

## **登壇者略歴（発言順・敬称略） \*English version of speakers' biography to follow**

### **【第一部】**

#### **加藤 伊織**

国際移住機関（国連 IOM）アジア太平洋地域代表

日本で新聞記者として勤めた後、20 年以上にわたり国連機関に勤務。これまでに国連人口基金

（UNFPA）太平洋地域局長兼フィジー代表、国連 IOM アジア太平洋地域上級顧問、UNFPA フィリピン事務所代表、UNFPA バングラデシュ事務所副代表、国連開発計画（UNDP）ラオス事務所代表補などを歴任し、人道・開発支援分野における政策立案・助言、事業管理・実施、援助協調、資金調達等に従事。コロンビア大国際関係学修士（国際安全保障論専攻）、国際基督教大学卒。神奈川県出身。

#### **山脇 啓造**

明治大学 国際日本学部 教授

専門は多文化共生論・移民政策。総務省、法務省等国の外国人施策関連委員を歴任。また、東京都、群馬県、愛知県等地方自治体の多文化共生施策関連委員や外国人集住都市会議アドバイザーを歴任。2012 年度にオックスフォード大学で欧州の移民政策を研究。2024 年度秋学期はクイーンズランド大学で豪州の自治体連携を研究。著書は『インターカルチュラル・シティ入門－欧州・日本・韓国・豪州の実践から』（共編、明石書店、2022 年）他多数。

#### **金 花然**

移住研究・研修センター（韓国）研究員

移住研究・研修センター（MRTC）准研究員。成均館大学で公共行政学博士号を取得。専門は移民政策、移住労働者の人材管理、地方レベルでのガバナンスと統合。韓国移民政策・行政学会の若手研究者協働委員会委員長、韓国政策学会理事を務め、データ分析に基づく移民政策の体系化と行政効率向上に取り組む。

### **【第二部】**

#### **平野 利直**

平野ビニール工業株式会社 代表取締役

静岡県立磐田西高等学校卒業後、ブラジル・サンパウロ FC ヘサッカー留学し、外国人として多文化共生社会を体験。浜松大学国際経済学部卒業後、地元企業勤務を経て 2004 年より平野ビニール工業株式会

社代表取締役社長。2019 年から一般社団法人グローバル人財サポート浜松副理事長も務める。 共存  
共栄を理念に、多文化共生と人権尊重の実践に取り組んでいる。

### **ワグワグ ジナリン パギボット**

株式会社 PANO 技能実習生

フィリピン国籍。2022 年 7 月に来日。担当業務は座席シート表皮の縫製及び材料準備。

### **カトウ ローズマリー ナクル**

平野ビニール工業株式会社 正社員

フィリピン国籍。2013 年 7 月に来日。担当業務は縫製工場管理及び通訳

### **川股 吉一**

井筒まい泉株式会社 取締役 生産本部長

サントリー株式会社（現サントリーHD 株式会社）に入社後、リキュール・スピリッツ部門において生産管理および品質管理業務に従事。生産工場の機能向上を目的に、工場増設計画の立案・実施や工程設備の設計・導入など、現場の効率化と品質向上に向けた各種プロジェクトを推進。

その後、井筒まい泉株式会社にて生産部門の責任者として統括業務を担当。新工場の立ち上げプロジェクトを主導し、生産体制の強化と効率化に取り組む。

### **橋本 隆**

井筒まい泉株式会社 生産総務部長

2013 年 1 月 井筒まい泉株式会社入社。高津工場の惣菜製造の現場で課長。

2016 年 2 月 人事総務課長。2019 年 4 月 人事総務システム部長。

2024 年 3 月に工場で働く「技能実習生」「特定技能外国人」の採用、困りごとの相談や生活扶助を担当する生産総務部長に就任。

### **上原 ジャンカルロ**

甲賀市市民活動推進課多文化共生推進室 係長

ペルー出身の日系 3 世で、2006 年に来日。工場勤務やコミュニティ通訳、湖南省国際交流協会の外国人相談業務を経て、2012 年に「びわこ日本語ネットワーク」主催の外国人によるスピーチ大会で最優秀賞を受

賞。2013 年からは（公財）三重県国際交流財団で勤務し、コミュニティ通訳の育成や多文化防災の地域づくりに携わる。在住している地域の自治会副会長も務め、やさしい日本語の普及や外国人住民との交流促進に携わっている。2025 年 4 月に甲賀市役所入庁。多文化共生推進室の係長として、市内における外国人との共生に係る取組を進めている。

## **閉会挨拶**

### **實生 泰介**

外務省 領事局長

平成 3 年、東京大学法学部卒業。同年、外務省入省。平成 23 年、軍縮不拡散・科学部不拡散・科学原子力課長。平成 25 年、内閣官房拉致問題対策本部事務局政策企画室長。平成 27 年、在中華人民共和国日本国大使館参事官。平成 29 年、在アメリカ合衆国日本国大使館公使。令和元年、在大韓民国日本国大使館政務公使。令和 3 年、アジア大洋州局参事官。令和 4 年、同審議官。令和 5 年、在大韓民国日本国大使館総括公使。令和 7 年 9 月から現職。

## **司会進行・モデレーター**

### **榎原 美樹**

映像ジャーナリスト

1987 年大阪大学文学部卒業、NHK に報道記者として入局。ロンドン、バンコク、ニューヨーク（国連担当）で特派員として勤務。ボスニア戦争、パレスチナ問題、同時多発テロ事件、アフガン戦争、イラク戦争、インド洋大津波などを取材。BS「プライムタイムニュース」地上波「ニュース 10」キャスター。2013 年以降 NHK 国際放送ニュース編集長のほか、ドキュメンタリーを制作。2023 年以降、フリーランスとして活動。

---

## **Speakers' Biographies (in order of appearance)**

### **Part I**

#### **KATO, Iori**

Regional Director for Asia and the Pacific, International Organization for Migration (IOM)  
Originally from Japan, Mr. Iori KATO has over 20 years of experience within the UN system. He has held a range of senior leadership positions, including Senior Regional Advisor (SRA) to the Director-General of IOM for the Asia and Pacific Region, as well as

several other high-level positions with the United Nations Population Fund (UNFPA) in the Pacific, Bangladesh, and the Philippines, and has contributed to humanitarian responses and development initiatives across the region. Prior to joining the UN system in 2003, he worked as a newspaper journalist. He holds a Master's degree in International Affairs from Columbia University in New York and a Bachelor's degree from International Christian University in Tokyo.

### **YAMAWAKI, Keizo**

Professor, School of Global Japanese Studies, Meiji University

Professor Yamawaki's research focuses on intercultural cohesion and migration policy. He has served on numerous national government advisory committees related to foreign resident policies, including those of the Ministry of Internal Affairs and Communications and the Ministry of Justice. At the local level, he has also served on advisory bodies on intercultural cohesion policies for several local governments, including the Tokyo Metropolitan Government and the prefectures of Gunma and Aichi, and as an advisor to the Council of Municipalities with Large Foreign Populations. He studied European immigration policy at the University of Oxford in 2012 and conducted research on city networks in Australia at the University of Queensland in 2024. His publications include *An Introduction to Intercultural Cities: Practices in Europe, Japan, Korea, and Australia* (co-editor, Akashi Shoten, 2022), among numerous other works.

### **KIM, Hwa Yeon**

Associate Research Fellow, Migration Research and Training Center (MRTC)

Dr. Hwa Yeon Kim is an Associate Research Fellow at the Migration Research and Training Center (MRTC), Korea. She earned her Ph.D. in Public Administration from Sungkyunkwan University. Her research focuses on immigration policy, the organizational effectiveness of migrant workers, and local-level governance integration. Dr. Kim chairs the Committee for Collaboration with Early-career Scholars at the Korea Association for Immigration Policy & Administration and serves as a Board Member of the Korean Association for Policy Studies. She specializes in human resource

management for migrant workers and immigration governance, providing evidence-based policy alternatives to systematize immigration policies and enhance administrative efficiency through data-driven analysis.

## **Part II**

### **HIRANO, Toshinao**

President & CEO, Hirano Vinyl Industry Co., Ltd.

Mr. Toshinao Hirano graduated from Iwata Nishi High School in Shizuoka Prefecture and later trained with São Paulo FC in Brazil, where he experienced multicultural coexistence firsthand as a foreign resident. After graduating from the Faculty of International Economics at Hamamatsu University, he worked for a local company before assuming the role of President and CEO of Hirano Vinyl Industry Co., Ltd. in 2004. Since 2019, he has also served as Vice Chair of the Hamamatsu Global Human Resources Support Association. Guided by the principle of mutual coexistence and prosperity, he is actively engaged in the practical promotion of multicultural coexistence and human rights.

### **WAGWAG, Ginalyn Paquibot**

Technical Intern Trainee, PANO Co., Ltd.

A Filipino national who came to Japan in July 2022. Responsible for sewing seat-cover upholstery and preparing materials.

### **KATO, Rosemarie Nacor**

Full-time Employee, Hirano Vinyl Industry Co., Ltd.

A Filipino national who came to Japan in July 2013. Works in sewing factory management and provides interpretation support.

### **KAWAMATA, Yoshikazu**

Director and Head of Production Headquarters, Izutsu Maisen Co., Ltd.

Mr. Yoshikazu Kawamata began his career at Suntory Co., Ltd. (now Suntory Holdings Ltd.), where he specialized in production and quality management within the Liqueur & Spirits Division. He led projects to enhance factory operations, driving improvements in

efficiency and quality. Currently, as Director and Head of Production Headquarters at Izutsu Maisen Co., Ltd., he oversees all production activities. He is leading the launch of a new factory, focusing on strengthening production systems and streamlining operations to meet growing business demands.

### **HASHIMOTO, Takashi**

Manager, Production Headquarters, Izutsu Maisen Co., Ltd.

Mr. Takashi Hashimoto joined Izutsu Maisen Co., Ltd. in 2013, initially managing prepared food production at the Takatsu Factory. He later advanced to roles in human resources and general affairs, including department manager. In 2024, he became Manager of the Production Administration Department, where he oversees recruitment and support for technical intern trainees and specified skilled foreign workers. His responsibilities include addressing workplace concerns and providing living assistance, ensuring a supportive environment for diverse employees while maintaining smooth factory operations.

### **UEHARA, Giancarlo**

Assistant Manager, Multicultural Coexistence Promotion Office, Koka City

Mr. Giancarlo Uehara is a third-generation Japanese Peruvian who came to Japan in 2006. After working in manufacturing and as a community interpreter, he provided consultation services for foreign residents at the Konan International Association and received the Grand Prize at a speech contest organized by the Biwako Japanese Language Network in 2012. From 2013, he worked at the Mie International Exchange Foundation, engaging in training community interpreters and promoting community-based multicultural disaster preparedness. He also serves as Vice Chair of his local neighborhood association, promoting Plain Japanese and interaction between foreign residents and local communities. In April 2025, he joined the Koka City Government and serves as Assistant Manager of the Multicultural Coexistence Promotion Office.

## **Closing Remarks**

### **MIBAE, Taisuke**

Assistant Minister, Director-General, Consular Affairs Bureau

Graduated from the Faculty of Law, University of Tokyo, and entered MOFA in 1991. Director, Non-Proliferation, Science and Nuclear Energy Division in 2011, Director, Policy Planning Division, Secretariat of the Headquarters for the Abduction Issue, Cabinet Secretariat in 2013, Minister, Embassy of Japan in People's Republic of China in 2015, Minister, Embassy of Japan in the United States of America in 2017, Minister, Embassy of Japan in the Republic of Korea in 2019, Deputy Director-General, Asian and Oceanian Affairs Bureau in 2021, Minister and Deputy Chief of Mission, Embassy of Japan in the Republic of Korea in 2023, current position since September 2025.

### **Moderator**

#### **EBARA, Miki**

Journalist/Documentarist

(Former Chief International Correspondent/ Executive Producer, NHK World – Japan)

Ms. Miki Ebara spent 36 years with Japan's NHK. She built her career as foreign correspondent based in London, Bangkok and New York, covering numerous conflicts including the Bosnian war, the Israeli-Palestinian conflict, Afghanistan and Iraq Wars. She also reported global diplomacy issues at the UN HQs. Since 2013, Ebara was the Editor-in-Chief at NHK WORLD news and also produced documentaries, including "Art is Our Voice", which won international awards. She is now a freelance journalist/documentarist. Ebara graduated from the University of Osaka and holds an M.A. in Southeast Asian Studies from Chulalongkorn University of Thailand.