



優秀な海外人材を日本に どうやってアピールし、満足させるのか

日印協カグループ・ファンド、日印工科大学設立室
代表 スィンハ・サンジーヴ

Japan: Tokyo – Marunouchi/Otemachi, Shibuya, Setagaya, Hirakawacho, Shinbashi, Toyosu; Kyoto

India: New Delhi, Mumbai, Ahmedabad, Chennai, Pune, Indore

Singapore | Dubai

日印協カグループ・ファンド、日印工科大学設立室、代表 シンハ・サンジーヴ 紹介



1973年 インド生まれ。

1995年 インド工科大学（物理学修士課程）。

1996年 人工知能研究開発ゲンテック入社、来日。Mobileye設立に繋がる。

2002年 豪マッコリー大学（応用金融学修士）卒。

2003年 インド工科大学日本同窓会設立、代表。

ゴールドマンサックス証券、みずほ証券、UBS銀行・証券・AM（兼務）、インド大手TATAアセットマネジメント日本代表、TATAリアルティ・アンド・インフラ（PEファンド）日本代表、PwCディレクターに勤務。

現在

日印協カファンド代表、サン・アンド・サンズ・グループ代表

インド新幹線プロジェクト・アドバイザー

京都KASHI（株）、Sun and Sands Group創設者代表、日印AI総合研究所代表取締役

ロックフェラー創設アジア・ソシャイティ・日本支部共同創設者

総務省・AIインクルージョン推進会議構成員

著書

『すごいインド』（新潮新書）

『インドと日本は最強コンビ』（講談社+α新書）

『すごいインドビジネス』（日経プレミアシリーズ）

『最強のビジネスは「インド式」に学べ！』（秀和システム）

東京大学特別講師、京都大学顧問、印度工科大学同窓会創設者代表、流山市町づくり顧問などを勤務。
日経新聞コラムニスト、NHKやカンブリア宮殿、経済同友会等で講演。

IIT JAPAN CONFERENCE SPECIAL

India-Japan meet unites strategic partners

By Sanjeev Sinha

President, IIT Alumni Association, Japan

It is a pleasure to announce the India-Japan Partnership—New Global and Strategic Perspectives conference, organized by the Indian Institutes of Technology (IIT) Alumni in Japan, will take place on Thursday and Friday.

An age-old relationship based on knowledge and values is being revived right now with an unprecedented new momentum. The prime ministers of the two countries have designated 2007 as India-Japan Friendship Year, with the bilateral relationship described as potentially the most important in the world. The Delhi-Mumbai Industrial Corridor project and the proposed IIT in Japan collaboration are two major initiatives with far-reaching implications.

The first IIT Alumni Japan Conference



Sanjeev Sinha

Bilateral exchanges gathering speed in wide range of fields

By Masahiko Komura

Foreign Minister

The rapidity at which Japan-India relations have developed recently is remarkable. The exchanges at ministerial level are active while the two countries have agreed to hold annual summit talks between their government leaders.

The number of Japanese businesses advancing to India has been increasing every year and total trading volume between Japan and India is expected to expand considerably.

The academic exchanges between



Masahiko Komura

strives to promote awareness of this potential, and to facilitate people-to-people contacts across a wide range of areas including academia, business and sociopolitics in the India-Japan domain with a global perspective.

Bringing strategic partners together using the new momentum, this is a collaborative effort in partnership with the Indian Embassy in Tokyo, the Japanese Foreign Ministry, the Economy, Trade and Industry Ministry, Keio University, the Japan External Trade Organization (JETRO), the Japan Business Federation (Nippon Keidanren), the Japan-India Business Cooperation Committee, the Tokyo Chamber of Commerce and Industry, the Japan-India Partnership Forum, the Confederation of Indian Industry, the India Brand Equity Foundation and the Japan-India Association.

In an interactive atmosphere of speeches, panel discussions, entertainment and cocktail dinners, all with media coverage, the conference offers excellent opportunities to connect with leaders from a wide spectrum of international perspectives. Participation in seminars is kept free for students and nominally priced for others. Please visit the conference's home page for the latest updates and registration inviting all.

the two countries have only just started but the trend is already gaining momentum.

During then Prime Minister Shinzo Abe's visit to India in August, prominent academics from both countries, including presidents and vice chancellors, gathered together to hold a Japan-India Dialogue on Academic Exchange.

During the visit, an agreement was also made to set up a working group to consider possible cooperation between the two countries toward establishing a new Indian Institutes of Technology. The first working group is expected to be held soon. India's proposal and request for Japan's cooperation towards the new IIT is very much welcomed in Japan.

Taking advantage of the strength of each country, we hope to engage in an active discussion, sharing thoughts and ideas between the two countries, in order to establish a mutually beneficial IIT.

Knowledge key to success of economies

By Akira Amari

Economy, Trade and Industry Minister

In recent years, knowledge has become an increasingly important resource in relation to goods and services. Testament to this fact is that we often make reference to a "knowledge society."

I believe the interaction between individuals in this knowledge society produces synergies that can contribute to the further economic development of both Japan and India.

I deeply appreciate the efforts of the Indian Institutes of Technology alumni who have organized the IIT Japan Conference, which offers a very useful opportunity for this interaction to occur.

Although Japan and India already have a good economic relationship, it needs to be further strengthened.

I have visited India twice this year to promote projects such as the Delhi-Mumbai Industrial Corridor project with India's Minister of Commerce and Industry Kamal Nath—a personal friend. I would like to continue such endeavors to promote ties between our two countries.

I hope the IIT Japan Conference will facilitate face-to-face interactions between our citizens and strengthen the Japan-India relationship even further.



Akira Amari

Event to enhance bilateral ties

By Kamal Nath

Indian Commerce and Industry Minister

It gives me great pleasure to congratulate the Indian Institutes of Technology Alumni Association of Japan and its partners for organizing the India-Japan Partnership: New Global and Strategic Perspectives conference. The event will significantly help promote awareness and strengthen people-to-people contacts with unprecedented momentum in India-Japan relations.

Resurgent India has a lot to offer Japan.



Kamal Nath

Japanese industry can particularly benefit from India's skilled manpower, low-cost production and a healthy growing market.

On the other hand, Japan can offer India innovative technologies, world-class communication amenities, highly reliable logistic infrastructure and other investor-friendly facilities. This will be seen in action in the Delhi-Mumbai Industrial Corridor project.

Also from a global perspective, the two countries can play a pivotal role in shaping Asia's future.

IITs epitomize the quality of Indian manpower and the global impact of the Indian community. The presence of the alumni along with the broader community of Indians and friends of India in Japan will crucially help connect the two countries for a global cause.

I wish the conference every success in making a sustainable contribution to the India-Japan partnership.

IITs: Keio Univ.'s new partners

By Yuichiro Anzai

President, Keio University

As part of our efforts to begin strengthening ties with India, Keio University established academic agreements with 11 of India's higher education institutions in August, including IIT Bombay, Delhi, Kanpur and Madras.

We are pleased to support the initiative of our new



Yuichiro Anzai

partners to advance India-Japan relations by providing a venue for this important event at our Mita Campus in central Tokyo.

In 2008, Keio University will be the first private institution of higher learning in Japan to celebrate its 150th anniversary. Throughout its history, Keio has been a leader in education and advanced research in a wide range of fields, including the humanities, social sciences, engineering and medicine, and has had a significant impact on the development and modernization of Japan.

We are committed to developing active, comprehensive partnerships with our Indian counterparts and to strengthening the friendship between our two countries.

Opportunity for facilitating interaction

By Hemant Krishan Singh

Indian Ambassador

The first IIT Alumni Japan Conference, on the theme India-Japan Partnership—New Global and Strategic Perspectives, which will be held in Tokyo on Thursday and Friday, is a special event forming part of the India-Japan Friendship Year 2007.

The conference will provide an opportunity for extensive interaction regarding the intensification of bilateral exchanges in the economic, scientific and technological fields.

It will also give an impetus to academic collaboration between leading educational institutions of both countries and contribute to a long-term partnership between our knowledge-based societies.

The Indian Institutes of Technology are the premier technological institutes of India, deservedly recognized and respected worldwide for their excellence.

IIT alumni have been leading innovators and business leaders both at home and abroad, and have played a major role in maintaining India's competitive edge in a globalized world economy.

I would like to convey to the IIT Alumni Association of Japan and all participants my best wishes for the success of the conference.



Hemant Krishan Singh

**IIT Alumni Japan Conference:
India-Japan Partnership
New Global and Strategic Perspectives**

■ Dates: Nov. 15-16

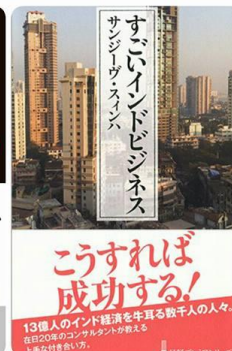
■ Venue: Mita Campus, Keio University, Tokyo

For further information,
visit

www.IITJapan.org

発 起 人 一 司

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| ヴィカス・スワループ | 作家・駐カナダ インド大使・元インド外務省報道官 | | |



優秀な海外人材の移動の理由

1. 国際的なキャリアを求める

従ってよくある目的地はアメリカ、シンガポールなど

2. 高額収入を求める

Society 5.0 にはこの原因は弱まる

3. グローバル的な貢献を求める

ここが日本のアピール点である

優秀な海外人材に対して日本の弱点

1. ドメスティックなイメージ
2. 英語の弱み
3. 国際的な競争力の弱み
4. 成長性が無いイメージ
5. など

日本のアピール・ポイントとは

1. 国際社会に一番信頼性が高い
2. 資金
3. 技術
4. 環境に対しての高い責任感、貢献
5. 安定性、安全性
6. 勤勉と正直な人格
7. 社会と経済のバランス
治安の良さ、貧富の差の少なさ、長寿など

日本のアピール・ポイントの活用-1

1. 国際社会に一番信頼性が高い

国際的なリーダーシップでプロジェクトを
運営、それで国際的な人材にアピール

例：

サイバー・セキュリティ、

デジタル・ガバナンス、

通信機器規制制度構築と製造

多国的条約主導（FTA、RCEP、TPP...）

海上保安など

Sanjeev Sinha, Tokyo

日本のアピール・ポイントの活用-2

2. 資金
3. 技術
4. 環境に対しての責任感

日本の技術と環境の価値観に基づいた
国際的なESGファンド

→日本の企業と経済の成長性にも繋がる

Sanjeev Sinha, Tokyo

日本のアピール・ポイントの活用-3

5. 安定性、安全性

6. 勤勉と正直な人格

7. 社会と経済のバランス

治安の良さ、貧富の差の少なさ、長寿など

日本を社会経済的なバランスのロールモデルに

→ 事前に上記をアピールしながら共感度がある海外人材を招待

日本の国際人材活用の注意点

1. **柔軟性が必要、世界の変動さに対応**
走りながら考える
2. **リスク回避からリスクマネジメントへ**
計画とプロセスが固すぎないように
3. **多様性の受け入れ、育成**
イノベーションとインクルージョンを促進
4. **包括的な戦略と管理**
縦割りを取り壊す、Open Innovationを受け入れる。

国際人材プロジェクト具体例-1

日印グローバル サイバー・セキュリティ、フィンテック AI、IoT、データ・ガバナンス協力

日本の技術とインド工科大学などを含む人材協力を活用し、
多国的な関係で信頼性と発信力が高い協力を図る。

国際人材プロジェクト具体例-2

日印工科大学プロジェクト

インド最高水準のインド工科大学と経営、総合大学などと日本とのグローバル的な産官学連携を図る。

包括的な取り組みで
グローバル・イノベーションを促進。

国際人材プロジェクト具体例-3

日印間通信機器製造協力 **Make Electronics In India** By Japan Initiative

A huge necessity for India

Huge demand and trade deficit

India is forecast to have 200~400 billion USD of electronics market by 2020

Unlike Automobile segment (developed by Suzuki Motors and other Japanese manufactures)

India has currently a very little manufacturing of electronics

Given the huge trade deficit Electronics Manufacturing in India is a must.

India has launched many policies to promote electronics manufacturing like EMC, NMP etc offering upto 50% of subsidies and tax incentives for electronics manufacturing in India.

Trust

India wishes to avoid China in the Telecom and related sectors .

Japan and India have a **Cyber Security Agreement** which can be leveraged for electronics manufacturing.

Initiatives

- Many EMCs like from GMR, Sri City and others.
- Two Semiconductor Fabs being planned with more than 10 billion USD budget. Seeking Japanese collaboration.

A rare opportunity for survival and growth for Japanese electronics industry

Japanese electronics industry is loosing out in competition against China and Korea.

India offers:

1. A huge market
2. A green field manufacturing opportunity
3. Excellent human resource
4. Natural Resources especially **Rare Earths** where the dependency on China has been a concern for both countries.
5. Support from the government
6. Export and marketing capabilities to middle east and Africa.

Trust India has excellent IPR framework which makes it very safe, feasible and attractive for R&D and technology transfer.

Rather than lower tech matters Electronics being high tech suits the role of Japan very well.

Initiatives

- Renesas under 産業革新機構 is looking at India along with Tokyo Electron. Renesas can play a central role for the over all industry knowledge and coordination.
- Many Japanese corporates are considering to build a few factories in India.. **This involves Rare Earths too where Japan also has a tie up with Rare Earths India Limited.**
- ESDM e-Newsletter by JETRO and Deity.
- Japan-India Joint Working Group on IT and Electronics set up in 2013.
- Communication R&D center ay IIT-GN by RICOH.
- Japan desk in the PMO and under Ministry of ICT of India
- **Make in India** campaign. In Japan. Sanjeev Sinha, Tokyo

India Japan Collaboration in Telecom Equipment Manufacturing

3 phases

Phase 1: Structure 3-6 months:

- Broader outline of the electronics industry structure in India and Japan.
- Mapping into the B2C and B2B markets
- Global supply-chain mapping of

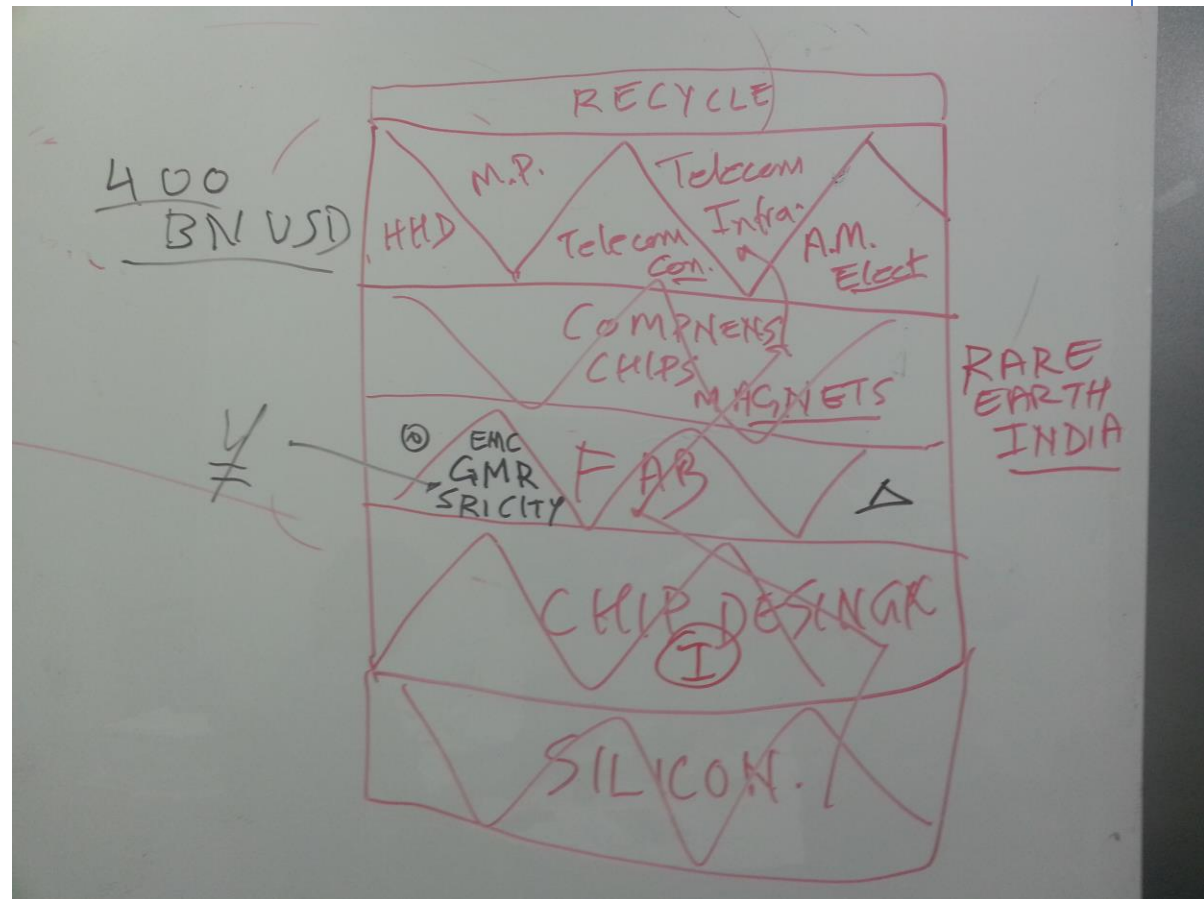
- (a) products,
- (b) components,
- (c) services,
- (d) HR
- (e) R&D and
- (f) Marketing.

Phase 2: Collaboration Model 3-6 months
Detailed India Japan collaboration road map and feasibility study.

Phase 3: Execution and Facilitation 1-5 yrs

- Micro level facilitation:

- (a) company to company
- (b) JV, M&A,
- (c) technology alliance. collaboration,
- (d) factory set up
- (e) Human resource,
- (f) post merger integration.
- (g) marketing, etc.



国際人材プロジェクト具体例-4

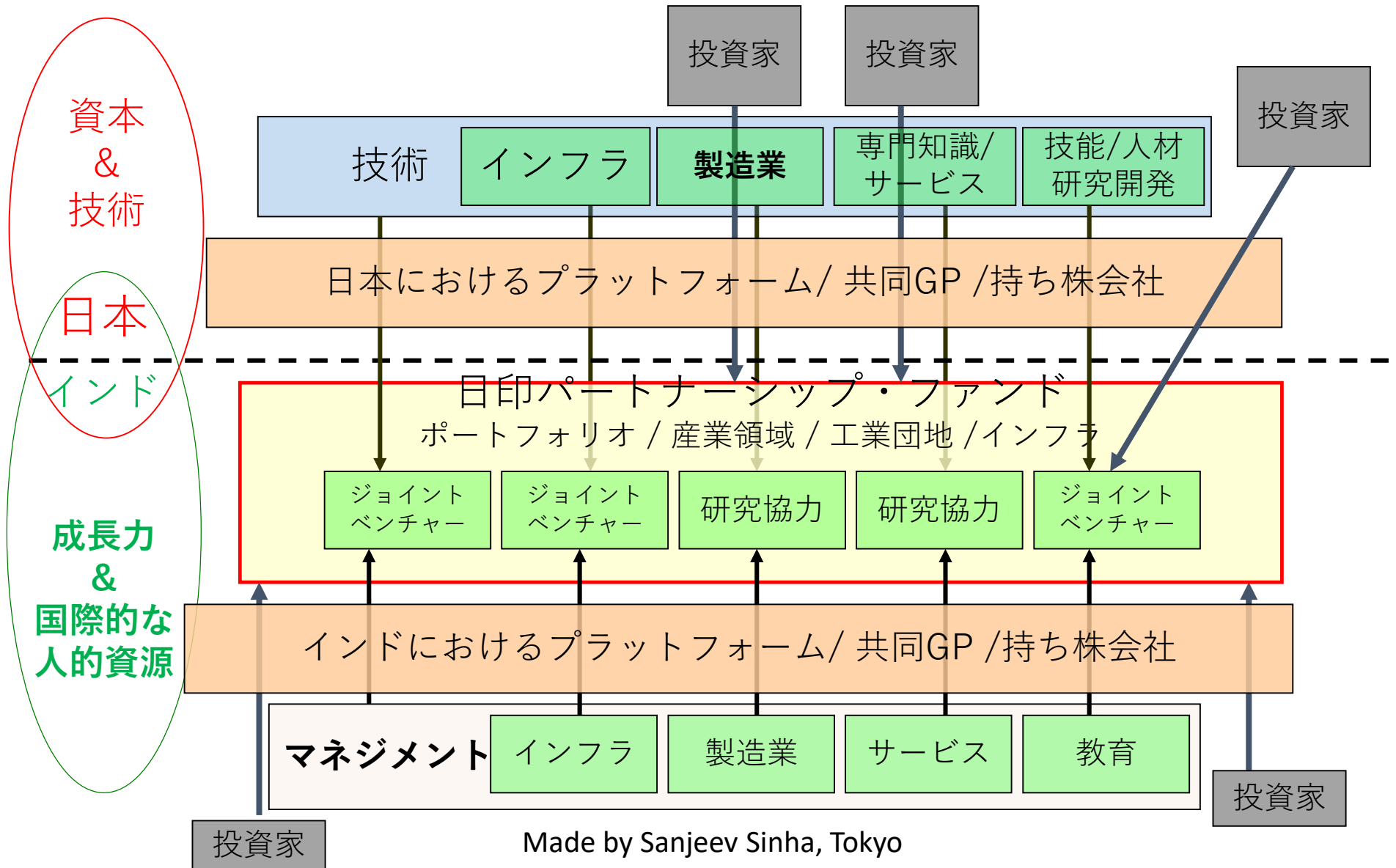
日印協カファンド：

日本の長期的且つ低コストの資金と環境に配慮した安全な技術を
インドの成長市場とグローバルな人材に繋げて
国際的な信頼関係を得る両国間の未開拓の可能性を実現して行く。

主な投資対象・Main Investment Targets:

1. インドへ進出される日本企業と日本に進出するインド企業
Japanese companies going to India and vice versa.
2. 日本とインド企業の合弁企業
Joint Ventures between Japanese and Indian companies.
3. 日本企業の為のインド現地のインフラ、人材やサービス開発、又は一方。
(例：日印データ・センター、通信インフラ、研究所、インキュベータ、日本企業専用工業団地など)
Physical/Social/Soft Infrastructure, Human resource and Services development in India with strong relevance for Japanese industry (e.g. Micro-finance, Payment gateway, Crypto-currency, Behavior analytics and prediction, etc.), and Vice Versa.
4. 日本から機械や技術を購入されるインド企業、インド人材を多く採用する日本企業。
Indian companies procuring significant technology from Japan, and Japanese companies built significantly upon Indian human resource etc.

包括的人材・技術・資金提携モデル





ご清聴ありがとうございました

www.SanjeevSinha.com

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India: New Delhi, Mumbai, Ahmedabad, Chennai, Pune, Indore

Singapore | Dubai