

Monthly Market Update

July 2026

Trend Summary

- **Japan's 2030 workforce challenge:** By 2030, 3.18 million employees are expected to be balancing work and eldercare, with 100,000 people already leaving the workforce annually. The economic impact is projected to reach 9.2 trillion yen, making talent retention a growing business priority.
- **Flexible work is becoming the new normal:** Unlike many Western countries, Japan had relatively low remote work adoption during COVID-19. Government and industry surveys show flexible work is steadily increasing, with most employees preferring hybrid work over fully remote or fully office-based models.
- **Productivity depends on management, not location:** Overseas research shows remote work itself does not reduce productivity. Companies that combine flexible work with effective management, training, and clear performance expectations can improve productivity while strengthening talent attraction, retention, and business resilience.

Highlights Overview

Market Data

1. HRog reports: full-time job, monthly salary at 295,525 yen, temp hourly wage at 1,604 yen.
2. Persol DODA job-to-applicant ratio was 2.44, +0.06 pt MoM.
3. The latest MHLW job-to-applicant ratio is 1.17, Tokyo 1.70 & Osaka 1.11, full-time 0.99.
4. Association of Job Information of Japan reports that job ads in May totaled 2,497,490, +3.0% up from the previous month and +3.8% YoY.

Market Trend

1. Japan's 2030 Workforce Challenge: Flexible Work as a Talent Retention Strategy.
2. although employees generally prefer hybrid rather than fully remote work, demand for workplace flexibility remains strong.
3. Generation Z job seekers value work-life balance and family-friendly workplaces.

West Japan Expansion

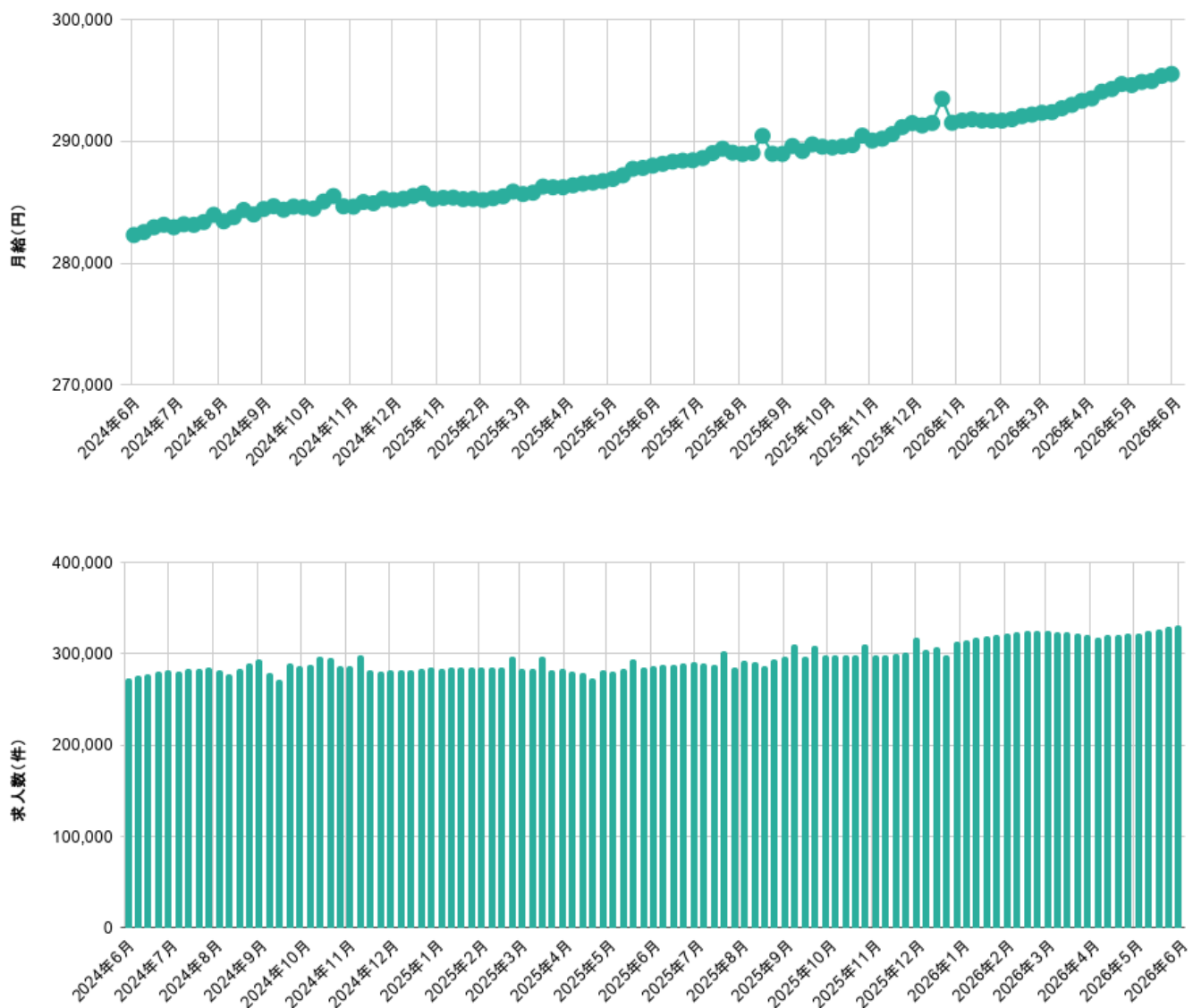
1. The 2026 version of "INVEST JAPAN, INVEST KANSAI"/METI-KANSAI is now published.
2. Marriott Hotel is launching three brands in Osaka.
3. d'strict, a Seoul-based operator of the immersive "ARTE MUSEUM," opens a Korean art museum in Chita, Aichi, in November.
4. iPeace, a US biotech, will build a Kyoto iPS cell manufacturing facility by 2028.
5. EY ShinNihon opens a Kyoto office in July.

Market Highlights

July 2026

Market Data

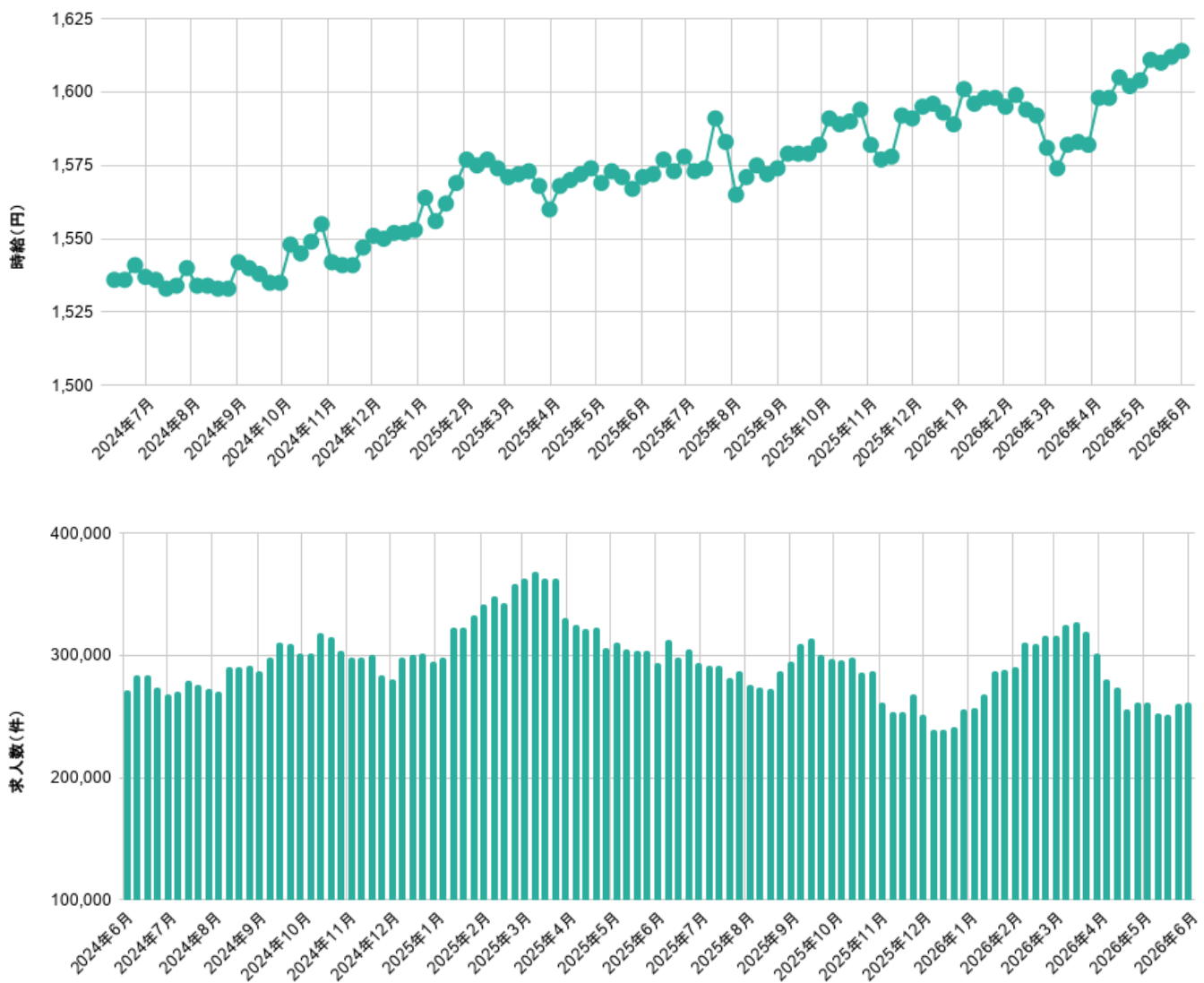
HRog (HRog Co., Ltd.) reports the June 2026 full-time employee average salary & vacancies. Average salary is 295,525 yen, +0.31% (+913 yen) MoM, +2.61% (+7,525 yen) YoY, with 331,622 vacancies, which is +3.05% (+9,802 jobs) MoM/ +15.86% (+45,390 jobs) YoY.



Market Highlights

July 2026

HRog reports June 2026 temp hourly wage & vacancies. Average hourly wage is 1,614 yen, +0.62% (+10 yen) MoM, +2.74% (+43 yen) YoY, with 261,753 vacancies, which is +0.21% (+558 jobs) MoM/ -11.02% (-32,413 jobs) YoY.

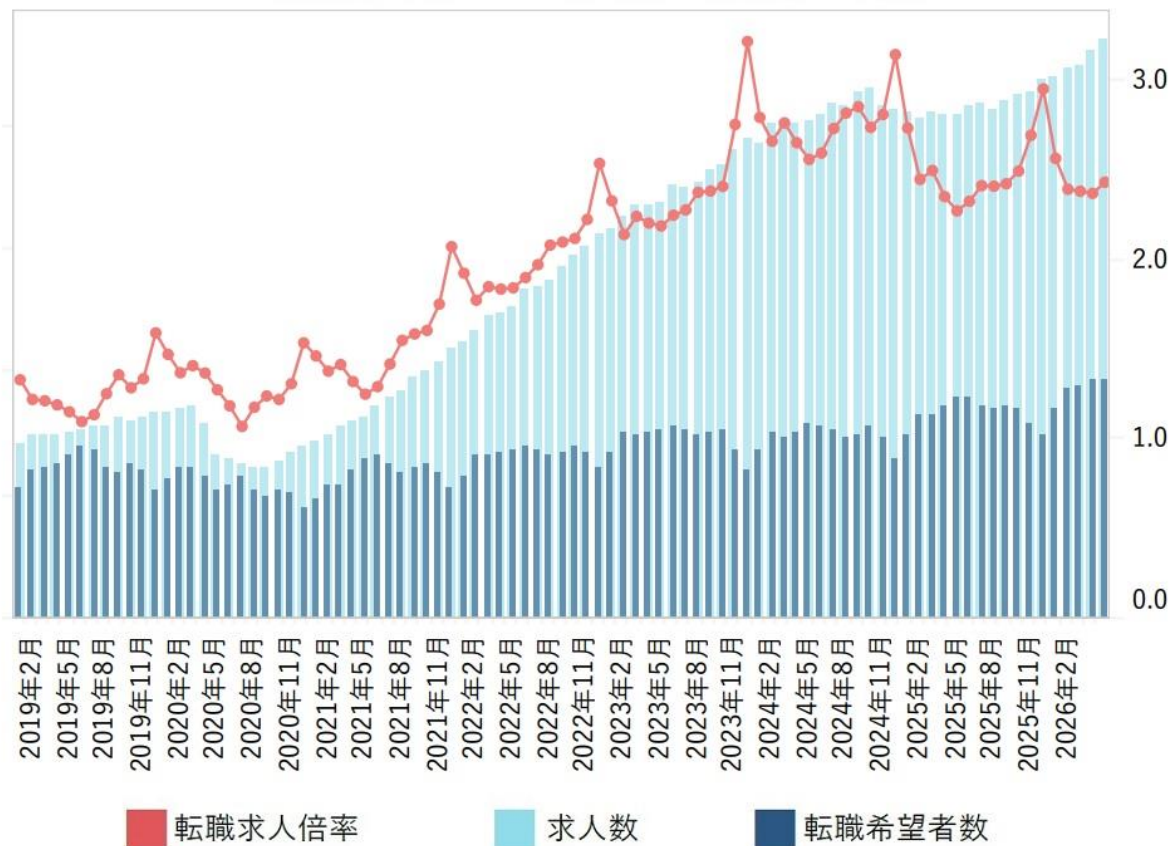


Market Highlights

July 2026

Persol DODA reports the May mid-career job-to-Applicant ratio was 2.44 (+0.06 pt MoM/+0.16 pt YoY). Vacancies rose +2.1% MoM (+14.9% YoY), while job seekers declined by -0.5% MoM (+7.4% YoY). Overall, the market remained strong in May, driven by growing demand for talent, particularly in HR services, IT, Engineering consulting, and finance.

doda転職求人倍率・求人数・転職希望者数



(Red: job-to-applicant ratio, pale blue: number of vacancies, blue: number of job seekers)

Market Highlights

July 2026

	転職求人 倍率	前月差	前年 同月差	求人数 前月比	転職 希望者数 前月比
全体	2.44	↑ 0.06	↑ 0.16	102.1%	99.5%
IT・通信	6.56	↑ 0.17	↑ 0.24	103.2%	100.5%
メディア	3.49	↑ 0.04	↑ 0.30	99.2%	97.9%
金融	2.49	↑ 0.09	↓ -0.11	99.1%	95.4%
メディカル	0.85	- 0.00	↓ -0.09	99.6%	100.0%
メーカー	2.78	↑ 0.07	↑ 0.02	99.3%	96.6%
商社	1.67	↑ 0.03	↑ 0.16	98.5%	96.9%
小売・流通	0.70	↑ 0.01	↑ 0.09	100.6%	99.8%
レジャー・外食	0.71	↓ -0.01	↑ 0.03	99.7%	101.7%
エネルギー	2.26	↑ 0.01	↑ 0.04	97.2%	96.6%
建設・不動産	4.97	↑ 0.09	↑ 0.20	100.0%	98.1%
コンサルティング	8.48	↑ 0.16	↑ 0.90	102.5%	100.6%
人材サービス	9.43	↑ 0.82	↑ 1.95	109.4%	99.9%
その他	0.23	- 0.00	- 0.00	100.6%	102.0%

	転職求人 倍率	前月差	前年 同月差	求人数 前月比	転職 希望者数 前月比
全体	2.44	↑ 0.06	↑ 0.16	102.1%	99.5%
営業	2.75	↑ 0.02	↑ 0.09	99.9%	99.1%
企画・管理	2.93	↑ 0.11	↓ -0.18	98.5%	94.9%
エンジニア（IT・通信）	10.67	↑ 0.31	↑ 0.15	102.6%	99.7%
エンジニア（機械・電気）	5.86	↑ 0.55	↑ 0.54	108.3%	98.2%
専門職（メディカル）	0.50	- 0.00	↓ -0.12	101.5%	101.2%
専門職（化学・食品）	1.46	↓ -0.01	↑ 0.06	100.1%	100.8%
専門職（建設・不動産）	5.26	↑ 0.06	↑ 0.07	100.5%	99.3%
専門職（コンサル・金融）	5.53	↑ 0.30	↓ -0.23	103.0%	97.4%
クリエイター	1.11	↑ 0.02	↑ 0.09	98.4%	96.7%
販売・サービス	0.70	- 0.00	↑ 0.09	101.2%	101.2%
事務・アシスタント	0.52	↓ -0.01	↑ 0.11	96.0%	97.8%
その他	0.05	- 0.00	- 0.00	102.5%	107.2%

Top items from left: Job to applicant, MoM, YoY, number of vacancies MoM, number of job seekers MoM.

Left table: By sector breakdown: total, ICT, Media, FS, Medical, Manufacturing, Trading firm, retail/distribution, leisure/dining, energy, construction/real estate, Consulting, HR services, others.

Right table: by job type breakdown: total, sales, planning/management, engineer (ICT), engineer (mechatronics), specialist (medical), specialist (chemical/food), specialist (construction/real estate), specialist (consulting/FS), creator, sales/services, administration/assistant, others.

Market Highlights

July 2026

LATEST MHLW JOB-TO-APPLICANT RATIO – AS OF MAY 2026

1.17
-0.01 MoM

**Total
National
average**

0.99
0.00 MoM

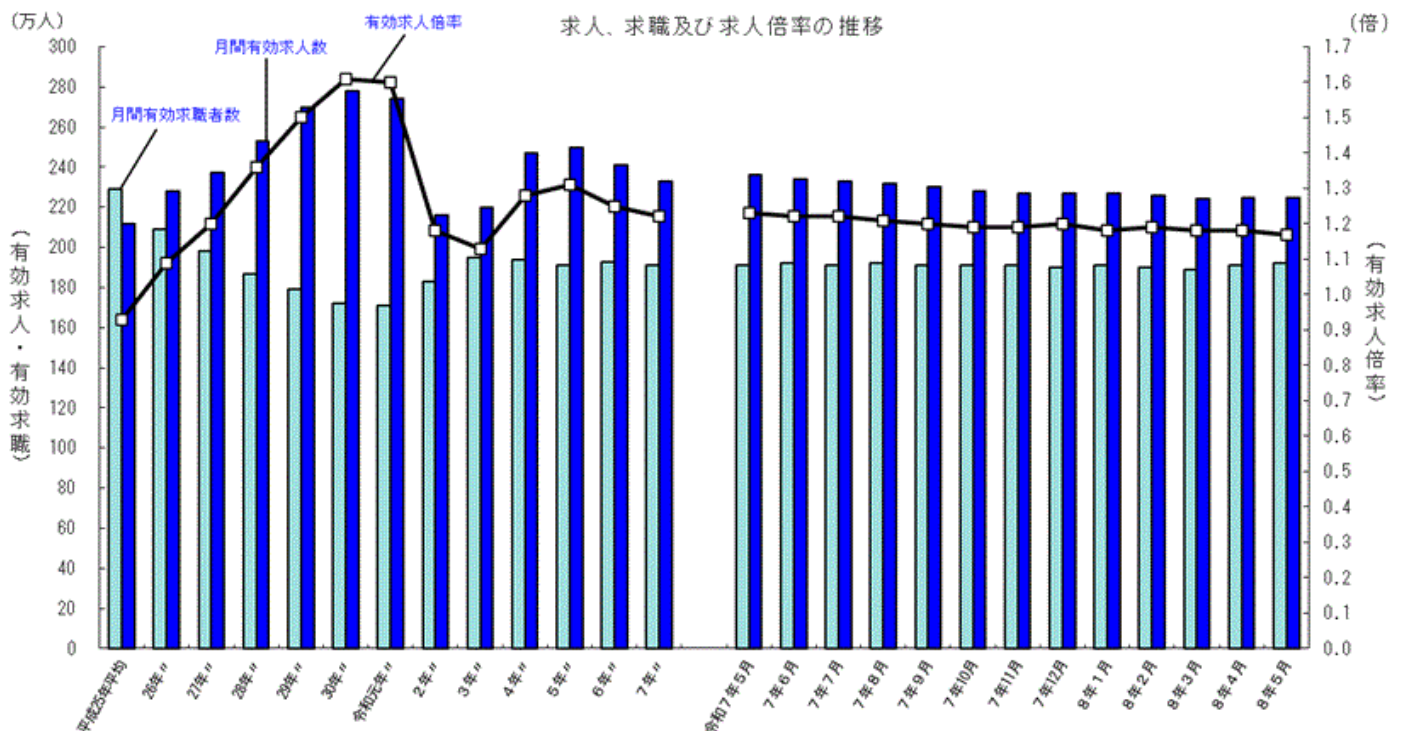
Full time

1.70
-0.04 MoM

Tokyo

1.11
-0.01 MoM

Osaka



Line: job-to-applicant ratio, blue: number of vacancies, pale blue: number of job seekers.
Left: annual trend. Right: monthly trend for the latest 12 months. Unit: 10,000 people.

Market Highlights

July 2026

全国計 Breakdown by jobs (regular jobs excluding part-time jobs)

常用（除パート） 8年5月

	新規求人	有効求人	新規求職	有効求職	紹介件数	就職件数	新規求人 倍率	有効求人 倍率
職業計	417,422	1,293,832	214,286	1,170,557	161,904	39,008	1.95	1.11
管理的職業従事者	1,619	5,009	904	5,578	830	119	1.79	0.90
専門的・技術的職業従事者	109,115	336,701	35,069	192,808	23,883	6,505	3.11	1.75
製造技術者（開発）	4,669	14,734	1,133	6,812	924	115	4.12	2.16
製造技術者（開発を除く）	3,616	11,375	2,332	13,262	985	185	1.55	0.86
建築・土木・測量技術者	17,765	57,268	1,891	9,461	1,804	492	9.39	6.05
情報処理・通信技術者	16,032	49,401	5,058	33,818	5,013	357	3.17	1.46
その他の技術者	841	5,573	261	1,679	381	86	3.22	3.32
医師、歯科医師、獣医師、薬剤師	1,890	5,540	459	2,340	159	53	4.12	2.37
保健師、助産師、看護師	20,398	61,272	6,697	28,990	3,907	1,856	3.05	2.11
医療技術者	8,974	27,464	2,005	9,710	988	482	4.48	2.83
その他の保健医療従事者	4,989	14,503	1,405	8,087	757	298	3.55	1.79
社会福祉専門職業従事者	24,739	73,084	5,797	28,878	5,286	2,091	4.27	2.53
美術家、デザイナー、写真家、映像撮影者	835	2,839	2,857	20,860	1,397	112	0.29	0.14
その他の専門的職業	4,367	13,648	5,174	28,911	2,282	378	0.84	0.47
事務従事者	38,087	114,396	54,937	318,878	62,627	8,685	0.69	0.36
一般事務従事者	24,364	72,601	45,032	262,275	44,703	6,346	0.54	0.28
会計事務従事者	3,848	11,834	4,173	23,216	7,027	826	0.92	0.51
生産関連事務従事者	3,401	10,722	1,398	7,673	2,823	526	2.43	1.40
営業・販売事務従事者	4,079	12,418	2,798	14,818	6,353	703	1.46	0.84
外勤事務従事者	120	464	27	140	135	21	4.44	3.31
運輸・郵便事務従事者	1,588	4,514	362	1,822	768	173	4.39	2.48
事務用機器操作員	687	1,843	1,147	8,934	818	90	0.60	0.21
販売従事者	40,590	126,444	11,737	64,346	10,257	1,816	3.46	1.97
商品販売従事者	17,887	53,160	5,348	29,845	3,396	788	3.34	1.78
販売類似職業従事者	862	2,799	299	1,631	238	51	2.88	1.72
営業職業従事者	21,841	70,485	6,090	32,870	6,623	977	3.59	2.14
サービス職業従事者	72,338	214,782	18,807	96,169	14,905	5,441	3.85	2.23
家庭生活支援サービス職業従事者	41	137	43	193	14	3	0.95	0.71
介護サービス職業従事者	35,642	102,732	6,115	30,749	5,119	2,503	5.83	3.34
保健医療サービス職業従事者	4,287	12,915	1,002	4,878	1,810	686	4.28	2.65
生活衛生サービス職業従事者	5,389	18,666	1,123	6,591	414	173	4.80	2.83
飲食物調理従事者	13,245	39,762	4,269	21,654	2,897	1,044	3.10	1.84
接客・給仕職業従事者	9,703	27,828	3,566	17,688	2,026	450	2.72	1.57
居住施設・ビル等管理人	723	2,332	880	4,961	1,237	207	0.82	0.47
その他のサービス職業従事者	3,308	10,410	1,809	9,455	1,388	375	1.83	1.10
保安職業従事者	16,400	53,236	1,987	9,049	3,352	1,211	8.25	5.88
農林漁業従事者	2,931	9,691	1,755	9,176	1,269	567	1.67	1.06
生産工程従事者	50,048	157,334	17,766	94,017	19,187	5,852	2.82	1.67
生産設備制御・監視従事者（金属製品）	1,154	3,746	703	3,481	463	119	1.64	1.08
生産設備制御・監視従事者（金属製品を除く）	1,856	6,008	609	3,015	901	255	3.05	1.99
機械組立設備制御・監視従事者	538	2,099	379	1,923	216	50	1.42	1.09
製品製造・加工処理従事者（金属製品）	11,065	35,206	3,240	15,783	3,820	1,270	3.42	2.23
製品製造・加工処理従事者（金属製品を除く）	11,598	36,821	4,447	23,664	6,806	2,163	2.61	1.56
機械組立従事者	5,703	17,379	3,698	19,558	2,382	706	1.54	0.89
機械整備・修理従事者	11,399	35,689	1,538	8,369	1,831	553	7.41	4.26
製品検査従事者（金属製品）	974	2,867	447	2,221	546	136	2.18	1.29
製品検査従事者（金属製品を除く）	1,202	3,477	377	1,893	657	208	3.19	1.84
機械検査従事者	937	2,594	322	1,669	413	101	2.91	1.55
生産関連・生産類似作業従事者	3,622	11,448	2,006	12,441	1,152	291	1.81	0.92
輸送・機械運転従事者	30,969	98,998	9,592	44,933	9,216	3,510	3.23	2.20
鉄道運転従事者	56	121	26	139	8	1	2.15	0.87
自動車運転従事者	23,995	76,904	6,565	28,950	6,687	2,820	3.65	2.66
船舶・航空機運転従事者	47	95	20	136	7	2	2.35	0.70
その他の輸送従事者	1,726	5,508	1,449	7,081	832	227	1.19	0.78
定置・建設機械運転従事者	5,145	16,370	1,532	8,627	1,682	460	3.36	1.90
建設・探掘従事者	33,368	110,676	4,265	20,788	3,869	1,735	7.82	5.32
建設躯体工事従事者	5,509	18,699	485	2,269	396	193	11.36	8.24
建設従事者（建設躯体工事従事者を除く）	8,789	29,551	1,363	6,411	1,176	457	6.45	4.61
電気工事従事者	6,274	20,743	950	5,655	857	304	6.60	3.67
土木作業従事者	12,718	41,381	1,451	6,386	1,417	762	8.76	6.48
探掘従事者	78	302	16	67	23	19	4.88	4.51
運搬・清掃・包装等従事者	21,957	66,565	16,341	101,104	12,509	3,567	1.34	0.66
運搬従事者	12,464	37,453	7,514	37,402	6,507	1,776	1.66	1.00
清掃従事者	4,178	13,291	2,179	14,679	2,530	823	1.92	0.91
包装従事者	878	2,714	439	2,760	711	194	2.00	0.98
その他の運搬・清掃・包装等従事者	4,437	13,107	6,209	46,263	2,761	774	0.71	0.28
分類不能の職業	-	-	41,126	213,711	-	-	0.00	0.00

（注）上記の数値は、平成21年12月改定の「日本標準職業分類」に基づく区分である。

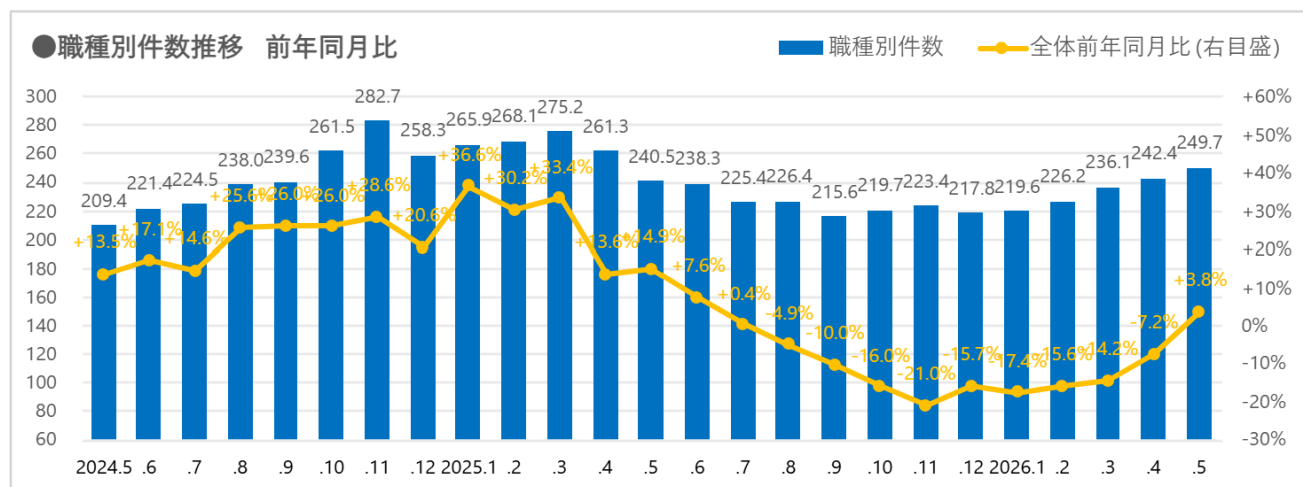
Market Highlights

July 2026

Japan's labour market remained resilient in May 2026, with the unemployment rate holding steady at 2.5%, employment rising by 60,000 to a record 68.82 million, and the number of unemployed falling by 50,000; although the job openings-to-applicants ratio edged down to 1.17 from 1.18, job openings still increased 0.3% amid persistent labour shortages, while job seekers rose 0.7% as more workers pursued better opportunities and older individuals sought additional employment.

5月の完全失業率は2.5%で横ばい、有効求人倍率1.17倍に低下 | ロイター⁵

Zenkyukyo (the Association of Job Information of Japan) reports that May job ads totalled 2,497,490 (+3.0% MoM, +3.8% YoY), driven by increased permanent positions. Companies expanded hiring to fill vacancies, with particularly strong demand in the IT and construction sectors, while IT-related professional roles recorded the fastest growth among occupations.



●職種別件数 (占有率TOP10)

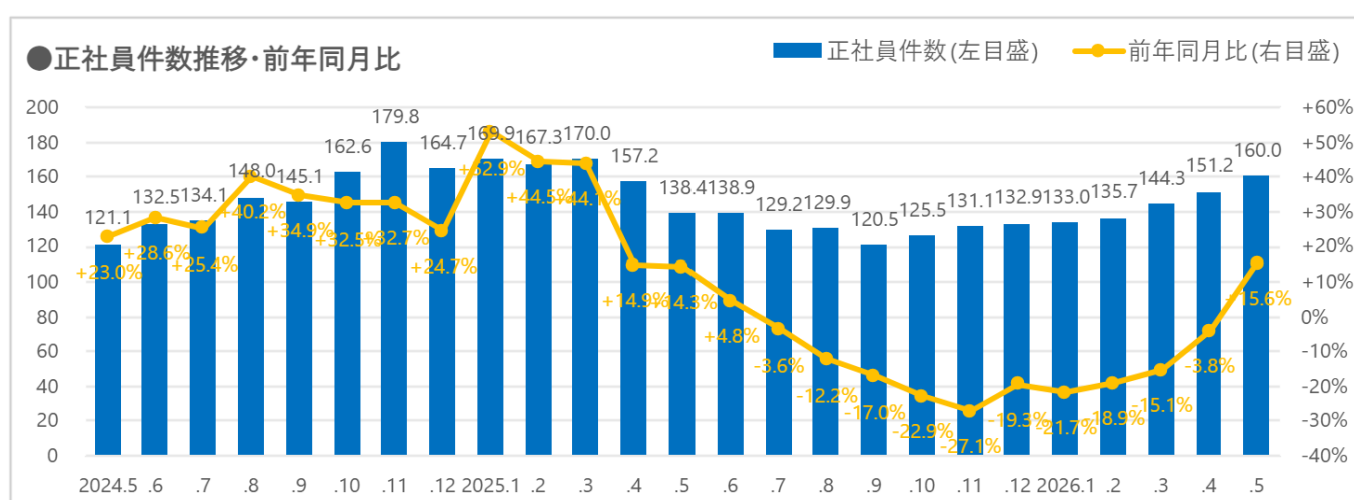
	件数	前月比	前年同月比
全体計	2,497,490	+3.0%	+3.8%
専門 (IT技術者)	568,861	+9.9%	+128.4%
販売 (販売)	262,070	-1.1%	-0.4%
事務	218,674	-0.6%	-35.0%
輸送・機械運転	169,533	+9.7%	-17.7%
販売 (営業)	155,769	+2.9%	-7.6%
サービス (給仕)	139,546	-0.9%	-12.0%
建設・採掘	134,564	+2.8%	+22.0%
運搬・清掃・包装等	125,778	+0.8%	-6.7%
生産工程	111,375	+1.9%	-3.9%
専門 (医療・福祉専門職)	104,746	-0.9%	+1.3%

From top: total, IT engineer, shop sales, admin, sales, services (waitering), transport/cleaning/packing, transport/machine operation, construction/mining, production process, specialist (medical/welfare).

Market Highlights

July 2026

Full-time job ads



●職種別×雇用形態別件数（占有率TOP10）

正社員	件数	前月比	前年同月比
全体計	1,600,070	+5.9%	+15.6%
専門（IT技術者）	559,468	+10.0%	+134.3%
事務	160,274	+0.3%	-39.8%
販売（営業）	139,582	+2.8%	-3.7%
輸送・機械運転	123,506	+12.9%	-22.5%
建設・採掘	118,448	+3.4%	+30.5%
販売（販売）	109,692	+3.3%	+10.2%
専門（技術者・研究者）	90,226	+21.9%	+0.2%
専門（医療・福祉専門職）	58,216	-2.9%	+3.1%
生産工程	53,246	+2.4%	-5.5%
サービス（給仕）	39,521	-0.1%	+13.1%

From top: total, IT engineer, admin, sales, construction/mining, shop sales, transport/machine operation, specialist (technical/research), specialist (medical/welfare), production process, services (waitering).

調査発表/求人広告掲載件数 – 全国求人情報協会 (zenkyukyo.or.jp)⁶

Market Highlights

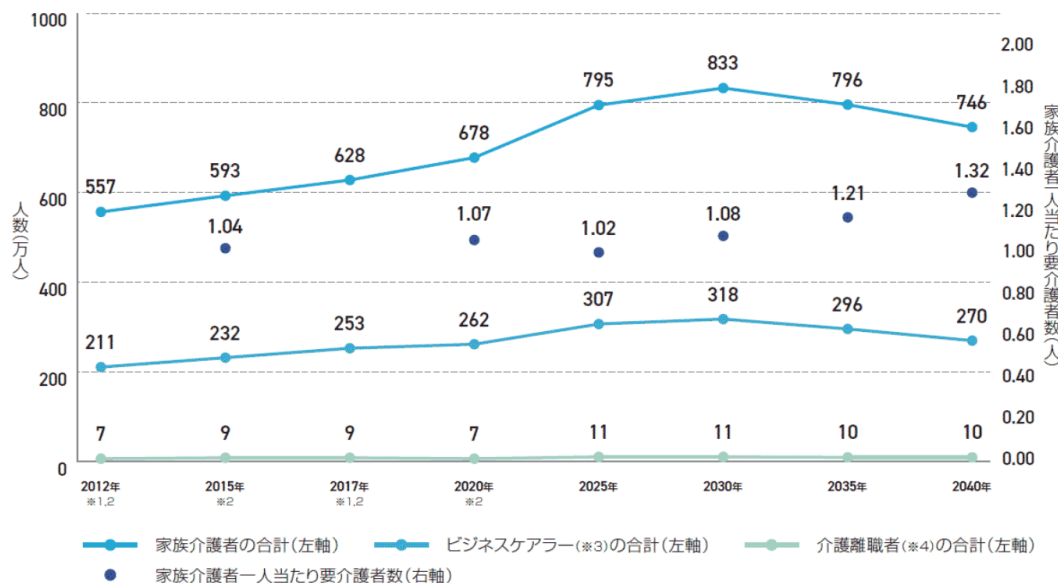
July 2026

Market trend

Japan's 2030 Workforce Challenge: Flexible Work as a Talent Retention Strategy.

Japan's workforce challenge is becoming more serious as the population ages and the working-age population continues to shrink. By 2030, Japan is expected to have 8.33 million family caregivers, including around 3.18 million working caregivers. Around 100,000 people leave employment each year due to caregiving responsibilities, while the overall economic impact of balancing work and caregiving is projected to reach 9.2 trillion yen.

経済損失約9兆円、「仕事と介護の両立」は経営課題 | 『日本の人事部』⁷



Recognising this growing business risk, METI released new guidelines in March 2026 encouraging companies to better support employees balancing work and caregiving responsibilities.

「仕事と介護の両立支援に関する経営者向けガイドライン」について (METI/経済産業省)⁸

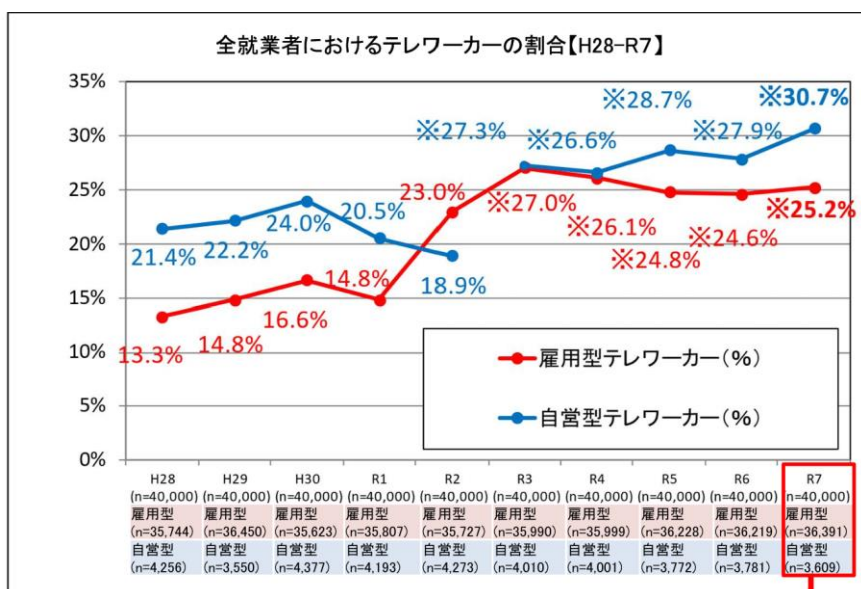
In Addition, amendments to Japan's 2025 childcare and family care leave legislation require employers to strengthen support for employees balancing work and caregiving, including providing consultation services. Flexible work is increasingly recognised as a workforce sustainability strategy, rather than simply an employee benefit.

SOMPOHD系、中小の仕事と介護の両立支援 相談窓口設置など - 日本経済新聞⁹

Market Highlights

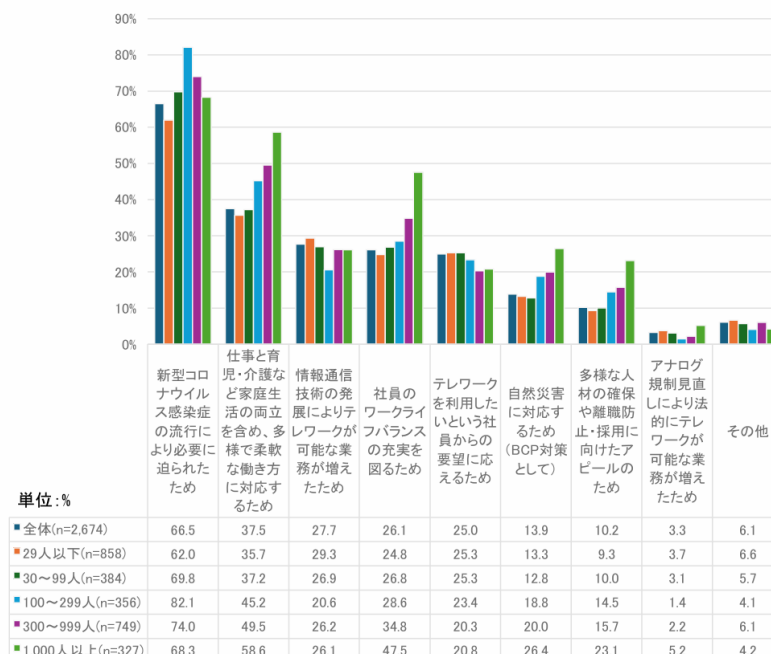
July 2026

While many overseas companies continue debating return-to-office policies and whether remote work reduces productivity, Japan's situation is different. Remote work adoption remained relatively low even during COVID-19 and has gradually increased over time. Government surveys show telework has become an established part of Japanese working practices, with hybrid work emerging as the preferred model. Companies increasingly view flexible work as a way to attract and retain talent, support diversity, adapt to regulatory changes, and strengthen business Continuity planning (BCP).



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図表 29 (MA)従業員数別テレワーク導入のきっかけ(問 11)



001683114.pdf¹¹

Market Highlights

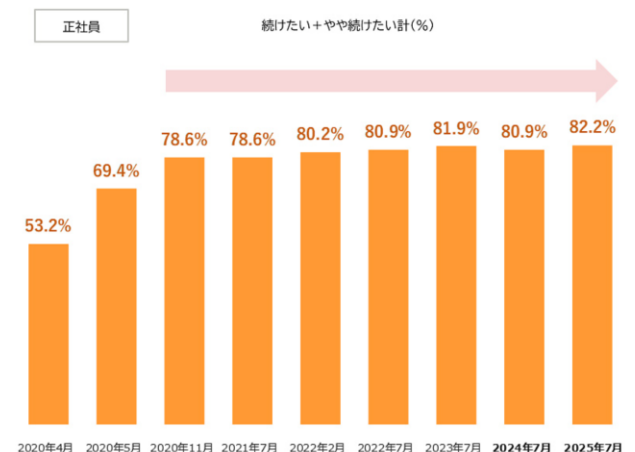
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Employee expectations have also evolved. Surveys from Persol and Indeed show that although employees generally prefer hybrid rather than fully remote work, demand for workplace flexibility remains strong. Remote-work-related job searches remain almost three times higher than before the pandemic, indicating that flexibility continues to influence employer choice.

図表 1. テレワーク実施率の推移 [全国、正社員ベース]



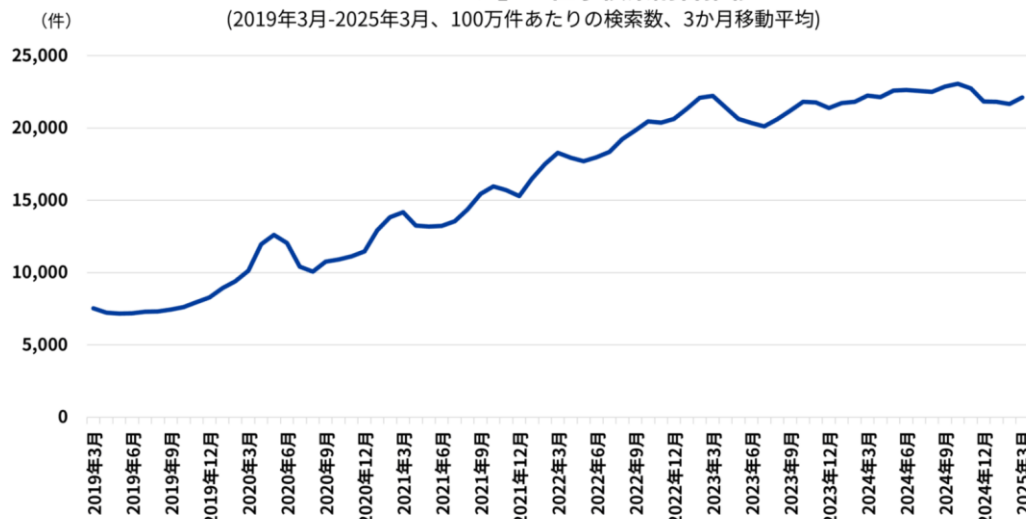
図表 8. テレワーク継続希望意向の推移



第十回・テレワークに関する調査 - パーソル総合研究所¹²

「リモートワーク」の仕事検索割合推移

(2019年3月-2025年3月、100万件あたりの検索数、3か月移動平均)



※2 参照: Indeed [リモートワークに関する仕事検索動向を調査](#)

リモートワークに関する仕事検索動向を調査 - Indeed プレスルーム | 日本¹³

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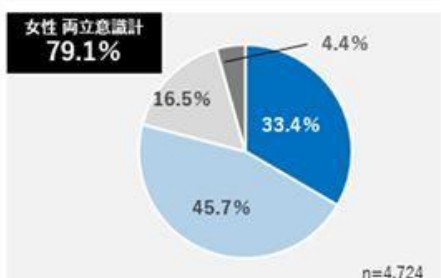
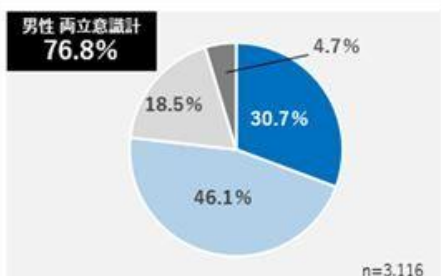
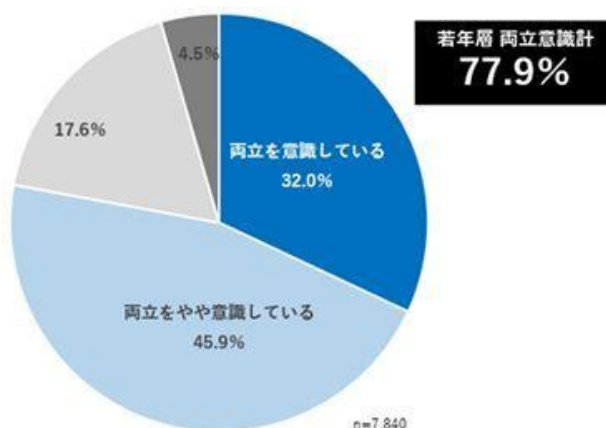
Importantly, the discussion should not be framed as productivity versus remote work. Research from the London School of Economics (LSE)¹⁴ and Stanford University¹⁵ indicates that remote work alone does not reduce productivity. Instead, productivity depends largely on how flexible work is designed and managed. Companies that invest in manager training, clear communication, performance management, and digital collaboration tools can maintain—or even improve—productivity while providing employees with greater flexibility.

Workplace flexibility is also becoming increasingly important for attracting and retaining future talent. Generation Z job seekers value work-life balance and family-friendly workplaces. While many graduates still prefer in-person learning early in their careers, they expect employers to provide flexibility when their personal circumstances require it. Around 60% also consider childcare leave records and family-friendly workplace policies when choosing an employer. A recent Mynavi survey found that 27.3% of full-time working mothers have experienced leaving a job due to childcare responsibilities, with the most common reason being that they could not leave work in time to pick up their child from daycare or school.

Z世代学生の約7割が企業選びで「育休取得実績」を重視。「仕事とプライベートの両立」が「当然の価値観」に | 人事のプロを支援するHRプロ¹⁶

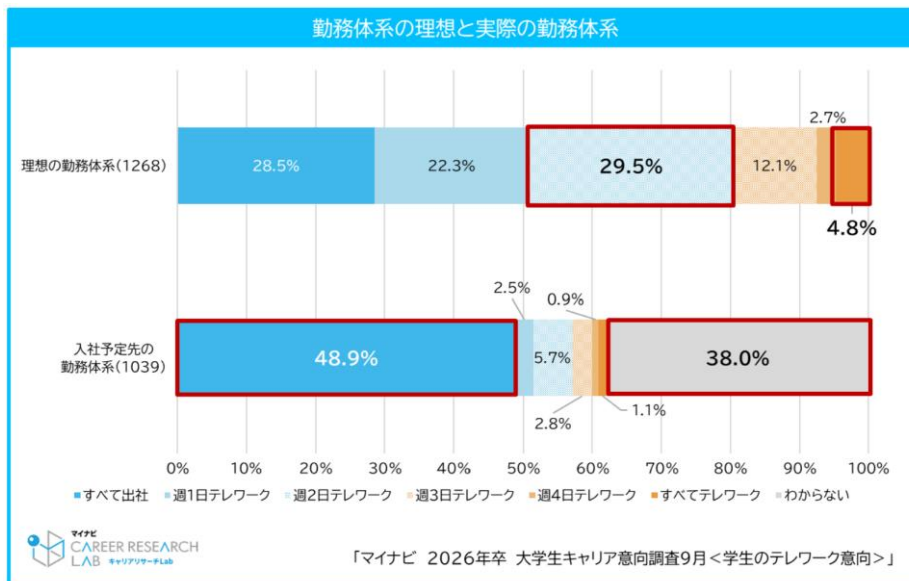
■あなたは、新卒で入社する会社を選ぶ際に、
将来の仕事（キャリア）とプライベートの両立を意識していますか。

■ とても意識している ■ やや意識している ■ あまり意識していない ■ 全く意識していない

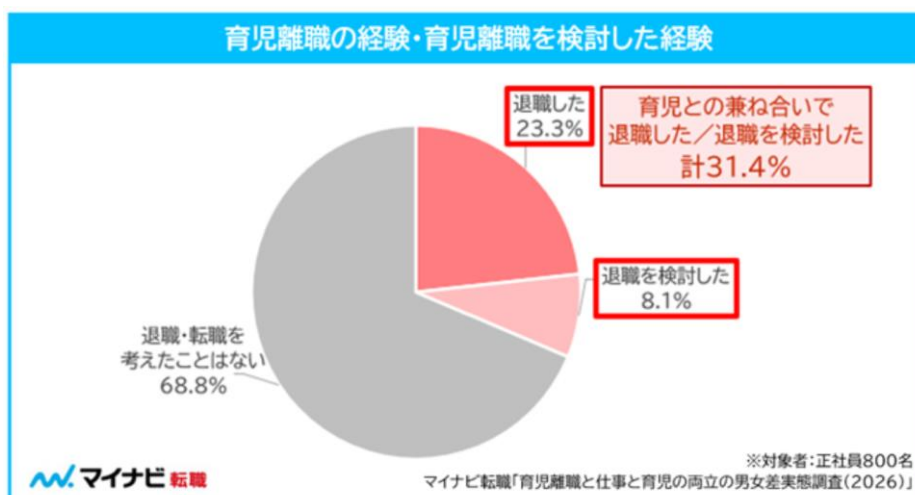


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2026年卒 大学生キャリア意向調査9月＜学生のテレワーク意向＞ | マイナビキャリアリサーチLab¹⁷



マイナビ転職、「育児離職と仕事と育児の両立の男女差実態調査 (2026)」を発表 | 株式会社マイナビ¹⁸

As Japan approaches 2030, the challenge is not where employees work, but how companies can retain skilled professionals and keep them productive throughout different stages of life. Organisations that successfully combine flexibility, productivity, and workforce support will be better positioned to attract and retain talent while strengthening long-term business resilience.

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West Japan expansion

The 2026 version of "INVEST JAPAN, INVEST KANSAI"/METI-KANSAI¹⁹ is now published. An overview of the Kansai zone and investment support info is summarised in English and Japanese.

Marriott Hotel is launching three brands in Osaka: City Express, Series by Marriott, and Four Points Flex by Sheraton. Osaka is currently the only city globally with all three brands to strengthen the Marriott Bonvoy ecosystem [マリオットのビジネスホテル、大阪に3ブランドポイント利便性強化 - 日本経済新聞](#)²⁰

SotaTek Japan opens a Fukuoka office on May 3rd office in Japan besides Tokyo and Osaka offices. [「ふくおか経済」2026年5月号にSotaTek Japan 福岡オフィス開設セレモニー](#)²¹

Techvify, a Vietnamese AI/SW company, has Japan subsidiary in Fukuoka since 2021. They recently deployed a digital project management platform for DENSO Vietnam, [Techvify、DENSO向け製造DX基盤を正式稼働——プロジェクト管理のデジタル化を実現 | TECHVIFY JAPAN 株式会社のプレスリリース](#)²²

READi ROBUST MACHINE, Korea, a machine, has had a Nagoya office since last year. [READi Robust Machine](#)²³

d'strict, a Seoul-based operator of the immersive "ARTE MUSEUM," opens a Korean art museum in Chita, Aichi, in November, showcasing nature-themed exhibits, aiming to attract tourists and boost inbound visitors. [「Arte Museum Nagoya」2026年11月下旬、愛知県に開業決定 | ファーストシステム | First System](#)²⁴

iPeace, a US biotech, will build a Kyoto iPS cell manufacturing facility by 2028 [米アイ・ピース、iPS細胞を年数千人分量産 28年京都で製造拠点稼働 - 日本経済新聞](#)²⁵

EY ShinNihon opens a Kyoto office in July [EY新日本、京都事務所を開設 | EY Japan](#)²⁶

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