

Monthly Market Update

May 2026

Trend Summary

- Japan's labour shortage remains at bubble-era severity, persistent labour scarcity continues to sustain upward wage pressure.
- Around 80% of mid-career professionals (35+) are interested in switching industries.
- Alongside continued hiring activity, many Japanese companies are increasing focus on retention, workforce development and internal talent utilisation.

Highlights Overview

Market Data

1. HRog reports: full-time job, monthly salary at 293,521 yen, temp hourly wage at 1,598 yen.
2. Persol DODA job-to-applicant ratio was 2.39, -0.01pt MoM.
3. The latest MHLW job-to-applicant ratio is 1.18, Tokyo 1.74 & Osaka 1.12, full-time 0.99.
4. Association of Job Information of Japan reports that job ads in March totalled 2,360,963, +4.4% up from the previous month and down 14.2% YoY.

Market Trend

1. Mar 2026 BOJ Tankan (released in April) shows Japan's labour shortage remains at bubble-era severity.
2. Around 80% of mid-career professionals (35+) are interested in switching industries, and over half have already done so.
3. Alongside continued hiring activity, many Japanese companies are increasing focus on retention, workforce development and internal talent utilisation as labour shortages persist.

West Japan Expansion

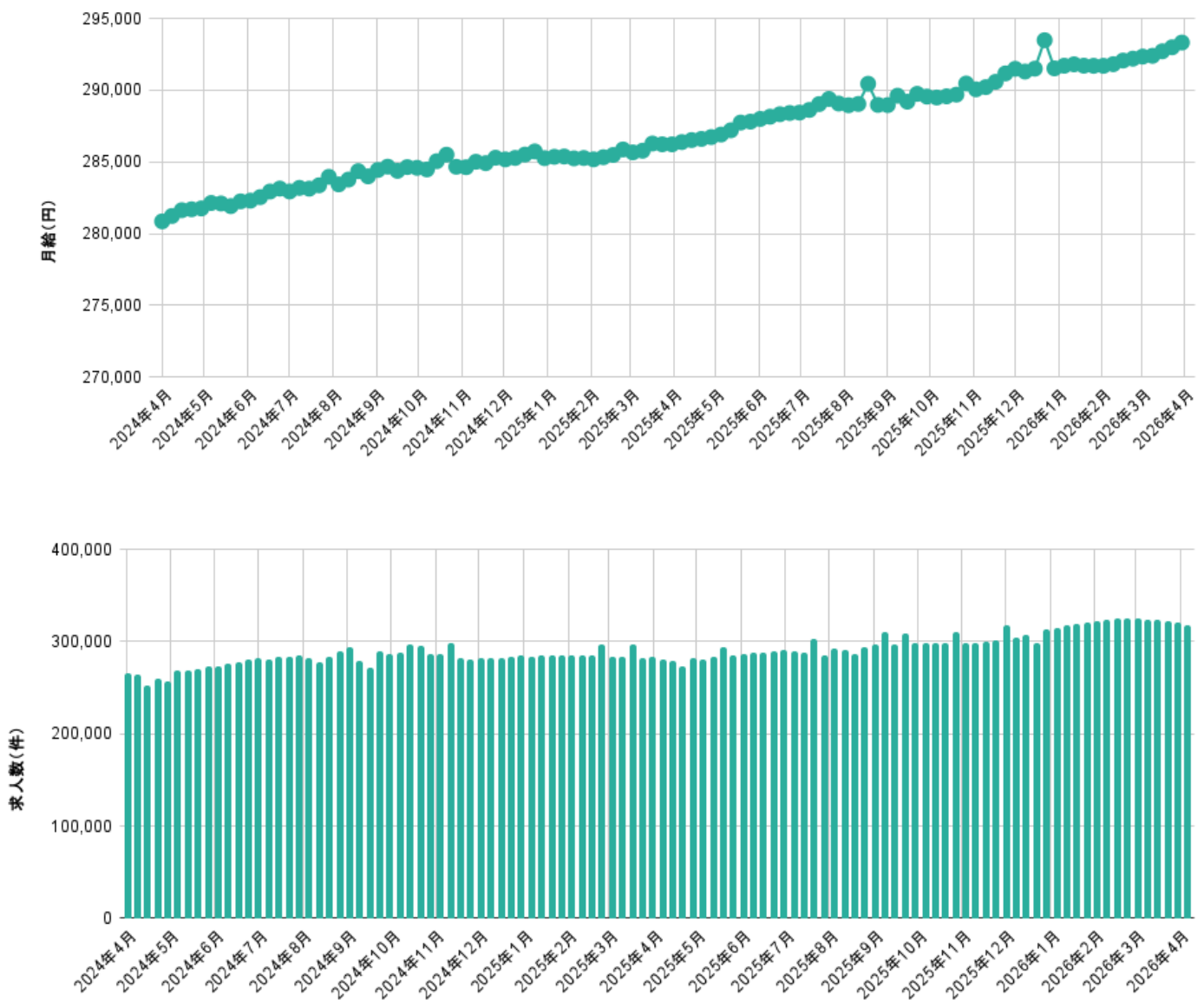
1. Marriott International opened two hotels in Nishinari, Osaka.
2. Genesink, French advanced material, has a Nagoya office.
3. Charter Link, HK logistics, has offices in Osaka (Japan HQ) and Tokyo. Started sales operations in Japan from April.

Market Highlights

May 2026

Market Data

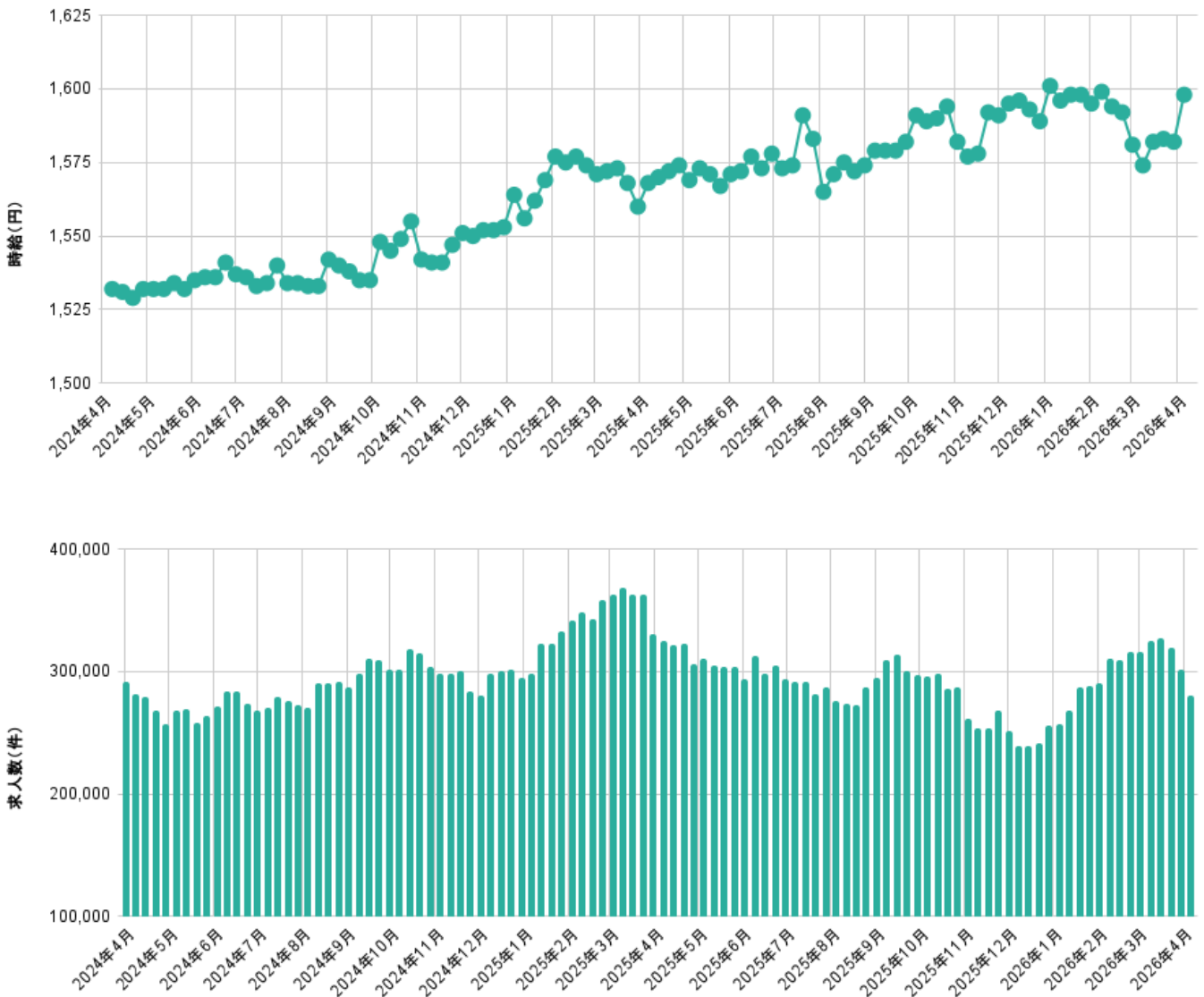
HRog (HRog Co., Ltd.) reports the April 2026 average salary for full-time employees and vacancies. Average salary 293,521yen, +0.40% (+1,179 yen) MoM, +2.49% (+7,136 yen) YoY, with 317,900 vacancies, which is -2.29% (-7,439 jobs) MoM/ +13.53% (+37,874 jobs) YoY.



Market Highlights

May 2026

HRog reports Apr 2026 temp hourly wage & vacancies. Average hourly wage is 1,598 yen, +1.08% (+17 yen) MoM, +1.91% (+30 yen) YoY, with 280,552 vacancies, which is -11.24% (-35,510 jobs) MoM/ -13.56% (-44,016 jobs) YoY.



Market Highlights

May 2026

Persol DODA reports the March mid-career job-to-Applicant ratio was 2.39 (-0.01 pt MoM/-0.12 pt YoY). Vacancies rose +0.8% MoM (+9.2% YoY), while job seekers grew faster at +1.3% MoM (+14.5% YoY). Job openings remained high, increasing across most industries and job categories as hiring picked up for the new fiscal year, with a growing shift toward experienced candidates. Job seekers also increased amid economic uncertainties (e.g., inflation and a weak yen). As job seeker growth outpaced openings, the Job-to-Applicant ratio declined.

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

May 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		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	2.39	↓-0.01	↓-0.12	100.8%	101.3%	全体	2.39	↓-0.01	↓-0.12	100.8%	101.3%
IT・通信	6.42	↓-0.13	↓-0.67	100.1%	102.2%	営業	2.72	↑0.02	↓-0.16	100.8%	99.9%
メディア	3.41	- 0.00	↓-0.07	100.8%	100.8%	企画・管理	2.83	- 0.00	↓-0.44	100.7%	100.5%
金融	2.47	↓-0.07	↓-0.13	100.4%	103.3%	エンジニア (IT・通信)	10.68	↓-0.43	↓-1.15	100.3%	104.4%
メディカル	0.88	↓-0.03	↓-0.18	99.0%	102.3%	エンジニア (機械・電気)	5.24	↑0.03	↓-0.39	101.8%	101.2%
メーカー	2.70	↓-0.01	↓-0.28	101.1%	101.6%	専門職 (メディカル)	0.52	↓-0.03	↓-0.19	97.2%	103.5%
商社	1.58	↑0.04	↓-0.06	100.2%	97.4%	専門職 (化学・食品)	1.47	↑0.01	↓-0.12	101.8%	101.1%
小売・流通	0.72	- 0.00	↑0.06	101.4%	101.8%	専門職 (建設・不動産)	5.20	↓-0.10	↓-0.09	100.1%	102.0%
レジャー・外食	0.73	↓-0.01	↓-0.03	99.0%	100.8%	専門職 (コンサル・金融)	5.34	↑0.03	↓-0.44	101.3%	100.8%
エネルギー	2.29	↓-0.05	↓-0.27	99.1%	101.3%	クリエイター	1.08	↓-0.01	↓-0.05	101.1%	101.9%
建設・不動産	4.86	↓-0.07	↓-0.16	100.7%	102.2%	販売・サービス	0.72	↑0.01	↑0.03	101.2%	100.5%
コンサルティング	8.36	↑0.29	↓-0.32	100.8%	97.3%	事務・アシスタント	0.52	- 0.00	↑0.07	102.5%	103.0%
人材サービス	8.62	↑0.11	↑0.54	102.1%	100.8%	その他	0.05	- 0.00	↓-0.01	103.0%	97.6%
その他	0.24	- 0.00	↓-0.02	101.1%	100.7%						

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

May 2026

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

1.18
-0.01 MoM

Total National average

0.99
0.00 MoM

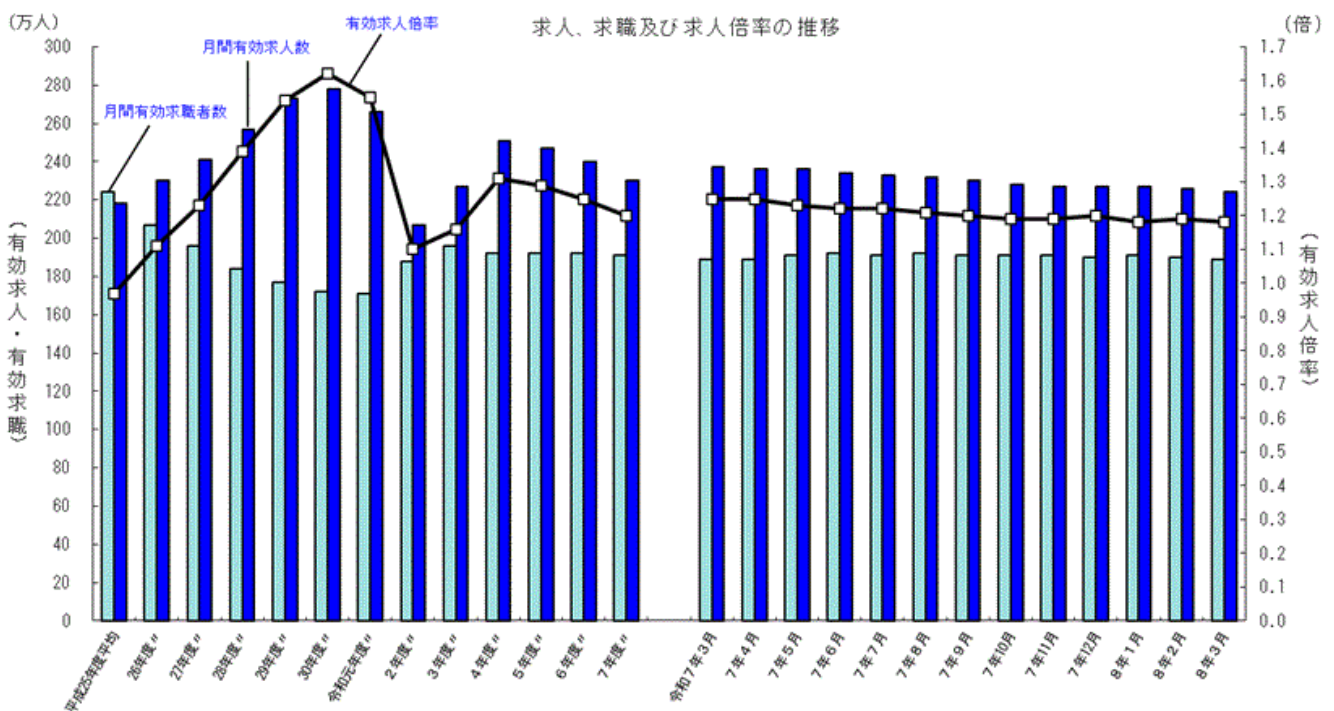
Full time

1.74
+0.01 MoM

Tokyo

1.12
-0.02 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

May 2026

全国計

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

常用(既パート) 8年3月

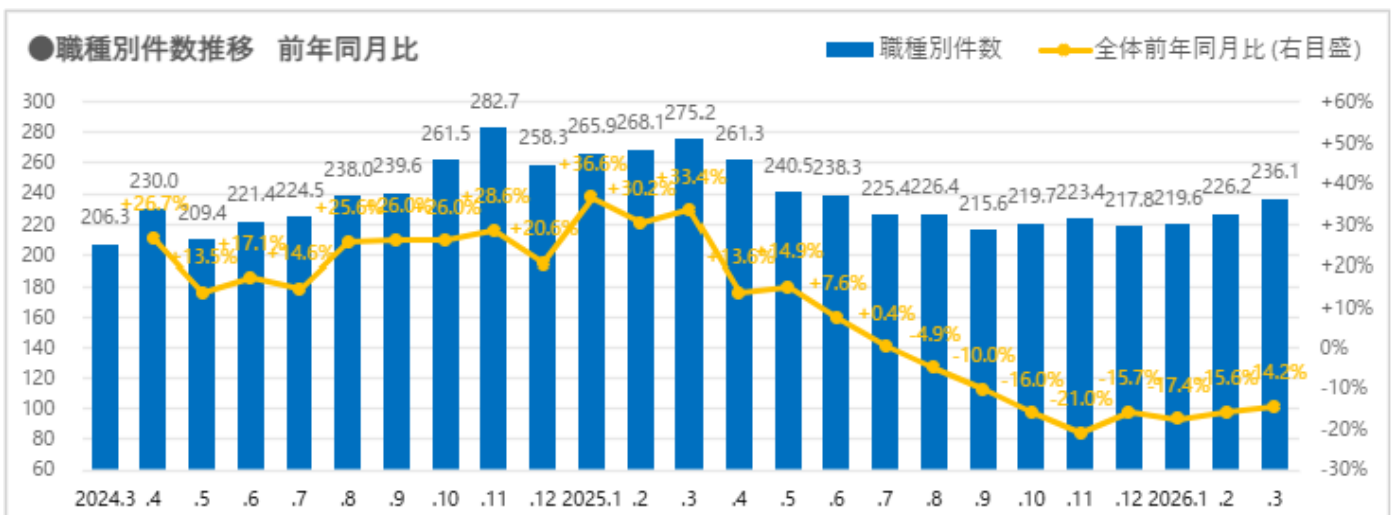
	新規求人	有効求人	新規求職	有効求職	紹介件数	就職件数	新規求人 倍率	有効求人 倍率
職業計	447,156	1,333,682	238,104	1,136,512	201,354	53,844	1.88	1.17
管理的職業従事者	2,120	5,850	1,101	5,457	1,087	187	1.93	1.07
専門的・技術的職業従事者	117,239	348,564	38,831	182,922	29,979	9,555	3.02	1.91
製造技術者(開発)	5,075	14,897	1,178	6,352	1,146	169	4.31	2.35
製造技術者(開発を除く)	3,894	11,591	2,754	12,751	1,096	276	1.41	0.91
建築・土木・測量技術者	20,040	57,256	2,105	8,520	2,273	631	9.52	6.72
情報処理・通信技術者	15,610	49,402	5,401	32,006	6,053	402	2.89	1.54
その他の技術者	3,437	6,604	334	1,570	479	111	10.29	4.21
医師、歯科医師、獣医師、薬剤師	1,845	5,556	494	2,081	172	68	3.73	2.67
保健師、助産師、看護師	20,990	62,672	7,250	26,855	4,814	2,561	2.90	2.33
医療技術者	9,463	28,234	2,371	9,146	1,199	636	3.99	3.09
その他の保健医療従事者	4,734	14,475	1,622	8,230	934	462	2.92	1.76
社会福祉専門職業従事者	26,061	78,729	6,350	27,786	6,695	3,207	4.10	2.83
美術家、デザイナー、写真家、映像撮影者	924	3,140	3,083	20,412	1,714	118	0.30	0.15
その他の専門的職業	5,166	16,008	5,889	27,213	3,404	914	0.88	0.59
事務従事者	43,439	127,799	60,029	314,142	80,663	14,473	0.72	0.41
一般事務従事者	28,557	83,289	49,362	259,634	60,114	11,349	0.58	0.32
会計事務従事者	4,260	12,433	4,491	22,428	7,926	1,166	0.95	0.55
生産関連事務従事者	3,809	11,236	1,567	7,481	3,189	638	2.43	1.50
営業・販売事務従事者	4,553	13,397	2,924	14,106	7,345	877	1.56	0.95
外勤事務従事者	166	447	36	145	156	27	4.61	3.08
運輸・郵便事務従事者	1,492	4,996	370	1,735	912	245	4.03	2.88
事務用機器操作員	602	2,001	1,279	8,613	1,021	171	0.47	0.23
販売従事者	42,196	130,185	13,750	63,041	12,300	2,099	3.07	2.07
商品販売従事者	16,809	53,869	6,250	29,211	3,915	912	2.69	1.84
販売類似職業従事者	955	2,858	350	1,607	241	52	2.73	1.78
営業職業従事者	24,432	73,458	7,150	32,223	8,144	1,135	3.42	2.28
サービス職業従事者	71,435	216,572	21,826	96,172	18,307	7,031	3.27	2.25
家庭生活支援サービス職業従事者	47	146	32	178	37	9	1.47	0.82
介護サービス職業従事者	33,930	103,132	7,274	31,187	6,301	3,102	4.66	3.31
保健医療サービス職業従事者	4,396	13,651	1,294	5,022	2,273	914	3.40	2.72
生活衛生サービス職業従事者	6,651	18,883	1,233	6,643	550	176	5.39	2.84
飲食物調理従事者	12,206	39,239	4,966	21,794	3,317	1,409	2.46	1.80
接客・給仕職業従事者	9,535	27,526	3,975	17,119	2,596	552	2.40	1.61
居住施設・ビル等管理人	944	2,606	1,091	4,957	1,423	267	0.87	0.53
その他のサービス職業従事者	3,726	11,389	1,961	9,272	1,810	602	1.90	1.23
保安職業従事者	17,521	52,519	2,208	8,588	3,742	1,433	7.94	6.12
農林漁業従事者	3,702	10,243	2,086	9,444	1,779	838	1.77	1.08
生産工程従事者	53,742	161,542	21,059	94,769	22,717	7,382	2.55	1.70
生産設備制御・監視従事者(金属製品)	1,279	3,745	920	3,546	482	177	1.39	1.06
生産設備制御・監視従事者(金属製品を除く)	2,041	6,086	733	3,107	1,136	354	2.78	1.96
機械組立設備制御・監視従事者	854	2,313	447	1,947	249	73	1.91	1.19
製品製造・加工処理従事者(金属製品)	12,375	36,242	3,778	15,828	4,726	1,606	3.28	2.29
製品製造・加工処理従事者(金属製品を除く)	12,817	38,475	5,401	24,110	7,962	2,705	2.37	1.60
機械組立従事者	5,436	17,381	4,185	19,665	2,763	855	1.30	0.88
機械整備・修理従事者	11,957	36,071	1,863	8,319	2,060	688	6.42	4.34
製品検査従事者(金属製品)	945	3,103	512	2,274	621	188	1.85	1.36
製品検査従事者(金属製品を除く)	1,222	3,568	466	1,887	821	249	2.62	1.89
機械検査従事者	860	2,476	350	1,701	426	113	2.46	1.46
生産関連・生産類似作業従事者	3,956	12,082	2,404	12,385	1,471	374	1.65	0.98
輸送・機械運転従事者	33,307	101,286	11,273	45,012	10,939	4,303	2.95	2.25
鉄道運転従事者	16	96	35	131	4	1	0.46	0.73
自動車運転従事者	25,945	79,099	7,754	29,090	7,917	3,400	3.35	2.72
船舶・航空機運転従事者	26	94	34	134	12	4	0.76	0.70
その他の輸送従事者	1,856	5,561	1,566	7,053	1,035	274	1.19	0.79
定置・建設機械運転従事者	5,464	16,436	1,884	8,604	1,971	624	2.90	1.91
建設・探掘従事者	39,118	110,025	5,206	20,348	4,506	1,932	7.51	5.41
建設躯体工事従事者	6,600	18,648	596	2,331	466	233	11.07	8.00
建設従事者(建設躯体工事従事者を除く)	10,558	30,017	1,635	6,343	1,302	469	6.46	4.73
電気工事従事者	7,339	20,410	1,177	5,502	1,013	394	6.24	3.71
土木作業従事者	14,496	40,621	1,780	6,102	1,695	822	8.14	6.66
探掘従事者	125	329	18	70	30	14	6.94	4.70
運搬・清掃・包装等従事者	23,337	69,097	18,698	100,320	15,335	4,611	1.25	0.69
運搬従事者	12,701	38,537	8,280	36,608	7,860	2,149	1.53	1.05
清掃従事者	4,754	13,908	2,407	14,536	3,112	1,039	1.98	0.96
包装従事者	921	2,709	532	2,709	763	181	1.73	1.00
その他の運搬・清掃・包装等従事者	4,961	13,943	7,479	46,467	3,600	1,242	0.66	0.30
分類不能の職業	-	-	42,037	196,299	-	-	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

May 2026

Zenkyukyo (the Association of Job Information of Japan) reports that March job ads totalled 2,360,963, up 4.4% MoM but down 14.2% YoY. IT and finance/legal roles grew strongly, while clerical and transport jobs dropped sharply YoY.



●職種別件数 (占有率TOP10)

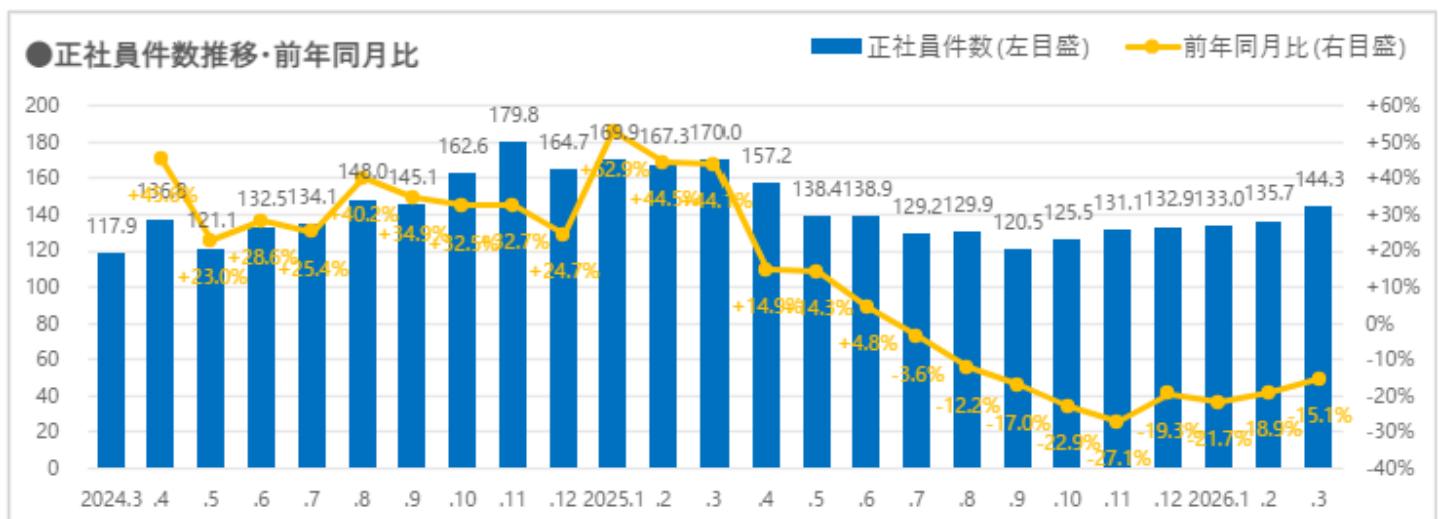
	件数	前月比	前年同月比
全体計	2,360,963	4.4%	-14.2%
専門 (IT技術者)	475,688	+23.0%	+34.5%
販売 (販売)	266,963	+5.7%	-5.6%
事務	224,856	-2.9%	-46.8%
販売 (営業)	148,880	-1.3%	-23.0%
サービス (給仕)	137,619	+6.3%	-11.4%
運搬・清掃・包装等	131,690	+0.8%	-8.9%
輸送・機械運転	129,732	-1.0%	-46.7%
建設・採掘	126,180	+2.5%	+15.3%
生産工程	111,489	+0.7%	-18.8%
専門 (医療・福祉専門職)	106,793	-4.9%	-6.3%

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

May 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	1,442,656	+6.3%	-15.1%
専門（IT技術者）	465,871	+23.7%	+35.7%
事務	162,251	-3.1%	-52.6%
販売（営業）	133,719	-1.3%	-19.7%
建設・採掘	108,937	+2.5%	+18.5%
販売（販売）	104,764	+9.6%	-5.5%
輸送・機械運転	90,120	-2.7%	-53.4%
専門（技術者・研究者）	73,432	-7.1%	-37.8%
専門（医療・福祉専門職）	60,343	-4.0%	-3.3%
生産工程	52,655	-1.7%	-23.4%
サービス（給仕）	40,486	+6.4%	+11.7%

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

Market Highlights

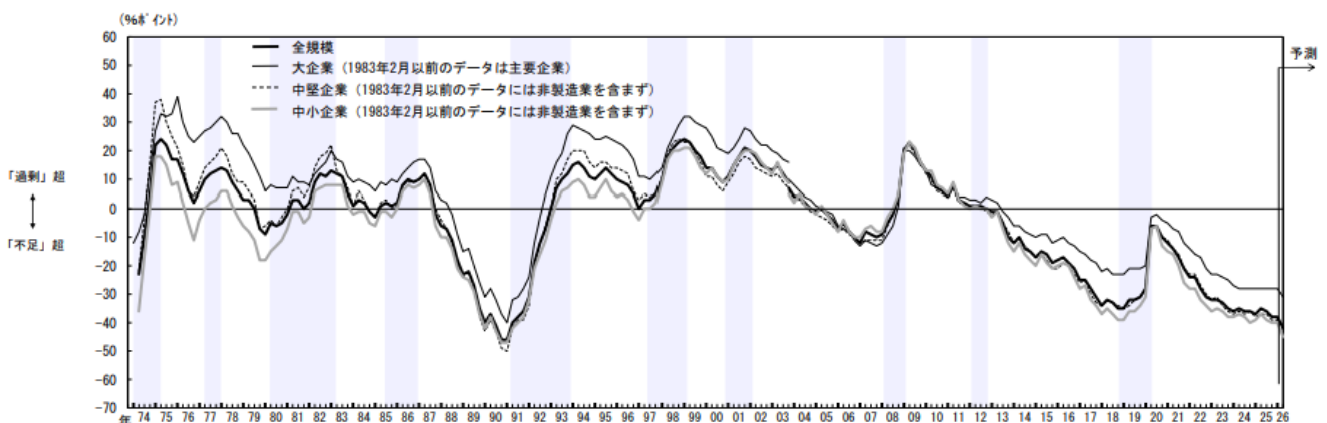
May 2026

Market trend

Mar 2026 BOJ Tankan (released in April) shows Japan's labour shortage remains at bubble-era severity, with tight conditions across industries, especially in non-manufacturing sectors. Ongoing demographic decline and continued economic recovery are sustaining upward wage pressure, while hiring timelines remain extended for experienced professionals and specialist functions.

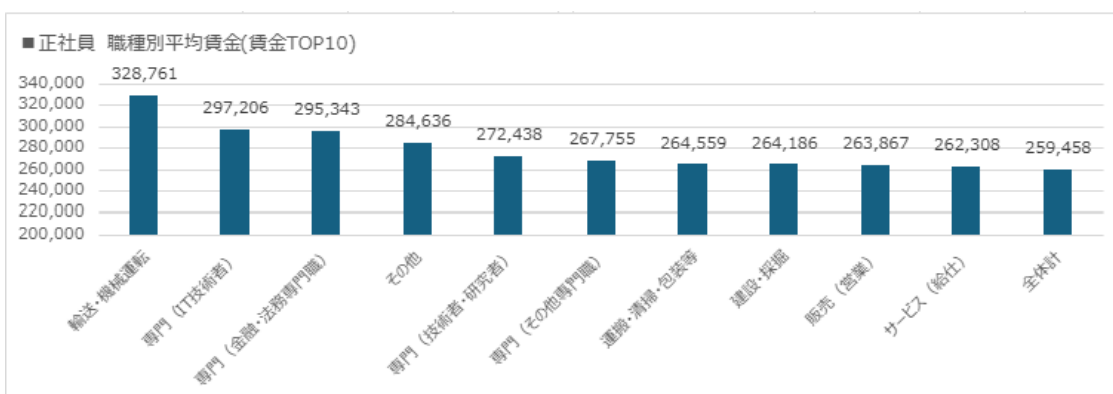
人手不足、バブル期並みの深刻さが継続 3月日銀短観 - 日本経済新聞⁶
大企業製造業の景況感、4四半期連続で改善 日銀3月短観 - 日本経済新聞⁷

▽雇用人員判断（全産業）の推移



短観（概要）2026年3月⁸

This trend is also reflected in compensation data. 2026 Q1 top 10 average salaries for permanent roles based on job postings (Association of Job Information). Full-time wages rose overall in Jan–Mar 2026, reaching 259,458 yen (+0.9% QoQ, +5.0% YoY), with increases in 17 of 21 job categories.



Market Highlights

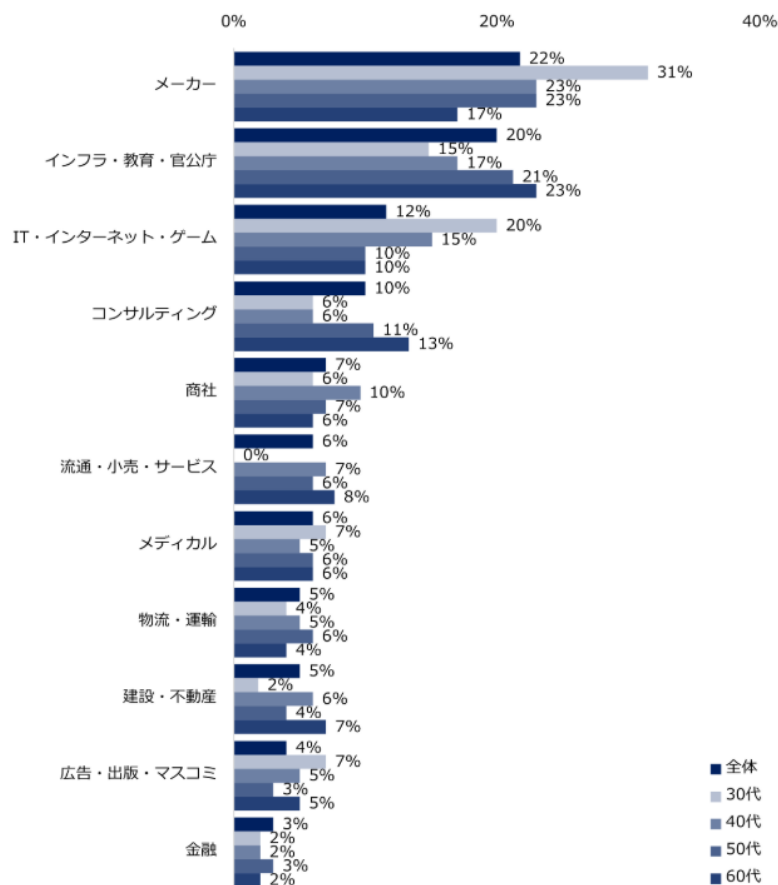
May 2026

Around 80% of mid-career professionals (35+) are interested in switching industries, and over half have already done so. Popular destination sectors include manufacturing and public-related fields such as infrastructure and education, with stronger interest in the latter among older workers. Key motivations are moving into growth or higher-paying industries and broadening career scope, while the main concern is passing recruitment selection. Those who switch typically report expanded job scope, improved skills, and sometimes higher income.

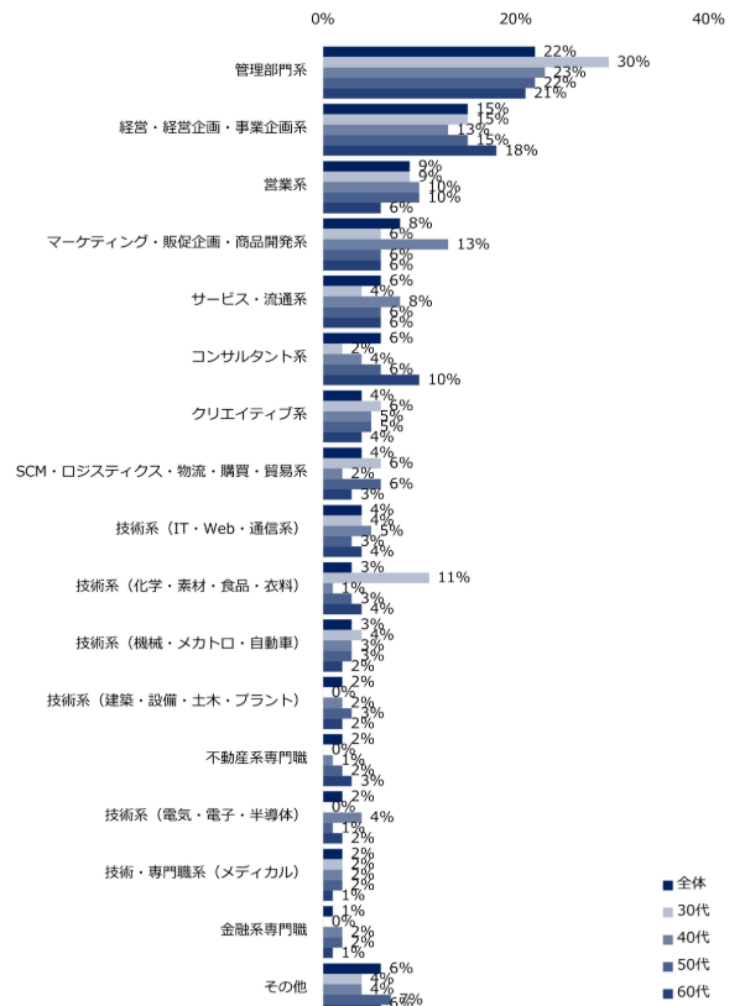
ミドル世代の「異業種転職（越境転職）」調査ー『ミドルの転職』ユーザーアンケートー8割が「異業種への転職に興味がある」|エン株式会社¹⁰

Companies willing to hire transferable talent from adjacent industries may gain access to broader candidate pools amid ongoing shortages. To attract such candidates, organisations should consider adjusting their recruitment processes to assess cross-industry skills effectively and highlight opportunities for career development within their company.

【図3】越境転職に興味があると回答した方に伺います。興味を持っている業種を教えてください。（複数回答可/年代別）



【図4】越境転職に興味があると回答した方に伺います。興味を持っている職種を教えてください。（複数回答可/年代別）



Market Highlights

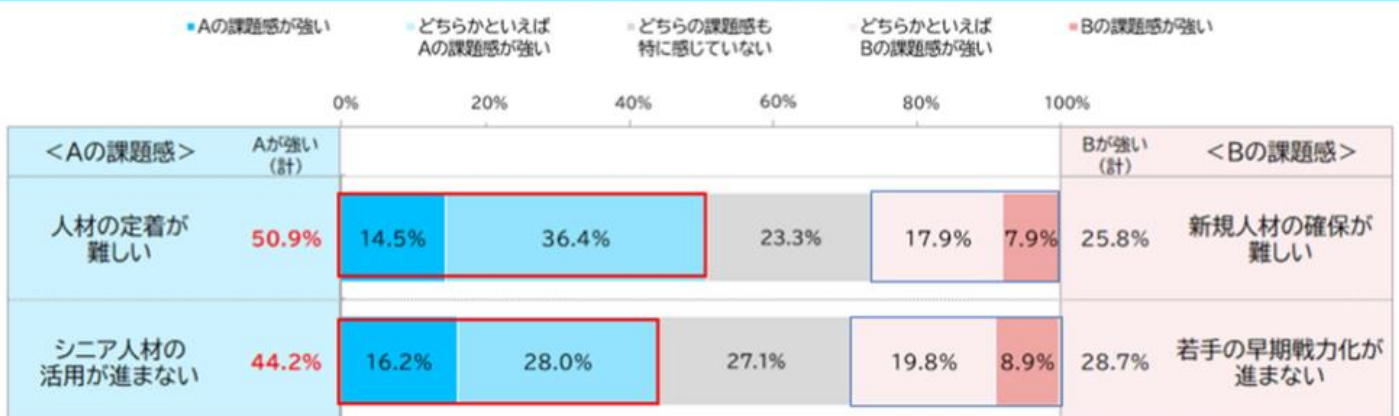
May 2026

Alongside continued hiring activity, many Japanese companies are increasing focus on retention, workforce development, and internal talent utilisation as labour shortages persist. Wages rose at about 80% of firms in 2025, especially for younger workers, while over 80% invest in training, though large firms spend far more. Overall, firms must focus on pay, development, and better utilisation of both young and senior talent.

企業の雇用施策に関するレポート2026年版（2025年実績） | マイナビキャリアリサーチLab

Firms are increasingly balancing external hiring with internal development and retention strategies to secure critical capabilities over the medium term. Overall, Japan’s labour market remains structurally constrained despite more selective corporate hiring behaviour. Companies are increasingly competing not only on compensation but also on career development, flexibility, leadership quality, and the ability to attract adaptable talent across industries.

企業が持つ人材関連の課題感（一部項目抜粋）



(n=1500)

*全29の比較項目のうち「A/Bのどちらかが選択された」上位2項目を抜粋

Market Highlights

May 2026

West Japan expansion

Marriott International opened two hotels in Nishinari, Osaka. 大阪・西成に初の外資系ホテル、米マリオットが2館開業...周辺に通天閣や新世界・担当者「西成にはローカルな魅力」: 読売新聞¹²

Genesink, French advanced material, has a Nagoya office
<https://www.genesink.com/contact-us/>¹³

Charter Link, HK logistics, has offices in Osaka (Japan HQ) and Tokyo. Started sales operations in Japan from April. <https://www.jmd.co.jp/article.php?no=314562>¹⁴

Market Highlights

May 2026

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