

Monthly Market Update

March 2025

Trend Summary

- Estimating Asia's exposure to US tariffs, Vietnam, Thailand, Malaysia, Singapore & South Korea, are the most affected, particularly in electronics & machinery.
- Japan ranked third worst among developed nations for working women in 2024, according to The Economist's glass-ceiling index 2025.
- The 2025 Prefectural Gender Gap Index in Japan highlights significant disparities across various regions.

Gender inequality in Japan begins at the university entry level, influenced by biases in field selection, societal stereotypes, and family expectations. These influences shape high school students' choices and subsequently impact their career opportunities in business.

Highlights Overview

Market Data

1. HRog reports: monthly salary & vacancies on increase.
2. Persol DODA job-to-applicant ratio decreased to 2.74.
3. The latest MHLW job-to-applicant ratio is 1.26, Tokyo is 1.78 & Osaka is 1.23, and full-time is 1.03.
4. Association of Job Information of Japan reports number of job ads increased MoM/YoY in January.

Market Trend

1. Estimating Asia's exposure to US tariffs, Vietnam, Thailand, Malaysia, Singapore & South Korea, are the most affected, particularly in electronics & machinery.
2. Gender indexes: global comparison, prefectural comparison, and pre-work/university stage insight.
3. The 2025 Prefectural Gender Gap Index in Japan highlights significant disparities across various regions.
4. Gender inequality in Japan begins at the university entry level, influenced by biases in field selection, societal stereotypes, and family expectations, which shape high school students' choices and subsequently impact their career opportunities in business.

West Japan Expansion

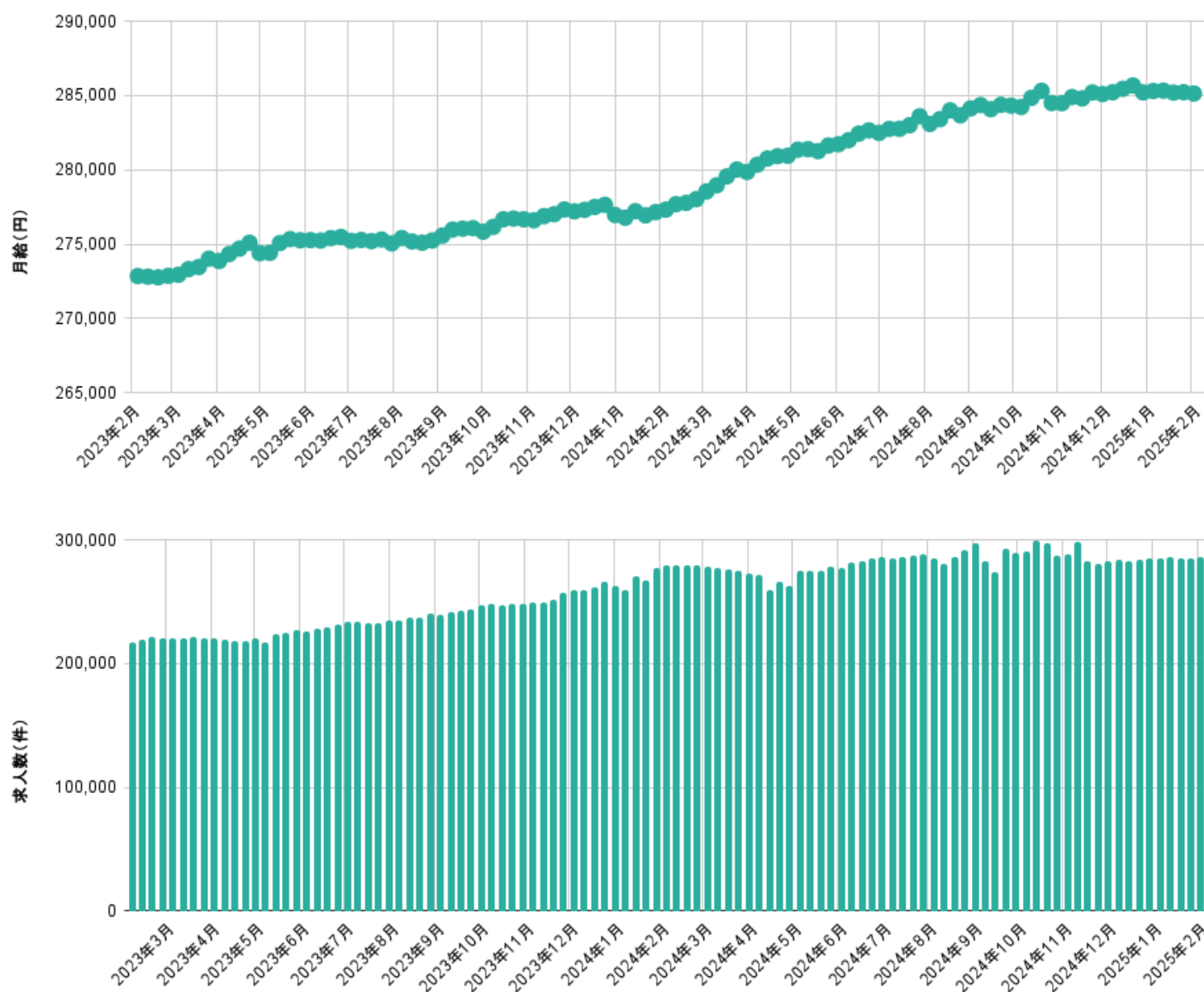
1. The Cambridge Innovation Center (US startup support) will open a new large hub in Fukuoka.
2. Dorsett Hospitality Internationale, a Hong Kong hotel, opened Dorsett by Agora Osaka Sakai in March.
3. Shiga's hospitality job market grows due to Kyoto's tourism overflow.
4. Kyoto University's Graduate School of Management launched a program to train female executives, aiming to increase women in top management roles to 30% by 2030.

Market Highlights

March 2025

Market Data

HRog (HRog Co., Ltd.) reports Feb 2025 full-time employee averages salary & vacancies. Average salary is 285,138 yen, -0.06% (-168 yen) MoM, +2.82% (+7,814 yen) YoY with 285,986 vacancies which is +0.44% (+1,249 jobs) MoM/ +2.45% (+6,848 jobs) YoY.

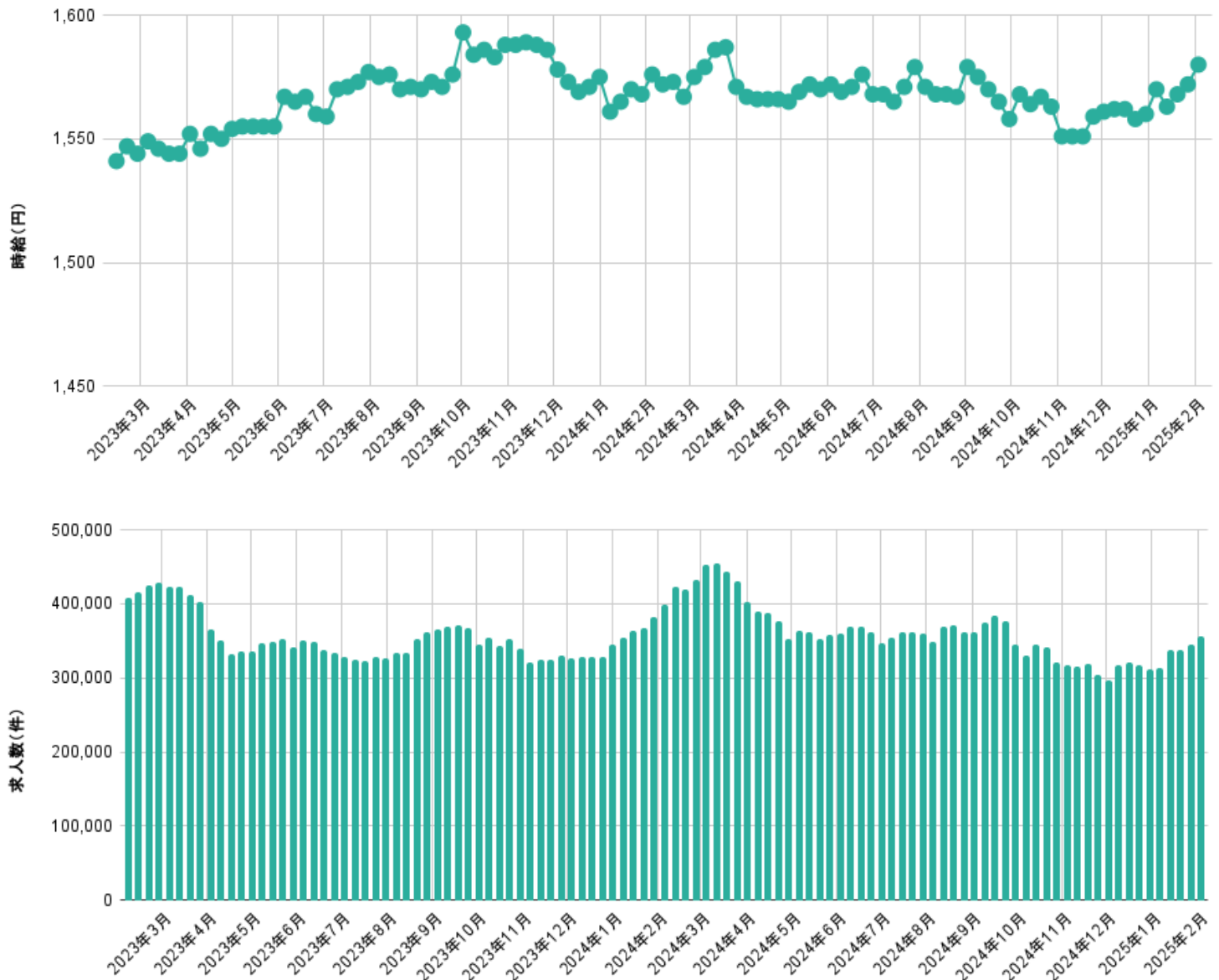


Market Highlights

March 2025

Market Data

HRog (HRog Co., Ltd.) reports Feb 2025 temp staff averages wage & vacancies. Average wage is 1,580 yen, +0.64% (+10 yen) MoM, +0.25% (+4 yen) YoY with 355,319 vacancies which is +13.28% (+41,647 jobs) MoM/ -10.82% (-43,127 jobs) YoY.



Market Highlights

March 2025

January Persol DODA job-to-applicant ratio is 2.74, -0.41 pt MoM/ -0.06 pt YoY. Vacancies at 99.4% MoM and 106.5% YoY, job seekers at 114.2% MoM/ 108.8% YoY. Job openings decreased slightly while job seekers increased. The consulting and energy sectors saw the highest job growth rates.

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

March 2025

	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		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	2.74	↓ -0.41	↓ -0.06	99.4%	114.2%	全体	2.74	↓ -0.41	↓ -0.06	99.4%	114.2%
IT・通信	7.59	↓ -0.74	↓ -0.14	100.2%	110.0%	営業	3.14	↓ -0.39	↓ -0.06	100.3%	112.8%
メディア	3.94	↓ -0.56	↓ -0.33	98.8%	113.0%	企画・管理	3.64	↓ -0.47	↓ -0.02	98.2%	110.9%
金融	2.78	↓ -0.52	↑ 0.15	97.5%	115.9%	エンジニア（IT・通信）	12.77	↓ -1.39	↑ 0.71	99.4%	110.2%
メディカル	1.12	↓ -0.15	↓ -0.14	100.1%	113.2%	エンジニア（機械・電気）	6.33	↓ -0.91	↑ 0.32	99.3%	113.5%
メーカー	3.33	↓ -0.50	↑ 0.11	98.2%	113.1%	専門職（メディカル）	0.74	↓ -0.12	↓ -0.15	98.4%	113.6%
商社	1.77	↓ -0.26	↓ -0.03	99.6%	114.2%	専門職（化学・食品）	1.72	↓ -0.27	↑ 0.09	98.8%	114.6%
小売・流通	0.69	↓ -0.13	↑ 0.02	97.7%	115.8%	専門職（建設・不動産）	5.71	↓ -0.90	↓ -0.49	99.2%	114.9%
レジャー・外食	0.81	↓ -0.14	↓ -0.07	99.9%	117.8%	専門職（コンサル・金融）	6.64	↓ -0.60	↓ -0.53	98.9%	107.8%
エネルギー	2.80	↓ -0.36	↑ 0.10	103.0%	116.3%	クリエイター	1.22	↓ -0.15	↓ -0.23	97.7%	110.0%
建設・不動産	5.49	↓ -0.76	↓ -0.24	99.1%	112.8%	販売・サービス	0.74	↓ -0.12	↓ -0.05	101.6%	117.9%
コンサルティング	9.68	↓ -0.85	↑ 1.33	100.6%	109.4%	事務・アシスタント	0.48	↓ -0.09	↓ -0.02	97.7%	115.2%
人材サービス	8.88	↓ -1.48	↑ 0.31	100.1%	116.8%	その他	0.06	↓ -0.01	↑ 0.01	101.5%	112.7%
その他	0.29	↓ -0.04	↓ -0.07	100.7%	114.6%						

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

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

Right table: breakdown by job type: 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, and others.

Market Highlights

March 2025

LATEST MHLW JOB-TO-APPLICANT RATIO – AS OF JANUARY 2024

1.26
+0.01 MoM

**Total
National
average**

1.03
+0.00 MoM

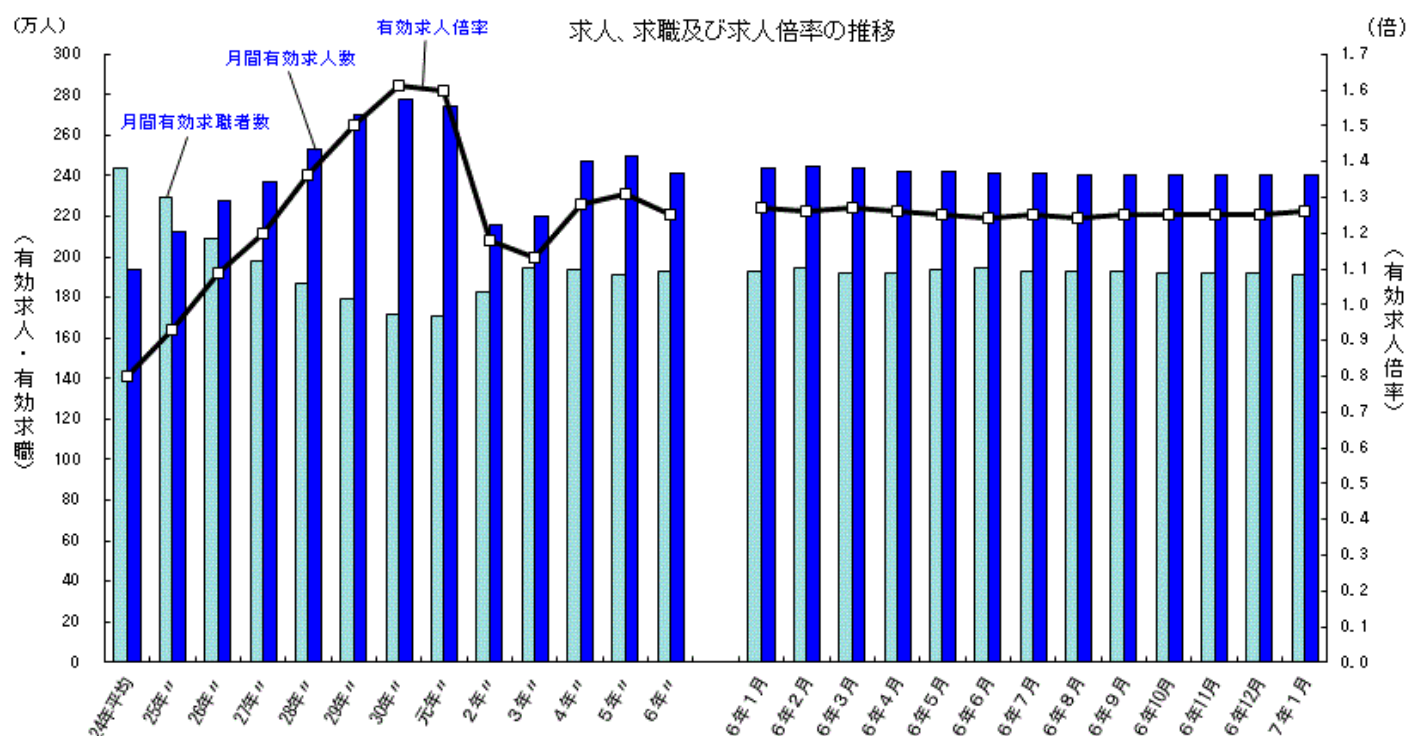
Full time

1.78
+0.02 MoM

Tokyo

1.23
-0.01 MoM

Osaka



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

Market Highlights

March 2025

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

常用（除パート） 7年1月

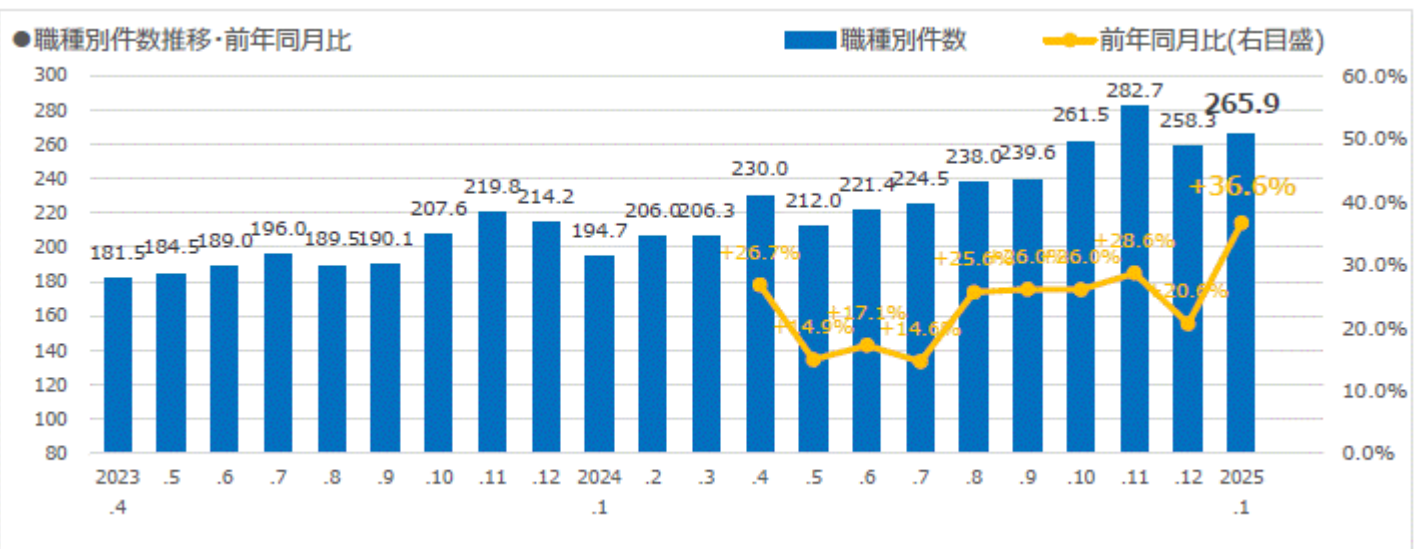
	新規求人	有効求人	新規求職	有効求職	紹介件数	就職件数	新規求人 倍率	有効求人 倍率
職業計	502,337	1,398,105	239,784	1,081,712	192,673	36,220	2.09	1.29
管理的職業従事者	2,140	6,057	1,154	5,290	1,007	99	1.85	1.14
専門的・技術的職業従事者	128,314	369,695	39,144	174,139	26,350	5,959	3.28	2.12
製造技術者（開発）	5,431	15,850	1,225	6,212	997	136	4.43	2.55
製造技術者（開発を除く）	3,845	11,327	2,745	12,307	1,033	202	1.40	0.92
建築・土木・測量技術者	19,496	57,327	1,941	8,029	1,737	396	10.04	7.14
情報処理・通信技術者	18,462	53,064	4,845	30,372	4,721	315	3.81	1.75
その他の技術者	2,495	11,925	345	1,472	419	89	7.23	8.10
医師、歯科医師、獣医師、薬剤師	2,137	6,170	479	1,915	120	42	4.46	3.22
保健師、助産師、看護師	23,366	64,573	7,600	25,304	4,610	1,704	3.07	2.55
医療技術者	10,153	28,219	2,306	8,341	1,046	440	4.40	3.38
その他の保健医療従事者	6,102	19,002	1,812	8,223	1,015	331	3.37	2.31
社会福祉専門職業従事者	29,428	82,443	6,765	25,502	5,585	1,814	4.35	3.23
美術家、デザイナー、写真家、映像撮影者	1,178	3,350	3,232	21,440	1,708	115	0.36	0.16
その他の専門的職業	6,221	16,445	5,849	25,022	3,359	375	1.06	0.66
事務従事者	53,564	137,410	64,515	298,737	86,712	7,919	0.83	0.46
一般事務従事者	36,709	90,366	53,636	246,653	68,874	5,723	0.68	0.37
会計事務従事者	4,824	13,128	4,769	22,109	7,291	774	1.01	0.59
生産関連事務従事者	4,097	11,507	1,485	6,737	2,960	471	2.76	1.71
営業・販売事務従事者	5,252	14,421	3,005	13,797	5,932	632	1.75	1.05
外勤事務従事者	191	476	35	116	104	7	5.46	4.10
運輸・郵便事務従事者	1,761	5,467	372	1,661	764	211	4.73	3.29
事務用機器操作員	730	2,045	1,213	7,664	787	101	0.60	0.27
販売従事者	50,210	143,651	13,390	61,777	11,355	1,769	3.75	2.33
商品販売従事者	22,075	61,437	5,841	28,190	3,591	786	3.78	2.18
販売類似職業従事者	1,326	3,704	350	1,564	263	46	3.79	2.37
営業職業従事者	26,809	78,510	7,199	32,023	7,501	937	3.72	2.45
サービス職業従事者	84,329	237,238	21,178	87,411	15,939	5,280	3.98	2.71
家庭生活支援サービス職業従事者	53	164	42	145	29	4	1.26	1.13
介護サービス職業従事者	38,073	109,428	7,059	29,043	5,461	2,511	5.39	3.77
保健医療サービス職業従事者	5,717	15,509	1,301	4,561	1,969	610	4.39	3.40
生活衛生サービス職業従事者	6,944	19,973	1,344	6,322	531	164	5.17	3.16
飲食物調理従事者	17,611	47,736	4,917	19,419	3,082	1,028	3.58	2.46
接客・給仕職業従事者	10,391	29,763	3,497	14,901	2,140	464	2.97	2.00
居住施設・ビル等管理人	1,145	2,940	1,072	4,448	1,161	155	1.07	0.66
その他のサービス職業従事者	4,395	11,725	1,946	8,572	1,566	344	2.26	1.37
保安職業従事者	20,312	54,794	1,880	7,254	2,618	904	10.80	7.55
農林漁業従事者	3,885	9,458	2,187	8,570	1,451	504	1.78	1.10
生産工程従事者	56,984	159,499	21,060	90,490	20,427	5,653	2.71	1.76
生産設備制御・監視従事者（金属製品）	1,136	3,282	793	2,971	410	115	1.43	1.10
生産設備制御・監視従事者（金属製品を除く）	2,130	6,024	741	2,720	987	241	2.87	2.21
機械組立設備制御・監視従事者	678	1,853	430	1,878	224	54	1.58	0.99
製品製造・加工処理従事者（金属製品）	12,297	35,229	3,837	15,097	4,241	1,203	3.20	2.33
製品製造・加工処理従事者（金属製品を除く）	14,719	39,567	5,140	22,279	7,434	2,208	2.86	1.78
機械組立従事者	5,543	16,163	4,615	20,403	2,308	606	1.20	0.79
機械整備・修理従事者	12,971	36,227	1,815	7,656	1,812	518	7.15	4.73
製品検査従事者（金属製品）	1,093	2,840	519	2,197	533	130	2.11	1.29
製品検査従事者（金属製品を除く）	1,260	3,467	464	1,855	777	191	2.72	1.87
機械検査従事者	810	2,432	391	1,803	427	97	2.07	1.35
生産関連・生産類似作業従事者	4,347	12,415	2,315	11,631	1,274	290	1.88	1.07
輸送・機械運転従事者	37,710	102,138	10,722	41,286	9,732	3,212	3.52	2.47
鉄道運転従事者	25	100	34	128	12	2	0.74	0.78
自動車運転従事者	29,594	78,955	7,310	26,646	6,815	2,467	4.05	2.96
船舶・航空機運転従事者	41	113	37	129	17	4	1.11	0.88
その他の輸送従事者	2,313	5,991	1,582	6,480	1,011	233	1.46	0.92
定置・建設機械運転従事者	5,737	16,979	1,759	7,903	1,877	506	3.26	2.15
建設・探掘従事者	38,468	108,459	4,795	18,367	3,663	1,517	8.02	5.91
建設躯体工事従事者	6,578	18,976	580	2,108	348	177	11.34	9.00
建設従事者（建設躯体工事従事者を除く）	10,914	29,660	1,520	5,593	1,072	432	7.18	5.30
電気工事従事者	6,816	19,379	1,125	5,070	858	291	6.06	3.82
土木作業従事者	14,069	40,124	1,553	5,536	1,355	609	9.06	7.25
探掘従事者	91	320	17	60	30	8	5.35	5.33
運搬・清掃・包装等従事者	26,421	69,706	18,453	96,634	13,419	3,404	1.43	0.72
運搬従事者	14,207	38,017	8,093	33,422	6,834	1,671	1.76	1.14
清掃従事者	5,803	14,688	2,332	13,568	2,674	760	2.49	1.08
包装従事者	980	2,592	502	2,325	686	177	1.95	1.11
その他の運搬・清掃・包装等従事者	5,431	14,409	7,526	47,319	3,225	796	0.72	0.30
分類不能の職業	-	-	41,306	191,757	-	-	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

March 2025

Zenkyukyo (the Association of Job Information of Japan) reports that the number of job ads in Jan totaled 2,659,377 jobs +2.9% MoM and +36.6% YoY. The trend showed a slight decline in May 2024, an increase from June to November, a decrease in December, and an increase in January 2025 with notable growth in transportation and machine operation jobs, while services (beauty) saw the largest decline.



●職種別件数（占有率TOP10）

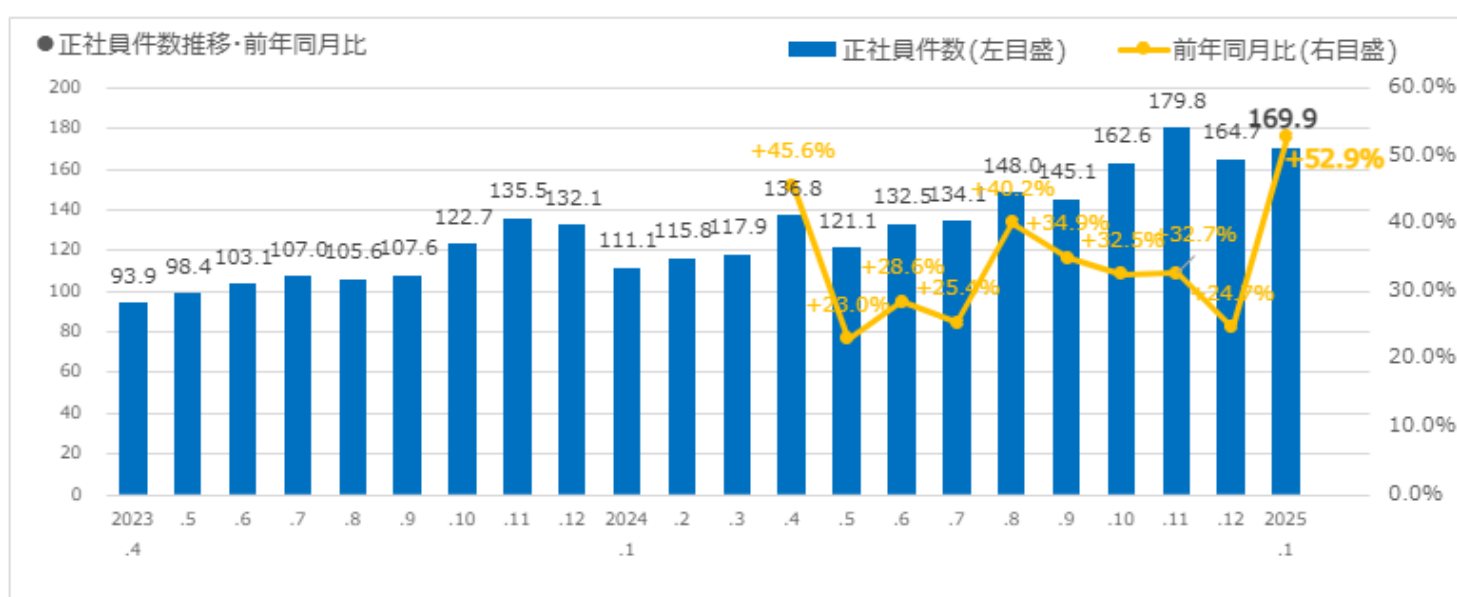
	件数	前月比	前年同月比
全体計	2,659,377	+2.9%	+36.6%
事務	429,231	+0.8%	+44.4%
専門（IT技術者）	353,735	+3.6%	+107.7%
販売（販売）	270,163	+0.9%	+6.7%
輸送・機械運転	231,012	+13.2%	+113.3%
販売（営業）	191,836	+2.7%	+36.7%
専門（技術者・研究者）	149,034	+0.3%	+78.6%
運搬・清掃・包装等	134,252	-3.6%	+16.8%
サービス（給仕）	133,071	+6.2%	+11.7%
生産工程	132,279	+2.2%	+8.7%
専門（医療・福祉専門職）	115,301	+2.4%	-2.2%

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

Market Highlights

March 2025

Full-time job ads



● 職種別×雇用形態別件数 (占有率TOP10)

職種別	件数	前月比	前年同月比
正社員			
全体計	1,699,176	+3.2%	+52.9%
事務	350,163	+0.9%	+49.9%
専門 (IT技術者)	343,237	+4.0%	+115.6%
輸送・機械運転	181,183	+16.9%	+148.3%
販売 (営業)	166,391	+3.5%	+41.1%
専門 (技術者・研究者)	127,801	+0.1%	+74.2%
販売 (販売)	107,823	-0.8%	+15.5%
建設・採掘	89,080	+0.5%	+37.3%
生産工程	69,474	+0.4%	+5.9%
専門 (医療・福祉専門職)	66,115	+3.7%	-11.3%
運搬・清掃・包装等	39,239	-4.1%	+45.0%

From top: total, admin, IT tech, transport/machine operation, sales, technical/research, shop sales, construction, production process, medical/welfare, transport/cleaning/packing.

Market Highlights

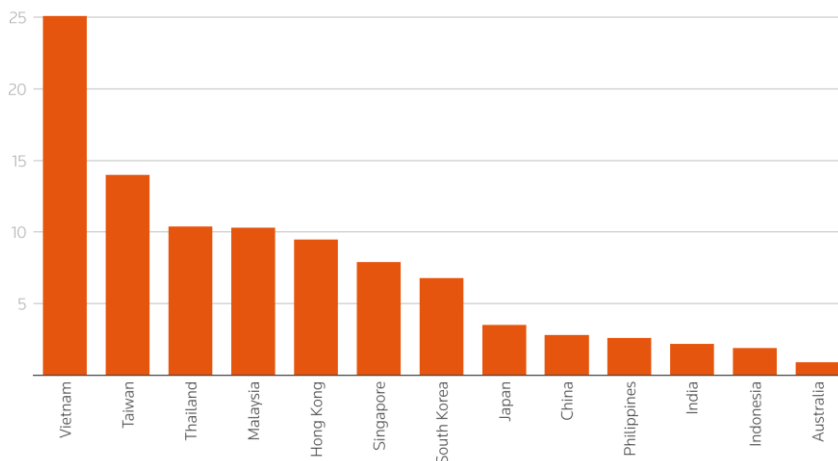
March 2025

Market trend

Estimating Asia's exposure to US tariffs, Vietnam, Thailand, Malaysia, Singapore, and South Korea are the most affected, particularly in electronics and machinery. Trump has imposed new tariffs on China, Mexico, and Canada. The tariffs target sectors such as semiconductors, pharmaceuticals, steel, and aluminum.

Asian countries' exports to the US as % of their GDP

2024 data in percentage



Note: For countries where Q4 GDP data is not available (i.e., Hong Kong, India, South Korea and Australia), previous 4 quarters rolling sum GDP data is used as a proxy for 2024 nominal GDP

By Gaurav Dogra • Source: CEIC and Nomura Global Economics

Breakdown of U.S.-bound exports by product category as a percentage of total exports to the U.S

	China	Hong Kong	India	Indonesia	Malaysia	Philippines	Singapore	South Korea	Taiwan	Thailand	Vietnam	Japan	Australia
Food & Agricultural Products	2.0	0.5	0.7	2.3	2.0	0.7	0.6	1.4	1.2	8.3	4.0	0.9	3.1
Mineral Products	0.2	0.2	0.8	0.1	1.0	0.0	0.3	5.1	0.5	0.0	0.3	0.4	0.9
Chemicals	3.3	0.5	0.5	3.7	1.9	0.8	0.7	7.4	2.5	1.4	0.6	6.6	11.2
Pharmaceutical Products	0.4	0.0	1.0	0.0	0.2	0.0	2.9	0.8	0.8	0.1	0.0	2.0	7.9
Chemicals (Ex-Pharma)	2.8	0.5	0.5	3.7	1.7	0.8	10.8	6.6	1.7	1.4	0.6	4.5	3.3
Plastics & Rubber	5.2	0.9	2.9	7.9	4.9	2.5	1.2	4.5	4.1	11.9	4.0	3.3	0.7
Raw Hides, Skins, Leather & Fur	1.3	0.7	0.9	2.8	0.0	3.8	0.0	0.0	0.1	0.6	1.3	0.0	0.1
Wood & Wood Products	1.7	0.7	0.9	4.1	1.1	0.6	0.1	0.6	0.4	0.5	1.5	0.2	0.8
Textiles, Footwear & Related Articles	12.4	5.9	2.8	28.1	1.0	4.4	0.2	1.1	0.9	2.6	23.5	0.5	0.7
Stones & Glass (Incl. Precious Stones)	2.3	16.6	5.2	1.5	0.7	0.5	1.5	1.1	0.6	4.4	1.1	1.3	17.3
Metals	5.7	0.7	0.7	2.0	3.2	1.4	1.0	6.6	9.1	4.8	3.4	3.6	7.0
Machinery	8.8	2.7	7.8	3.2	7.7	6.6	18.6	15.2	7.3	10.9	4.4	22.8	7.4
Electronics	33.8	66.6	3.2	15.1	60.8	60.5	31.5	8.6	61.5	44.8	42.6	10.7	5.3
Semiconductors	0.5	5.4	0.0	0.1	19.2	24.5	8.8	0.6	4.6	1.5	0.8	0.7	0.1
Electronics (Ex-Semis)	33.4	61.2	3.2	15.0	41.7	36.0	22.8	8.0	5.7	43.3	41.8	10.0	5.2
Transportation Equipment	4.1	0.9	4.3	1.0	1.3	2.1	4.7	35.6	5.4	5.4	1.1	36.9	6.6
Miscellaneous	19.2	13.1	3.3	8.3	14.4	7.1	14.4	2.7	6.4	4.4	12.1	12.8	11.0

Note: The figures are in percentage of total exports to the U.S.; Data as of 2023

By Patturaja Murugaboopathy • Source: Nomura, OECD, LSEG Datastream

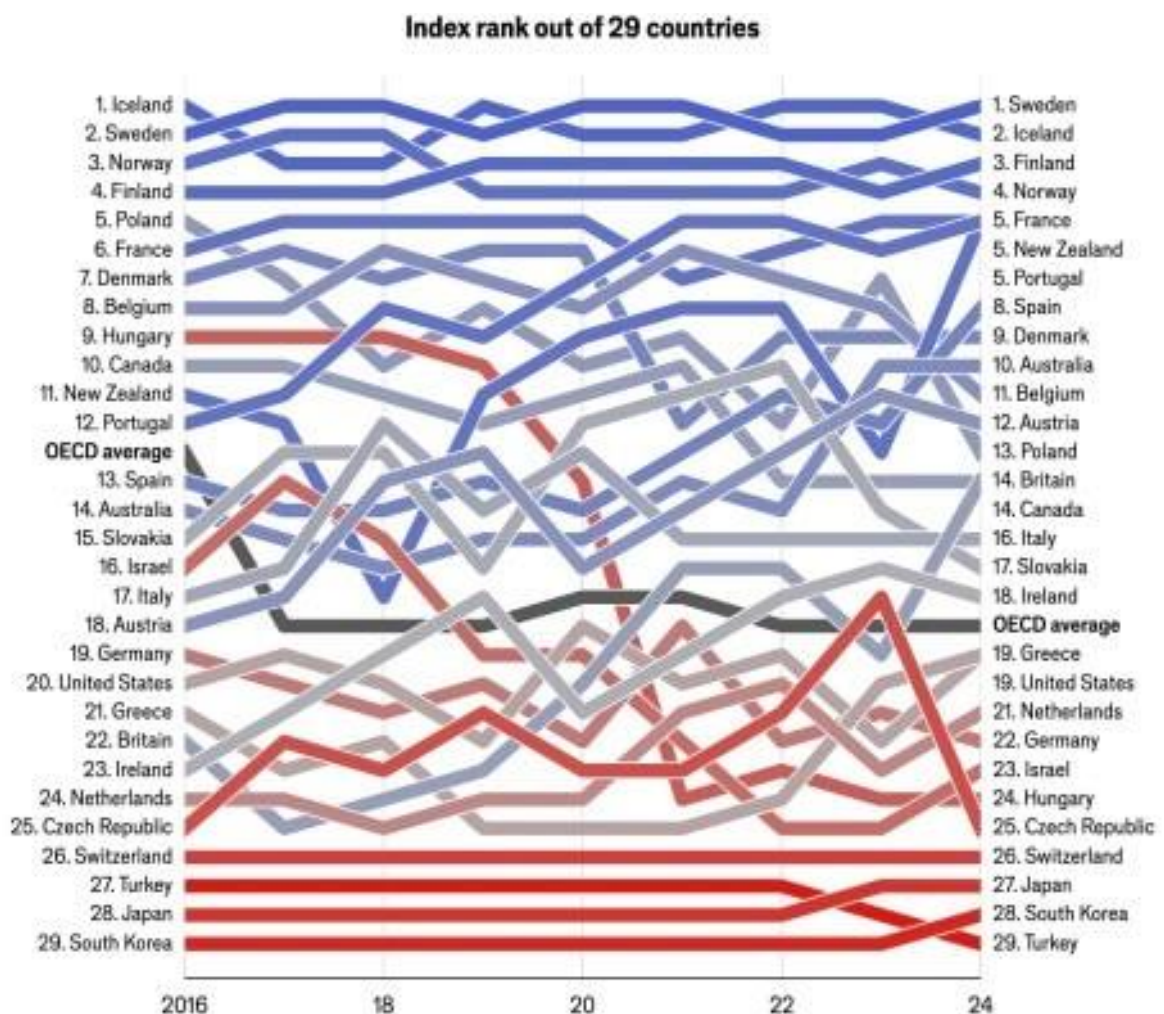
Market Highlights

March 2025

Gender indexes: global comparison, prefectural comparison, and pre-work/university stage insight.

Japan ranked third worst among developed nations for working women in 2024, according to The Economist's glass-ceiling index The best places to be a working woman in 2025⁷. Despite improvements in education and board representation, gender pay gaps and low female political representation persist. Only 16% of Japanese lawmakers are women, a record high for the country. The survey highlighted that Japan and South Korea have generous paternity leave policies, but few new fathers take advantage of them. Overall, labor participation and career progression for women remain low.

Japan ranks 3rd worst place for working women in 2024 international ranking⁸



Top 10 best countries for a working woman in 2025⁹

Market Highlights

March 2025

The 2025 Prefectural Gender Gap Index in Japan highlights significant disparities across various regions. [都道府県版ジェンダー・ギャップ指数¹⁰](#)

*Access to 2025 data requires a subscription, but data from 2024 and earlier is available for display.

Efforts to improve gender equality include increasing female representation in disaster committees and revising policies based on women's feedback. However, disparities remain, particularly in regions like Yamanashi and Ehime.

Political Representation: Tokyo ranks first due to its high percentage of female politicians, while Yamanashi ranks last.

Administrative Roles: Tottori leads in female administrative positions, reflecting long-term efforts to promote women, whereas Hokkaido ranks lowest.

Education: Tokushima tops the education sector with the smallest gender gap, while Hokkaido again ranks lowest.

Economic Participation: Kochi has the smallest gender wage gap, while Hokkaido has the largest.

[「都道府県版ジェンダー・ギャップ指数」公表 | NHK | ジェンダー¹¹](#)

Gender inequality in Japan begins at the university entry level, influenced by biases in field selection, societal stereotypes, and family expectations, which shape high school students' choices and subsequently impact their career opportunities in business.

Gender pap White Paper on university admission [大学進学 of ジェンダーギャップ白書¹²](#)

highlights disparities in female student representation across various academic fields.

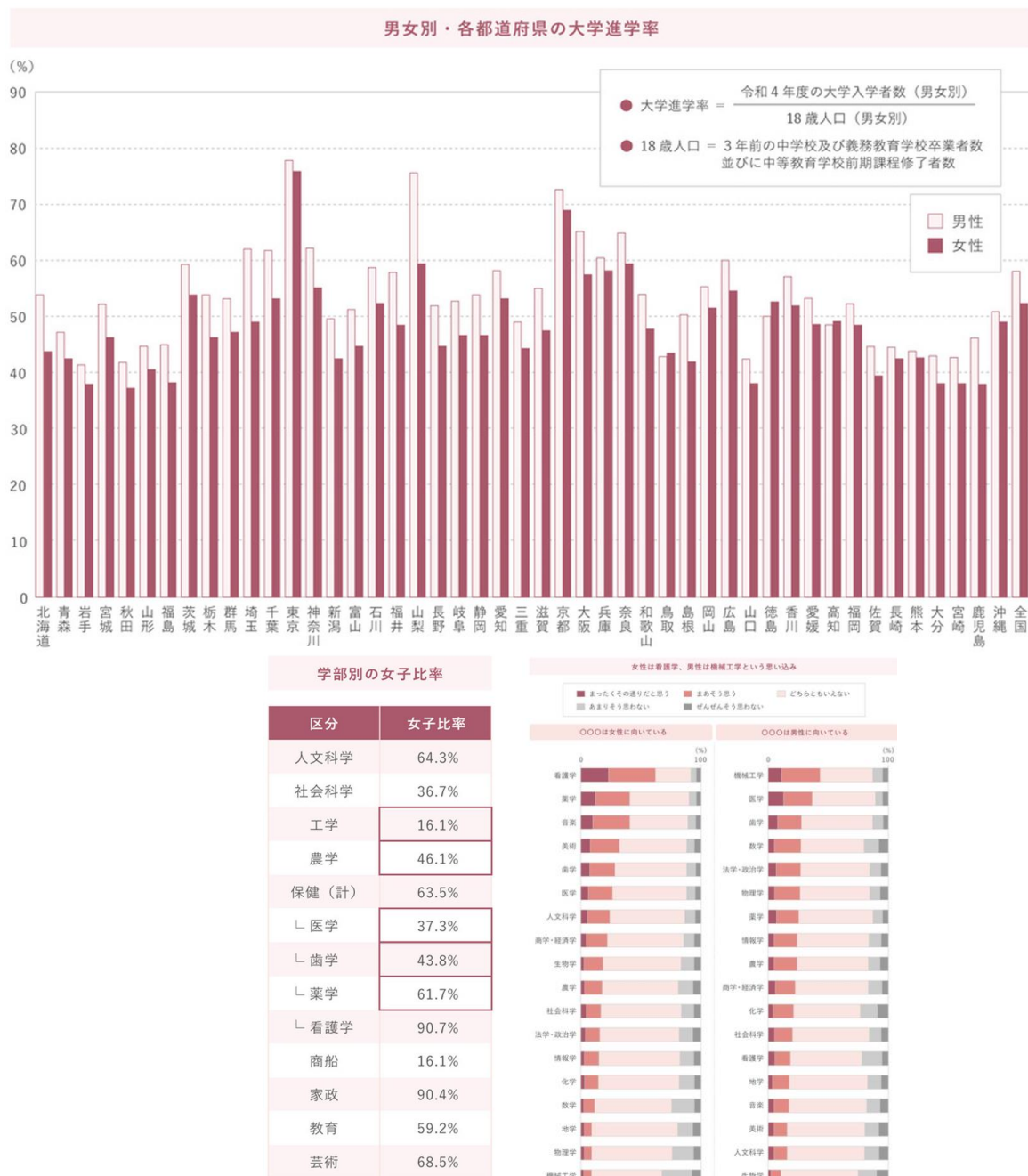
There are big disparities by prefecture for university enrolment. There are 3 prefectures where more than a 10-point difference, and 31 prefectures with a 5-point difference. Kyoto has the highest rate at 76.0%, while Miyazaki Prefecture has the lowest at 38.0%. This indicates a twofold difference between the highest and lowest rates.

Compared to humanities departments, science and engineering departments have a lower percentage of female students. However, there are exceptions such as medicine, dentistry, and pharmacy. These fields are closely related to professions where individuals can obtain qualifications to work stably in the future, such as doctors, dentists, and pharmacists. In STEM fields, the percentage of women is particularly low. It is believed that stereotypes about academic fields, such as "women are not suited for science and engineering," have a significant impact on this disparity.

Market Highlights

March 2025

To enhance the representation of women in engineering and scientific roles, companies can foster partnerships with educational institutions, encourage early interest in STEM careers, cultivate inclusive work environments, celebrate the achievements of women in STEM, provide retraining opportunities, and address unconscious biases.



From left: Male/Female university entrance rate by prefecture, Female ratio by discipline, and unconscious bias of what female/male are good at.

Market Highlights

March 2025

West Japan expansion

The Cambridge Innovation Center (US startup support) will open a new large hub in Fukuoka, accommodating up to 250 startups. The expansion aims to boost Fukuoka's startup ecosystem.

[サカナAI輩出の米CIC、福岡に大型支援拠点 最大250社 - 日本経済新聞¹³](#)

Fukuoka appoints Alison Birch, COO of State Street Trust & Banking and leads its Fukuoka branch, **as International Financial Advisor** to attract global financial institutions and promote local startups

[Fukuoka Appoints Alison Birch as International Financial Advisor | Fukuoka Now¹⁴](#)

Dorsett Hospitality Internationale, a Hong Kong hotel, opened Dorsett by Agora Osaka Sakai in March. This is their 1st entry in Japan.

[Dorsett by Agora Osaka Sakai Set to Open its Doors this March | Macau Business¹⁵](#)

Shiga's hospitality job market grows due to Kyoto's tourism overflow, boosting local employment and hotel revenues. Open hospitality jobs in Shiga in January increased by 6% YoY and 18% MoM.

[京都市のインバウンド客、滋賀県の宿泊業を潤す 1月求人6%増 - 日本経済新聞¹⁶](#)

Kyoto University's Graduate School of Management launched a program to train female executives, aiming to increase women in top management roles to 30% by 2030. The program includes both online and in-person sessions, featuring lectures from industry experts and practical coaching to enhance leadership skills and promote diversity in decision-making.

[京都大学経営管理大学院、経営層担う女性育成をめざす - 日本経済新聞¹⁷](#)

More local prefectures address labor shortages, sending delegations to countries like Vietnam, and Myanmar. Miyazaki City is to tie up with Wiltec to hire foreign talents from Myanmar, a Kyushu consortium collaborating with Vietnam for semiconductor talents, and Kanazawa Chamber sending a delegation to Hanoi for talent discussions.

[金沢商工会議所、7月にベトナム視察 外国人材確保へ - 日本経済新聞¹⁸](#)

[九州半導体企業、ベトナム人材に期待 視察団が現地訪問 - 日本経済新聞¹⁹](#)

[宮崎市、ウイルテックと連携 ミャンマーなどから人材 - 日本経済新聞²⁰](#)

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