tonokura
 Position: Taiyonojo Co.,Ltd., Vegetable Sommelier, Pommlier
 Biography:
 Graduate from Iida High School Nagano (2002)
 Graduate from BSc International Tourism Management in Oxford
 Brookes University (2007)

Work Experience :
 Front Desk at Ibis Hotel Edinburgh UK (2007)
 Front Desk at Mercure Hotel Ginza Tokyo (2007-2011)
 Farming at Taiyonojo Co., Ltd. (2011-Now)

Thank you very much for inviting me to the symposium.

I am pleased to be here with truly respectable participants.

When I was brought up at a farm, I did not expect that I would work in this farm at all. It is because I thought that farming was not for women. However, I enjoy working in a farm now, as I found that farming have a great potential for women to make use of their knowledge from their lifestyles, child care and so on. Farming should be grown from women's action towards daily eating habits.

The number of young people who wants to be farmers are growing, however, it is still small. I would like the farming to be a familiar job for women and young people in Japan.

Thank you.



Name: Miki Tsusaka
 Position: Senior Partner and Managing Director, the Boston Consulting Group in Tokyo
 Biography:
 Miki originally joined BCG's Tokyo office in 1984, transferred to New York office in 1988 and has returned to BCG Japan in 2008. Miki currently leads BCG's Global Marketing, Asia Pacific Women's Initiative and a member of its Executive Committee.
 She is a graduate of Harvard College and Harvard Business School and recently named one of the industry's top 25 consultants in the America's by Consulting Magazine.

I am very honored and excited to be a part of this WAW event.

I look forward to the dialogue and energy the event will generate to help women contribute even more to society.

Japan, in particular, has a very long way to go on this journey – but trust this event will spotlight the necessary actions to change our trajectory.

As a working mother of three kids, I have been helped by so many to arrive where I have.

By participating in the discussion, I hope the men and women together will join forces to create the help and support needed to the current next generation of women.



Name: Yukako Uchinaga

Position: Board Chair, J-Win (Japan Women's Innovative Network), Board Chair, Japan Diversity Network Association, President & CEO, Globalization Research Institute (GRI) Co., Ltd,

Biography:

Ms.Uchinaga is currently board chair of J-Win, a non-profit organization that promotes diversity in workplace. She had been Chairman of the Board, CEO & President of Berlitz Corp.& Director and Executive Vice President of Benesse Holdings, Inc. from 2008 until March 2013. Ms.Uchinaga began her career in 1971 at IBM Japan, where she held several positions in development, marketing and management. She was elected to the board of directors of IBM Japan in 1995. In 1995 Ms.Uchinaga became the first woman of from outside the United States to be inducted into the Women in Technology International (WITI) Hall of fame.

She was awarded the Prime minister's Commendation for efforts Toward the Formation of a Gender -Equal Society' in 2006.

Ms.Uchinaga also established 'Japan Diversity Network'(JDN) association in April, 2014. JDN strives to create society in which every woman can shine under the slogan of 'Diversity is the game Changer '

She also serves on the boards of Aeon Co.Ltd, Hoya Corporation and DIC Corporation. She holds a degree in physics from the University of Tokyo.

The environment surrounding the country has been rapidly changing, such as the declining labor force due to the falling birthrate and the aging population and the change in business style accompanying globalization. Therefore, to revitalize the society and economy, it is necessary to utilize a large variety of human resources. Among them, it is "women" who have had insufficient opportunities to be fully utilized thus far. The Abe government has begun going into action with the aim of achieving a "society where women shine" by making the "promotion of women's advancement" a pillar of its growth strategy and presenting specific goals of "Aiming to achieve the rate of female managers of 30% by 2020" and "Promoting women to executive positions." In these movements, under the philosophy of "Diversity is the Game Changer," various groups that endeavor to achieve diversity through the promotion of women's advancement across the country worked together to establish Japan Diversity Network as Japan's first comprehensive network to promote diversity. We will accelerate the activity through cooperation among the participating groups and endeavor to achieve a "society where women shine" with the aim of changing society.



Name: Akiko Yamanaka

Position: Senior Diplomatic Fellow, CCAF, Cambridge University, Chair of the Advisory Committee

Biography:

Akiko Yamanaka is Former Vice-Minister for Foreign Affairs of Japan and a former elected Member of the House of Representatives. Her areas of expertise include Intercultural Studies, International Peace-Building and Preventive State Theory, International Negotiation and Strategic Studies. On these and other subjects, she has written and lectured extensively and internationally. She is currently working on Human Security, especially Water Security, Energy Security and Food Security as well as Natural and Human Induced Disaster. And she served as Director General of the Women's Bureau of LDP and launched "The Program for Human Resource Development in Asia for Peace-building".

I am proud of introducing Japanese Prime Minister Shinzo Abe for his policy speech at the General Assembly of the United Nations last year.

He has emphasized two issues. One is Proactive Contribution to Peace, in other words, Japan's more active engagement in UN collective security. And the other is the theory of "womenomics", which means that the more advance of women in society is promoted, the higher the growth rate becomes.

These are very timely hits to break through the unstable world community. Therefore it is very important for us Japanese women to utilize the opportunity of this high level World Assembly for Women Tokyo well enough to realize the relevant policies with consciousness raising in Japan. At the same time, Japanese theory of renewal Human Security and Human Development scheme for peace from women's perspective can be applied much wider in order to empower women under the difficult situations at every corner of the world community.



Name: Honami Yoshida

Position: Senior Researcher, Department of Health Promotion, National Institute of Public Health

Biography:

Obstetrician, gynecologist, Doctor of Medical Science, and public health specialist. After completing residency in obstetrics and gynecology at St. Luke's International Hospital, Dr. Yoshida entered the Graduate School of Nagoya University, from which she received her doctoral degree. Subsequently, she engaged in women's treatment in Germany and the United Kingdom, supporting patients from the viewpoint of both obstetrician and general physician. After completing a master's course in public health (MPH) at Harvard School of Public Health, she has been studying measures to counter the declining birthrate in Japan. Immediately after the Great East Japan Earthquake and tsunami, she assisted pregnant women and infants in disaster areas. Urged by this experience, she is actively participating in various programs to improve post-disaster health environment for mothers and children. Her activities include human resource development, studies of governmental policies, collaborations with other countries, and preparation of guidelines, all designed to improve health and well-being of mothers and children worldwide. She has four daughters and a son.

It is my great pleasure to be invited to this exceptional event. I believe that the theme of this event, building "A Society where Women Shine," is essential to ensure that all people in the world lead a worthy life, embracing lofty aspirations for their future. The theme also represents my lifework. As an obstetrician and gynecologist, I have seen many people give birth, born, and die. This experience led me to ponder the importance of life, its briefness, how much we can benefit others in this short life, how much we can develop our potential, and what we can bequeath to the next generation. Through my own experience of giving birth to and raising five children, while at the same time working as a physician and receiving extensive support from others, I have learned how we should manage health and human relations, the elements essential for leading a happy and proactive life. To open up a bright future, I hope that I can share with other participants at the World Assembly outcomes of my studies and my own experiences as a healthcare professional, working mother, and researcher & advocator of risk management for families and communities.



Name: Akiko Yuge

Position: Professor, Department of Global Politics, Faculty of Law, Hosei University

Biography:

Ms. Akiko Yuge started her career in United Nations Development Programme (UNDP) in Thailand, after which she served in UNDP Headquarters in New York. After working in Japan at Engineering Consulting Firms Association (ECFA), she worked in UNDP as Assistant Resident Representative in Thailand (1988-89), Deputy Resident Representative in Indonesia (1990-94); and UN Resident Coordinator and UNDP Resident Representative in Bhutan (1994-98). In 1999-2002, she was Professor of Development Studies, Department of Global and Inter-Cultural Studies, Ferris University, Yokohama, Japan. After serving as Director, UNDP Tokyo Office in 2002-06, she worked as UN Assistant Secretary-General, UNDP Assistant Administrator and Director, Bureau of Management in UNDP Headquarters in 2006-12. In 2012-13, she was Director of UNDP Representation Office in Tokyo and Special Advisor to the Administrator. She took up her current position in Hosei University in April 2014.

She holds a B.A. from Barnard College, Columbia University, and an M.A. in Development Economics from New York University.

Gender equality is a fundamental human right that must be achieved. Moreover, equality for women brings progress in many other areas. We must end all forms of discrimination against women and girls, and ensure women's equal rights and full access to political, economic, and social activities and opportunities. Urgent action is needed to accelerate women's empowerment, to realize their full potential and expand their choices in life so that they can effectively participate and take leadership in decision-making, and transform their communities and societies. We must act decisively to achieve gender equality and empower women and girls in every part of the world.



Name: Nahomi Ichimiya
 Position: President of the National Personnel Authority (NPA)
 Biography:
 1971 Bachelor of Law, Chuo University, Tokyo, Japan
 1972 Legal Apprentice
 1994 Judge, Tokyo High Court
 1995 Presiding Judge, Tokyo District Court
 2000 Presiding Judge, Chiba District Court
 2002 Chief of the Research and Training Institute for Family Court Probation Officers
 2004 Chief of the Training and Research Institute for Court Officials
 2005 Chief Judge, Mito District Court
 2007 Presiding Judge, Tokyo High Court
 2011 President, Sendai High Court
 2013 Commissioner of the NPA

At the present day, an entire society has experienced enhancement of opportunities to enlarge promotion of female employees.

Since many qualified and talented female employees work for the national government, we consider it is beneficial for the society as well as themselves that such female employees take up more responsible and important posts to make full use of their abilities.

In order to enlarge promotion of female employees, the following approaches are required; improvement of the working environment such as reviewing the practice of working long hours, to enhance female employees' awareness and ambition by assigning to the challenging and worthwhile post early on in their career, and reform in managerial employees and personnel authorities' awareness of encouragement of promoting female employees. There are great hopes that the active encouragement of recruiting and promoting female public employees in the national government through these approaches will lead to the efforts of local governments and the private sector.



Name: Kuni Sato
 Position: Ambassador for Women, Human Rights and Humanitarian Affairs, Press Secretary, Director-General for Press and Public Diplomacy (MOFA)
 Biography:
 1977 BA in International Relations, University of Tokyo
 1980 M.Phil. in Political Science, Columbia University, the United States
 1981 joined the Ministry of Foreign Affairs (MOFA)
 2000 Director, International Agreements Division, Treaties Bureau
 2002 Director, WTO Affairs Division
 2004 Minister, Japanese Mission to the EU, Brussels
 2007 Minister/ Deputy Permanent Representative to the WTO, Permanent Mission of Japan to the United Nations and Other International Organizations in Geneva
 2010 Deputy Director-General, International Legal Affairs Bureau
 2012 Assistant Vice-Minister

True efforts have begun, in Japan and in her international relations, to tap the potentials of women for the revitalization of the economy, and to play an active global role in gender equality and women empowerment, under the banner of "society where women shine". WAW! Tokyo2014 is a big milestone in such Japanese efforts. Debate will take place with a wide ranging participation, from business to civil society, and from overseas included. I am delighted to be able to participate in such an important opportunity for Japan to be a lively platform. We expect the outcome will bring about a further such opportunity in the future.



Name: Kenji Hiramatsu

Position: Deputy Vice-Minister for Foreign Policy(MOFA) (Secretary-General, Secretariat for WAW! Tokyo 2014)

Biography:

1979 Graduated from University of Kyoto (BA in Law), Joined the Ministry of Foreign Affairs(MOFA)

1996 Director, Second Southeast Asia Division,

1998 Director, National Security Policy Division, MOFA ,Counsellor, Cabinet Secretariat, National Security Affairs and Crisis Management, Cabinet Office

1999 Private Secretary to the Minister for Foreign Affairs

2001 Director, Northeast Asia Division

2003 Minister, Embassy of Japan, USA

2004 Minister and Consul-General, Embassy of Japan, London

2008 Deputy Director-General, Latin American and Caribbean Affairs

Bureau/Economic Affairs Bureau (concurrent)

2011 Ambassador, Director-General for Global Issues

2012 Deputy Vice-Minister for Foreign Policy

There is no need to say that advancement and success of women in society is an urgent issue for Japan and the world. This is an argument to change the society. It must be discussed by both women and men. However, happiness differ from person to person. What should we do for women to maximize their potential and ability, to choose their own way of life by their own, and to create a society where they can strive toward the goal both in developing countries and developed countries. Today, I want to discuss with such a perspective.

【Secretariat】



Name: Akira Kono

Position: Deputy Director-General, Foreign Policy Bureau(MOFA)

Biography:

1984 Graduated from Kyoto University (Faculty of Law), Joined the Ministry of Foreign Affairs (MOFA)

2011 Minister, Deputy Chief of Mission, Embassy of Japan in Pakistan

2013 Deputy Director-General, African Affairs Department, Middle Eastern and African Affairs Bureau.

2014 Deputy Assistant Vice-Minister (Crisis Management)/ Deputy Director-General, Consular Affairs Bureau,

2014 Deputy Director-General, Foreign Policy Bureau , Ambassador in charge of UN Affairs, Ambassador in charge of Cyber Policy



Name: Rui Matsukawa

Position: Director, Gender Mainstreaming Division (MOFA)

Biography:

1993 Graduated from University of Tokyo (BA in Law), Joined the Ministry of Foreign Affairs

1997 Graduated from Georgetown University(Master of Science in Foreign Service)

2011 Deputy Secretary-General, Trilateral Cooperation Secretariat

2014 Director, Gender Mainstreaming Division