

Monthly Market Update

March 2026

Trend Summary

- The top reason for changing jobs is “low pay or lack of expected salary increases”
- Demographic pressure: Record-low births, 705,809, accelerate labour shortage, 17 years earlier than projection.
- Workforce reality: Care responsibilities and workplace structures, working carers are projected to reach 4.38 million by 2030.
- Future workforce shift: AI and changing job exposure, female-dominated occupations face higher exposure to generative AI.

Highlights Overview

Market Data

1. HRog reports: full-time job, monthly salary at 291,698 yen.
2. En Inc: average temp hourly wage for Tokyo/Nagoya/Osaka: 1,714 yen, the same as the December record month.
3. Persol DODA job-to-applicant ratio was 2.57, -0.39pt MoM.
4. The latest MHLW job-to-applicant ratio is 1.18, Tokyo 1.73 & Osaka 1.15, full-time 0.99.
5. Association of Job Information of Japan reports that job ads in January totalled 2,195,653, +0.8% up from the previous month and down 17.4% YoY.

Market Trend

1. The DODA latest ranking shows that the top reason for changing jobs is “low pay or lack of expected salary increases”.
2. Japan’s record-low birthrate and rapidly ageing population are increasing pressure on employers to fully utilise female talent.
3. Japan’s ageing society is also increasing the number of employees balancing work with caregiving responsibilities.
4. Research from the ILO suggests that female-dominated occupations face higher exposure to generative AI, mostly in administrative and routine knowledge-based roles.

West Japan Expansion

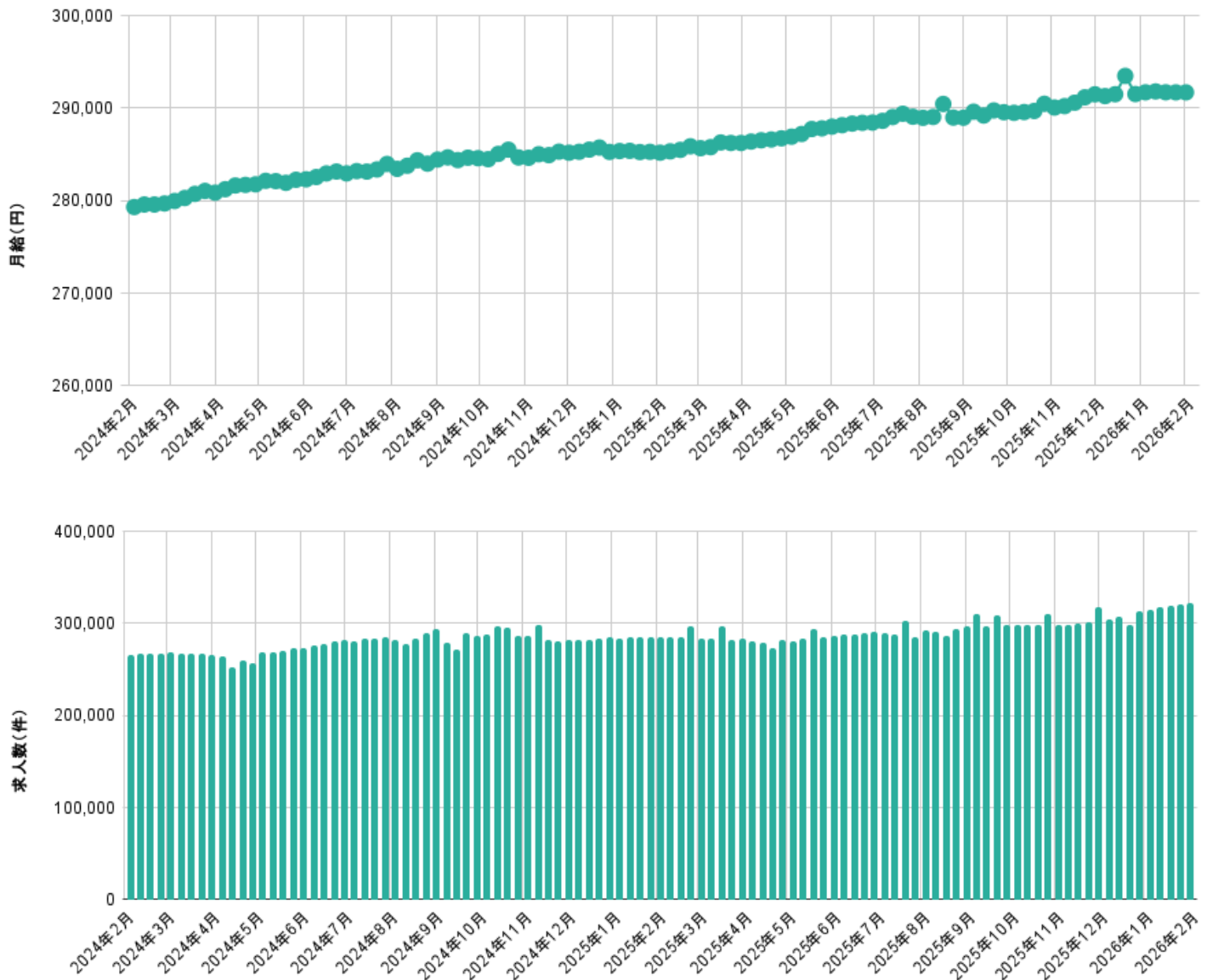
1. Xiaomi expands into Kansai with four new stores.
2. Global Financial City Osaka list of companies entering Osaka.
3. O-BIC press release on newly entering firms.
4. Caissa Japan GK, a Hong Kong-based chess academy, has an Osaka branch
5. Foreign-founded, Japan startups: Plus and More, IT consulting, Raptor AI, AI recruiting
6. RelyEZ Energy enters Japan
7. Marriott International open hotels in Osaka and Okinawa

Market Highlights

March 2026

Market Data

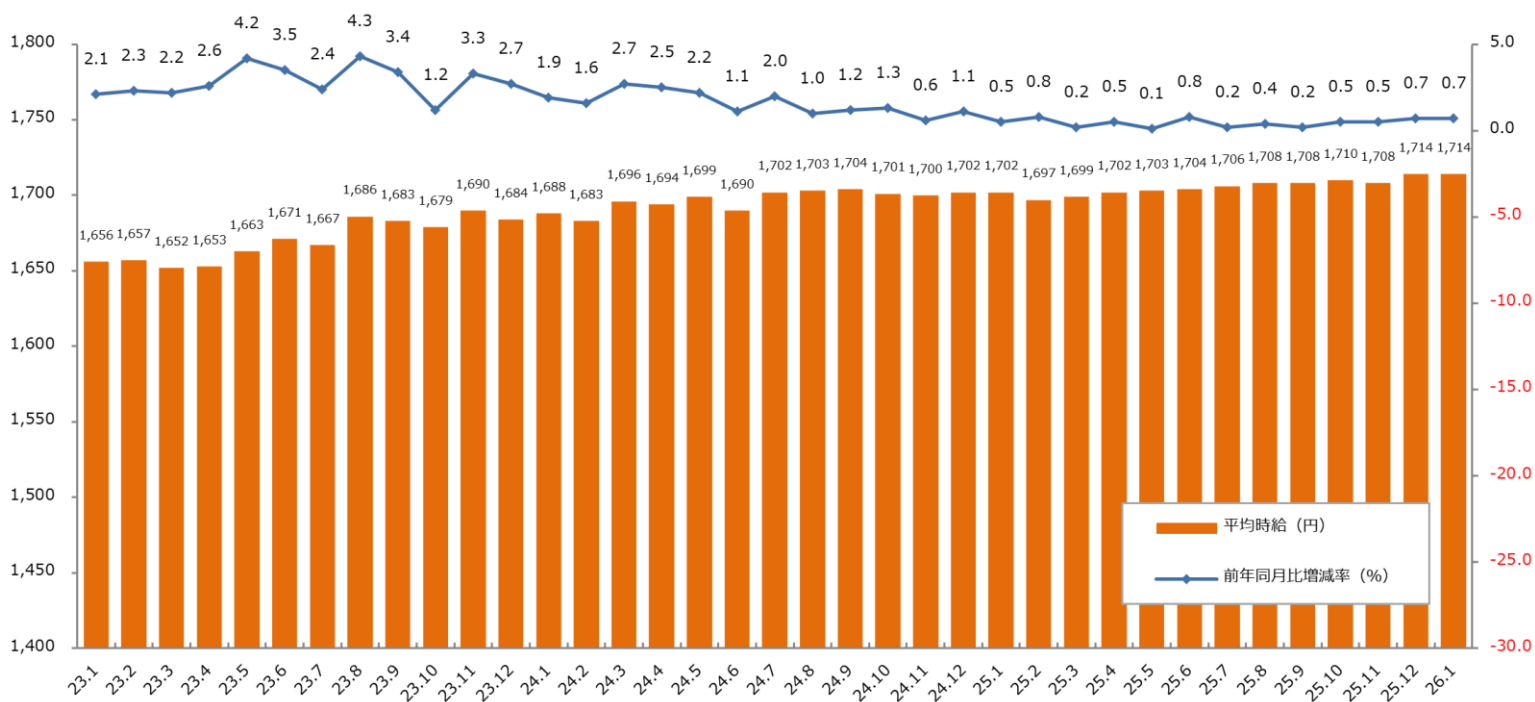
HRog (HRog Co., Ltd.) reports the February 2026 average salary for full-time employees and vacancies. Average salary is 291,698 yen, -0.002% (-6 yen) MoM, $+2.28\%$ ($+6,515$ yen) YoY, with 322,774 vacancies, which is $+2.59\%$ ($+8,134$ jobs) MoM/ $+13.07\%$ ($+37,315$ jobs) YoY.



Market Highlights

March 2026

En Inc reports the average hourly wage of three major metropolitan areas was 1,714 yen in January, the same YoY. Hourly wages are rising due to increased job postings for the travel and spring seasons, and they are expected to remain high through February as more April-start positions appear.

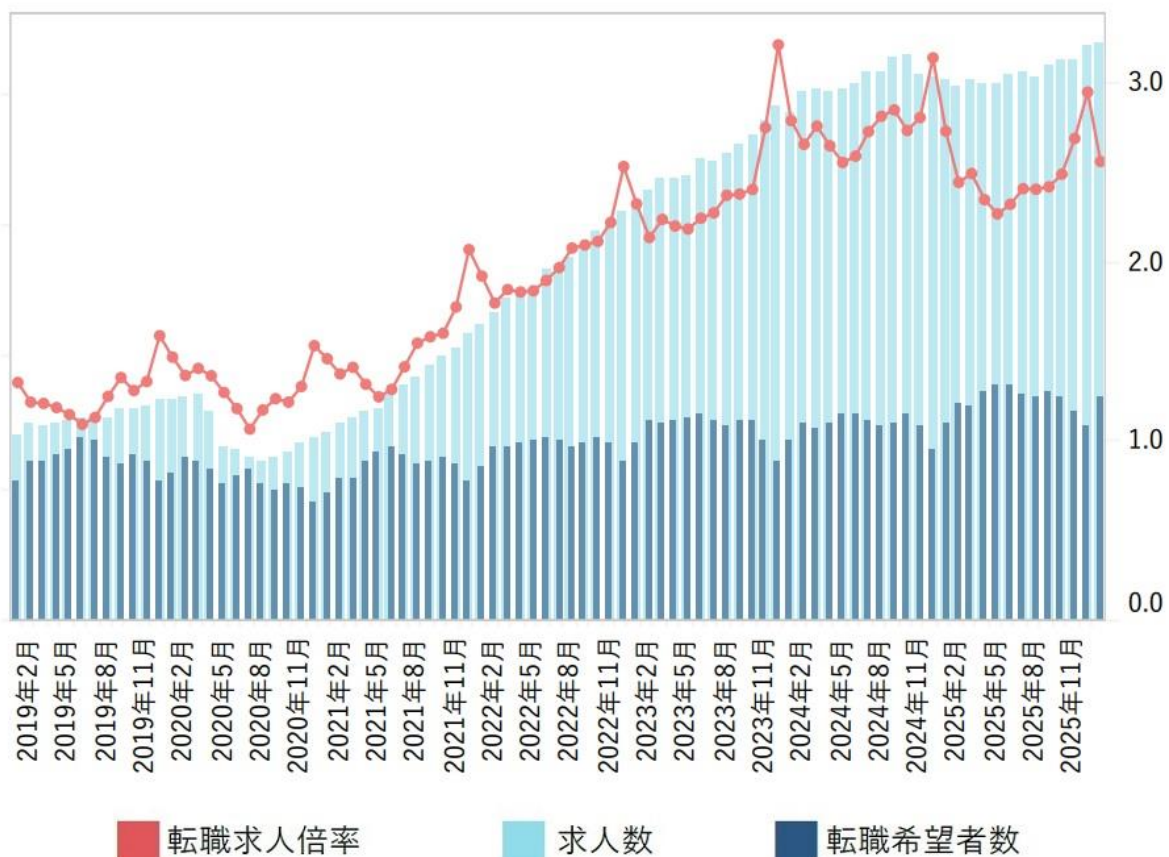


Market Highlights

March 2026

Persol DODA reports their January mid-career job-to-Applicant ratio was 2.57, -0.39 pt MoM/-0.17 pt YoY. Vacancies +0.3% MoM/+7.1% YoY, job seekers +15.54% MoM/+14.1% YoY, as more people resumed job-hunting ahead of the new fiscal year.

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 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	2.57	↓-0.39	↓-0.17	100.3%	115.5%
IT・通信	6.84	↓-0.90	↓-0.74	100.2%	113.5%
メディア	3.72	↓-0.50	↓-0.22	99.7%	113.0%
金融	2.74	↓-0.47	↓-0.04	100.0%	117.2%
メディカル	0.99	↓-0.14	↓-0.13	100.2%	114.4%
メーカー	2.95	↓-0.53	↓-0.37	100.3%	118.2%
商社	1.70	↓-0.29	↓-0.07	100.6%	117.7%
小売・流通	0.76	↓-0.13	↑0.07	98.9%	116.3%
レジャー・外食	0.80	↓-0.10	↓-0.01	103.0%	115.4%
エネルギー	2.60	↓-0.57	↓-0.20	100.4%	122.4%
建設・不動産	5.32	↓-0.73	↓-0.17	100.8%	114.6%
コンサルティング*	8.62	↓-1.70	↓-1.05	99.4%	119.0%
人材サービス	8.97	↓-1.08	↑0.11	100.6%	112.7%
その他	0.26	↓-0.03	↓-0.04	101.2%	114.2%

	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	2.57	↓-0.39	↓-0.17	100.3%	115.5%
営業	2.88	↓-0.44	↓-0.26	100.6%	115.8%
企画・管理	3.04	↓-0.63	↓-0.59	100.4%	121.1%
エンジニア（IT・通信）	11.83	↓-1.53	↓-0.92	100.3%	113.2%
エンジニア（機械・電気）	5.69	↓-1.07	↓-0.64	100.7%	119.6%
専門職（メディカル）	0.61	↓-0.09	↓-0.13	100.5%	114.5%
専門職（化学・食品）	1.61	↓-0.23	↓-0.11	100.5%	114.8%
専門職（建設・不動産）	5.78	↓-0.98	↑0.08	100.9%	118.0%
専門職（コンサル・金融）	5.84	↓-1.47	↓-0.80	97.7%	122.3%
クリエイター	1.16	↓-0.18	↓-0.06	98.8%	114.3%
販売・サービス	0.75	↓-0.12	↑0.01	100.2%	116.3%
事務・アシスタント	0.54	↓-0.06	↑0.05	98.7%	110.1%
その他	0.06	↓-0.01	-0.00	100.7%	113.6%

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

March 2026

LATEST MHLW JOB-TO-APPLICANT RATIO - AS OF JANUARY 2026

1.18
-0.01 MoM

Total National average

0.99
0.00 MoM

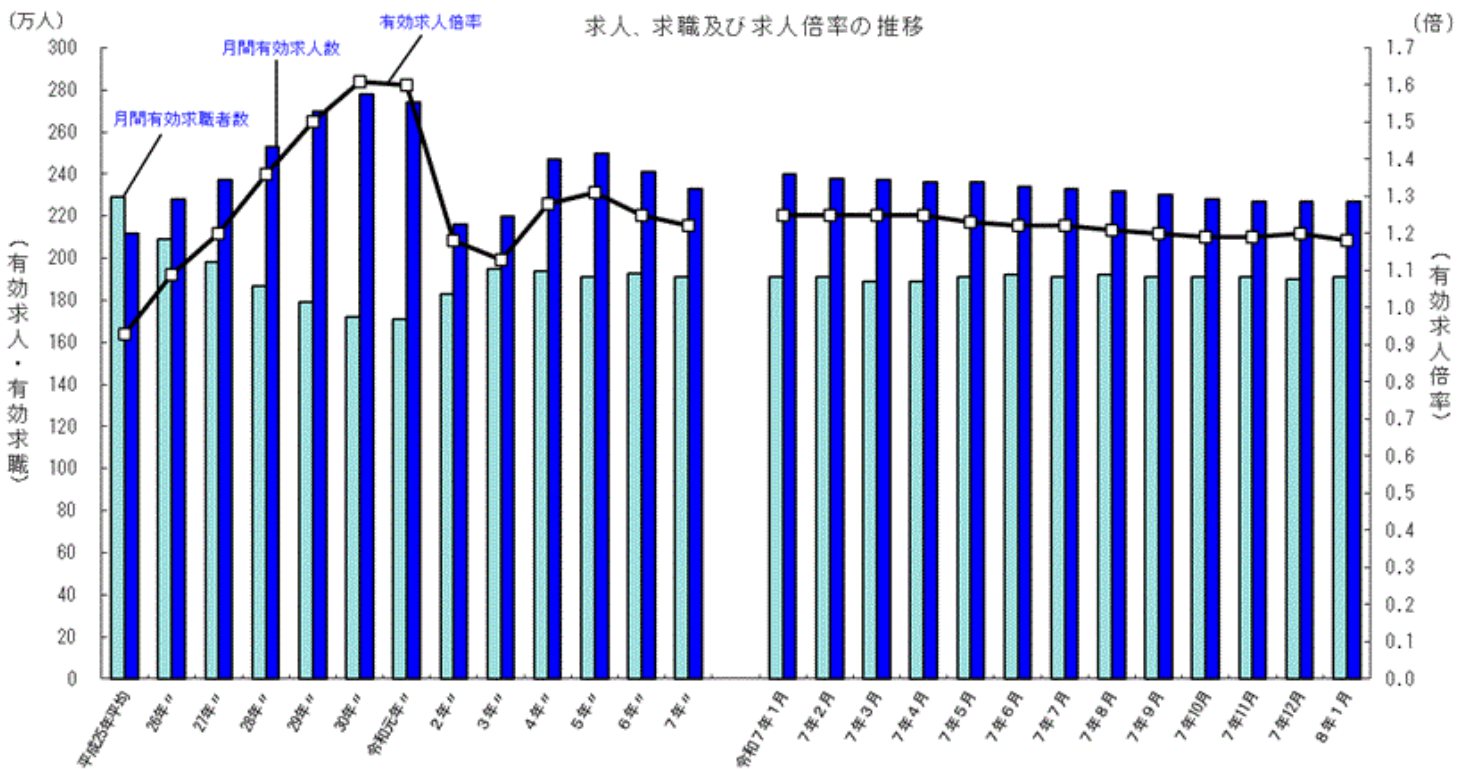
Full time

1.73
-0.01 MoM

Tokyo

1.15
-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

March 2026

全国計

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

常用 (除パート)

8年1月

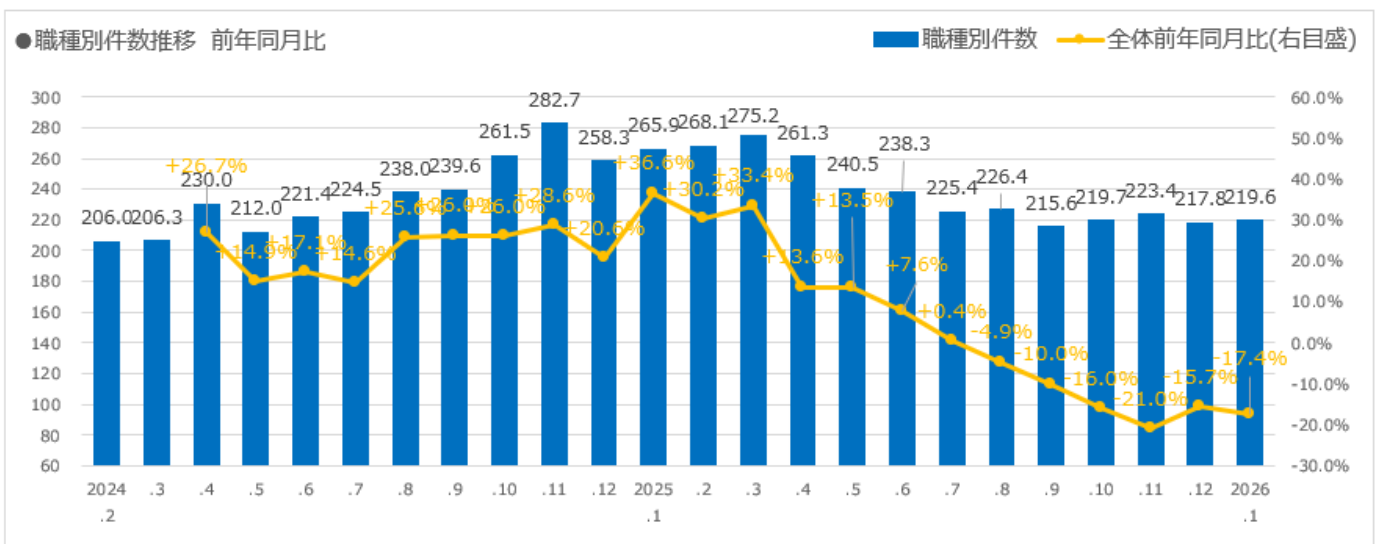
	新規求人	有効求人	新規求職	有効求職	紹介件数	就職件数	新規求人 倍率	有効求人 倍率
職業計	482,177	1,327,910	246,218	1,083,265	187,945	35,450	1.96	1.23
管理的職業従事者	1,967	5,510	1,240	5,320	1,097	111	1.59	1.04
専門的・技術的職業従事者	125,013	356,478	40,373	174,798	26,259	5,884	3.10	2.04
製造技術者 (開発)	5,112	14,458	1,403	6,313	932	115	3.64	2.29
製造技術者 (開発を除く)	4,154	11,461	2,835	12,298	1,060	186	1.47	0.93
建築・土木・測量技術者	19,285	56,614	1,974	7,976	1,671	408	9.77	7.10
情報処理・通信技術者	17,854	50,838	5,317	31,405	5,195	332	3.36	1.62
その他の技術者	1,456	9,654	371	1,505	468	73	3.92	6.41
医師、歯科医師、獣医師、薬剤師	1,971	5,552	486	2,053	147	40	4.06	2.70
保健師、助産師、看護師	23,076	62,619	7,643	25,119	4,115	1,654	3.02	2.49
医療技術者	10,045	28,065	2,439	8,574	1,047	457	4.12	3.27
その他の保健医療従事者	5,239	16,382	1,811	7,765	906	298	2.89	2.11
社会福祉専門職業従事者	29,391	81,210	6,928	26,158	5,762	1,849	4.24	3.10
美術家、デザイナー、写真家、映像撮影者	1,186	3,155	3,125	20,296	1,589	113	0.38	0.16
その他の専門的職業	6,244	16,470	6,041	25,336	3,367	359	1.03	0.65
事務従事者	49,060	127,722	65,216	298,263	84,150	7,915	0.75	0.43
一般事務従事者	32,937	83,595	53,922	245,326	66,031	5,707	0.61	0.34
会計事務従事者	4,637	12,484	4,695	21,972	7,087	788	0.99	0.57
生産関連事務従事者	4,133	11,148	1,736	7,225	2,763	498	2.38	1.54
営業・販売事務従事者	4,814	13,170	3,168	13,631	6,505	648	1.52	0.97
外勤事務従事者	169	467	32	132	115	19	5.28	3.54
運輸・郵便事務従事者	1,600	4,906	344	1,665	778	163	4.65	2.95
事務用機器操作員	770	1,952	1,319	8,312	871	92	0.58	0.23
販売従事者	47,412	130,287	13,495	60,989	10,622	1,678	3.51	2.14
商品販売従事者	20,665	54,864	5,878	27,910	3,260	693	3.52	1.97
販売類似職業従事者	1,009	2,994	339	1,595	240	57	2.98	1.88
営業職業従事者	25,738	72,429	7,278	31,484	7,122	928	3.54	2.30
サービス職業従事者	78,731	219,804	22,149	90,850	15,530	5,088	3.55	2.42
家庭生活支援サービス職業従事者	55	149	47	171	19	5	1.17	0.87
介護サービス職業従事者	37,558	105,449	7,283	29,751	5,387	2,524	5.16	3.54
保健医療サービス職業従事者	5,086	13,745	1,234	4,482	1,722	530	4.12	3.07
生活衛生サービス職業従事者	6,776	18,885	1,413	6,439	464	149	4.80	2.93
飲食物調理従事者	15,071	39,992	5,131	20,326	3,024	951	2.94	1.97
接客・給仕職業従事者	8,932	27,572	3,970	16,463	2,246	418	2.25	1.67
居住施設・ビル等管理人	1,066	2,594	1,109	4,450	1,125	146	0.96	0.58
その他のサービス職業従事者	4,187	11,418	1,962	8,768	1,543	365	2.13	1.30
保安職業従事者	18,750	52,042	2,082	7,823	3,019	972	9.01	6.65
農林漁業従事者	3,625	9,138	2,235	8,901	1,308	492	1.62	1.03
生産工程従事者	57,761	155,940	21,470	90,909	19,694	5,379	2.69	1.72
生産設備制御・監視従事者 (金属製品)	1,342	3,620	883	3,329	483	128	1.52	1.09
生産設備制御・監視従事者 (金属製品を除く)	2,287	6,008	770	2,974	902	235	2.97	2.02
機械組立設備制御・監視従事者	701	1,969	443	1,858	224	47	1.58	1.06
製品製造・加工処理従事者 (金属製品)	12,647	33,903	3,806	15,156	3,940	1,169	3.32	2.24
製品製造・加工処理従事者 (金属製品を除く)	14,242	37,871	5,362	22,974	7,050	2,007	2.66	1.65
機械組立従事者	6,296	16,719	4,426	19,297	2,315	594	1.42	0.87
機械整備・修理従事者	12,734	35,419	1,931	7,830	1,858	521	6.59	4.52
製品検査従事者 (金属製品)	1,180	2,977	583	2,251	507	113	2.02	1.32
製品検査従事者 (金属製品を除く)	1,248	3,357	416	1,799	722	177	3.00	1.87
機械検査従事者	780	2,361	396	1,649	359	99	1.97	1.43
生産関連・生産類似作業従事者	4,304	11,736	2,454	11,792	1,334	289	1.75	1.00
輸送・機械運転従事者	37,778	99,751	11,197	42,174	9,629	3,221	3.37	2.37
鉄道運転従事者	49	96	31	111	7	0	1.58	0.86
自動車運転従事者	29,800	77,695	7,660	27,158	6,863	2,570	3.89	2.86
船舶・航空機運転従事者	31	81	31	135	10	2	1.00	0.60
その他の輸送従事者	2,040	5,457	1,566	6,760	933	215	1.30	0.81
定置・建設機械運転従事者	5,858	16,422	1,909	8,010	1,816	434	3.07	2.05
建設・探掘従事者	36,730	103,854	5,010	18,691	3,627	1,440	7.33	5.56
建設躯体工事従事者	6,268	17,798	623	2,227	334	158	10.06	7.99
建設従事者 (建設躯体工事従事者を除く)	9,981	28,018	1,682	5,803	1,098	380	5.93	4.83
電気工事従事者	6,835	19,214	1,167	5,129	915	330	5.86	3.75
土木作業従事者	13,543	38,516	1,525	5,470	1,256	561	8.88	7.04
探掘従事者	103	308	13	62	24	11	7.92	4.97
運搬・清掃・包装等従事者	25,350	67,384	18,714	96,840	13,010	3,270	1.35	0.70
運搬従事者	14,032	37,580	8,375	34,993	6,834	1,716	1.68	1.07
清掃従事者	5,260	13,600	2,455	14,085	2,626	718	2.14	0.97
包装従事者	971	2,643	567	2,658	599	142	1.71	0.99
その他の運搬・清掃・包装等従事者	5,087	13,561	7,317	45,104	2,951	694	0.70	0.30
分類不能の職業	-	-	43,037	187,707	-	-	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 2026

Zenkyukyo (the Association of Job Information of Japan) reports that January job ads totalled 2,195,653, up 0.8% MoM but down 17.4% YoY, reflecting a pullback from last year's surge and employers narrowing their recruitment channels. Full-time postings fell 21.7%, with clerical roles down 53.6%, while construction/mining increased 25.6%. Part-time ads declined 12%, particularly in retail (-24.4%) and clerical (-20.7%), due to expanding automation. Despite the overall decline in ads, labour shortages persist, and wage growth continues.



●職種別件数 (占有率TOP10)

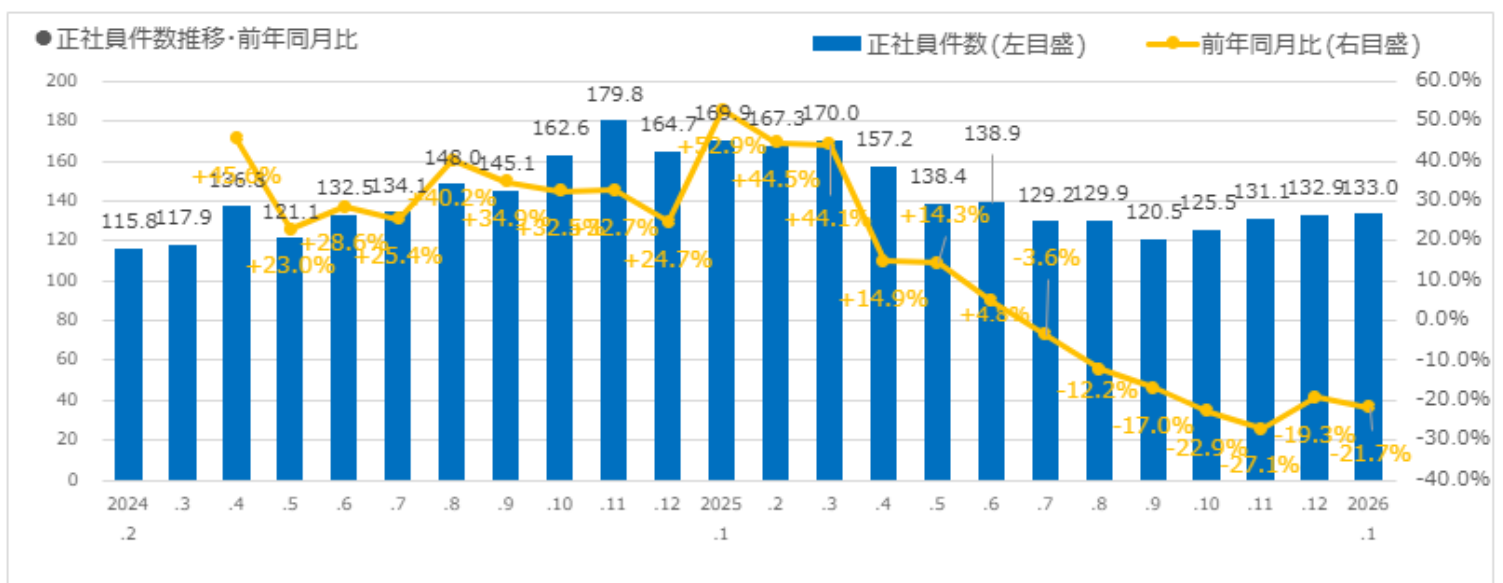
	件数	前月比	前年同月比
全体計	2,195,653	0.8%	-17.4%
専門 (IT技術者)	355,810	+14.8%	+0.6%
販売 (販売)	244,898	+1.7%	-9.4%
事務	224,874	+1.2%	-47.6%
販売 (営業)	148,693	+1.3%	-22.5%
輸送・機械運転	135,053	-26.9%	-41.5%
建設・採掘	128,429	-0.5%	+20.0%
運搬・清掃・包装等	125,594	-2.6%	-6.4%
サービス (給仕)	121,380	+2.5%	-8.8%
専門 (医療・福祉専門職)	110,171	+1.2%	-4.4%
生産工程	104,453	+0.9%	-21.0%

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

Market Highlights

March 2026

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	1,329,681	+0.1%	-21.7%
専門 (IT技術者)	344,004	+16.3%	+0.2%
事務	162,588	+0.4%	-53.6%
販売 (営業)	133,393	+1.2%	-19.8%
建設・採掘	111,927	-0.3%	+25.6%
輸送・機械運転	98,197	-33.2%	-45.8%
販売 (販売)	95,342	+0.6%	-11.6%
専門 (技術者・研究者)	82,791	-4.2%	-35.2%
専門 (医療・福祉専門職)	63,301	+0.5%	-4.3%
生産工程	52,029	-0.3%	-25.1%
サービス (給仕)	38,045	+0.3%	+7.3%

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

Market Highlights

March 2026

Market trend

The DODA latest ranking shows that the top reason for changing jobs is “low pay or lack of expected salary increases”, reflecting inflation-driven wage pressures. The second most common reason is dissatisfaction with long working hours, while the third is frustration over not being evaluated based on individual achievements, together explaining the top three drivers pushing employees to leave their companies.

【総合】転職理由ランキング（1～10位） ※複数回答可

順位	前年度順位	転職理由	割合	前年度割合
1	1	給与が低い・昇給が見込めない	36.6%	33.6%
2	4	労働時間に不満（残業が多い／休日出勤がある）	26.3%	20.3%
3	18	個人の成果で評価されない	22.8%	10.9%
4	9	尊敬できる人がいない	20.9%	17.2%
5	3	社内の雰囲気が悪い	20.7%	21.1%
6	2	人間関係が悪い／うまくいかない	20.2%	22.7%
7	7	会社の評価方法に不満があった	19.7%	18.1%
8	6	肉体的または、精神的につらい	19.2%	19.5%
9	8	業界・会社の先行きが不安	19.0%	17.4%
10	5	昇進・キャリアアップが望めない	18.7%	19.6%
10	10	スキルアップしたい	18.7%	16.1%

Market Highlights

March 2026

Women, Work and Japan's Labour Supply

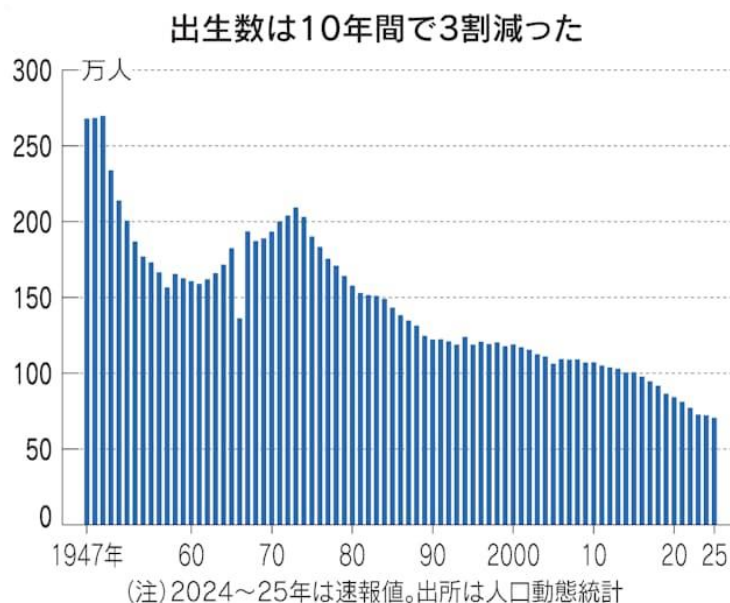
Japan's record-low birthrate and rapidly ageing population are increasing pressure on employers to fully utilise female talent. Structural challenges persist, including rising caregiving responsibilities, persistent gender gaps in pay and promotion, and emerging technological shifts reshaping job structures. With the number of working carers projected to reach 4.38 million by 2030, workforce participation and career progression for women will become increasingly critical factors shaping Japan's labour market and hiring strategies.

Demographic Pressure: Record-low births accelerate labour shortage

Japan's demographic decline continues to tighten the labour supply. Births fell to 705,809 in 2025, marking the lowest level on record and occurring nearly 17 years earlier than government projections. Over the past decade, the number of births has declined by roughly 30%, highlighting the speed of population contraction.

This earlier-than-expected drop occurred because government forecasts assumed a post-COVID rebound in marriages and births. Instead, both continued to decline, while rising unmarried rates and delayed childbearing further weakened projection assumptions. As the working-age population continues to shrink, companies will increasingly need to rely on higher participation among underutilised talent pools. Women already represent a critical component of Japan's labour force, making their retention and career advancement increasingly important for sustaining workforce capacity.

[Japan's Population Crisis Worse Than Expected, Births Data Shows - Newsweek⁷](#)



Market Highlights

March 2026

Workforce reality: Care responsibilities and workplace structures

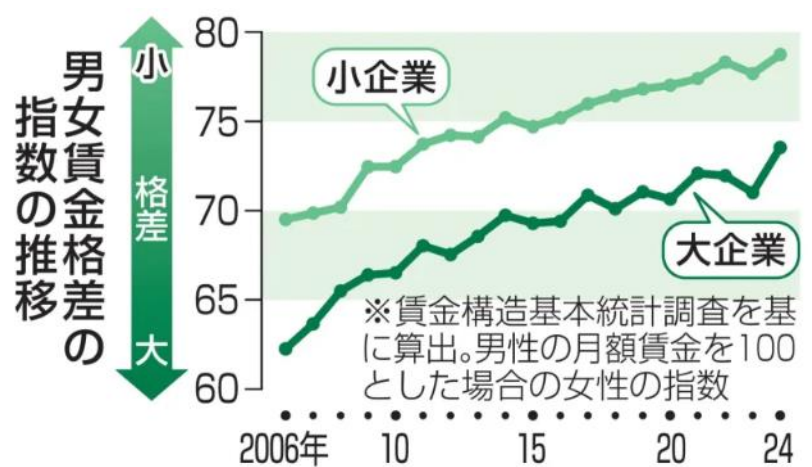
Japan's ageing society is also increasing the number of employees balancing work with caregiving responsibilities. The number of working carers—employees who provide care for family members while remaining employed—is projected to reach 4.38 million by 2030. Unlike earlier decades when caregiving often fell primarily to women outside the workforce, demographic and social changes mean this responsibility is increasingly shared across the workforce. Declining marriage rates, dual-income households, and more individuals remaining unmarried are contributing to a shift in which both male and female employees are directly involved in family care.

At the same time, workplace structures continue to shape career outcomes. Data shows gender pay gaps remain wider in large companies, reflecting differences in tenure and promotion patterns. Surveys also indicate that many female managers hesitate to pursue further promotion due to concerns over balancing career advancement with personal and family responsibilities.

ワーキングケアラー（有業者のうち介護をしている人）数と高齢化率の推移



※総務省「就業構造基本調査」「人口推計」、30年は経済産業省と国立社会保障・人口問題研究所の推計データより作成



Market Highlights

March 2026

女性管理職がキャリアアップをためらう理由の1位は「家庭・プライベートとの両立」34.4%、人事の予想では5位(21%)

女性管理職

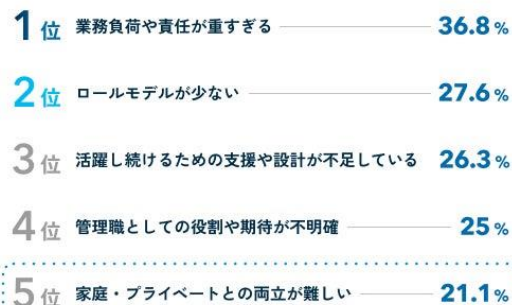
※複数選択可



n=93 キャリアアップに関する質問で「あまり目指したくない」「目指したくない」回答者

人事

※複数選択可



n=300 (男性218/女性82)

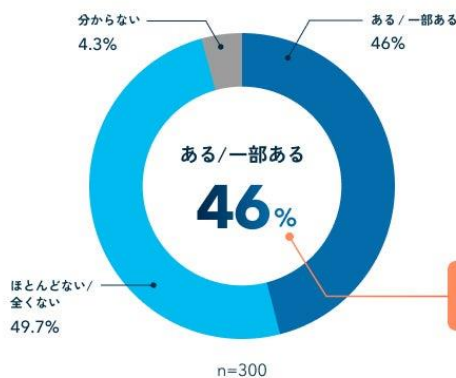
女性管理職の活躍と支援に関する調査

mento

登用後支援が「ある/一部ある」は女性管理職46%、人事70.3% — 24.3ポイント差

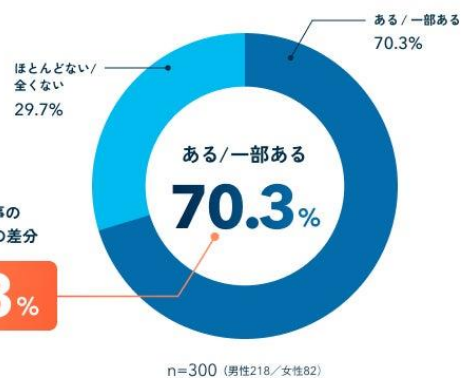
女性管理職

管理職になった後、活躍し続けるための会社からの支援はありますか。



人事

管理職に登用した後、管理職が活躍し続けるための支援施策はありますか。



女性管理職と人事の
「ある/一部ある」の差分

-24.3%

女性管理職の活躍と支援に関する調査

mento

The survey reveals significant gaps in how companies understand women leaders' needs, spanning post-promotion support, support priorities, ideal leader image, and career advancement.

理想のリーダー像にズレ。女性管理職は「安定型」、人事は「挑戦型」を重視 | 株式会社mento¹¹

Market Highlights

March 2026

Future workforce shift: AI and changing job exposure

Technological change may also influence gender patterns in the labour market. Research from the ILO suggests that female-dominated occupations face higher exposure to generative AI, particularly in administrative and routine knowledge-based roles.

At the same time, women remain underrepresented in many technology and STEM-related positions. As companies accelerate digital transformation and AI adoption, the ability to reskill employees and support career mobility will become increasingly important in maintaining workforce diversity and long-term talent supply.

[New ILO data confirm women face higher workplace risks from generative AI than men | International Labour Organization](#)¹²

Market Highlights

March 2026

West Japan expansion

Xiaomi expands into Kansai with four new stores, growing to nine nationwide and boosting hands-on access to its smart-device ecosystem.

[Xiaomiが関西初進出、4店舗を順次開業 国内計9店舗体制へ拡大 | スマホダイジェスト](#)¹³

Global Financial City Osaka list of companies entering Osaka.

[進出企業の紹介 - 国際金融大阪 Global Financial City OSAKA](#)¹⁴

O-BIC press release on newly entering firms.

[大阪外国企業誘致センター \(O-BIC\) のプレスリリース](#)¹⁵

Caissa Japan GK, a chess academy recognised by the Japan Chess Federation, has an Osaka branch of Caissa Hong Kong Chess Club. [Caissa Osaka Club | chess training](#)¹⁶

Outin Futures, Korean cosmetics, has a Japan office in Osaka, [OUTINFUTURES](#)¹⁷

Foreign-founded, Japan based startups in Osaka

Plus and More, IT consulting [Plus and more](#)¹⁸,

Raptor AI, providing AI recruiting service, [Raptor AI](#)¹⁹.

RelyEZ Energy, a Chinese battery system, is expanding in Japan with grid-scale battery systems. [Solar Journal](#)²⁰.

Marriott International is strengthening its Japan presence by entering Osaka for the first time and opening its first beach-resort Courtyard hotel in Okinawa. [Jutaku-Shinpo](#)²¹.

Market Highlights

March 2026

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