

Being an International Developer in Japan

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 *TokyoDev*



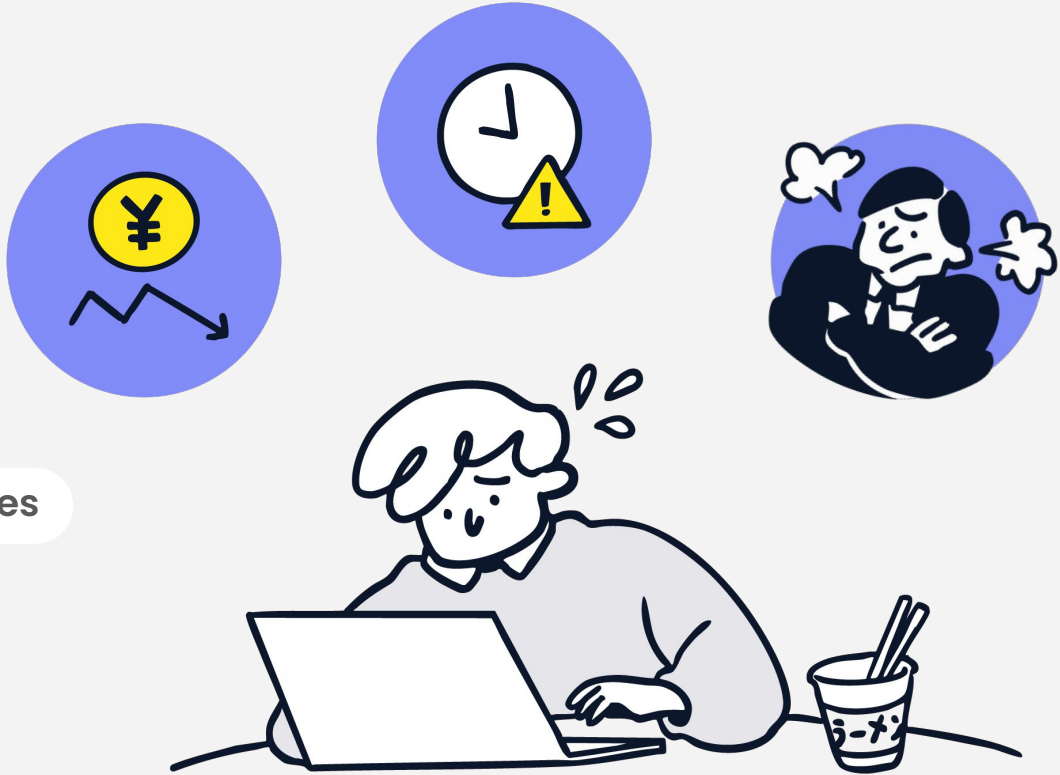
Japan is a bad place to be a software engineer



Low pay

Long hours

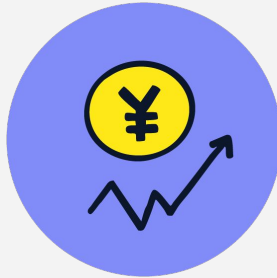
Poor software engineering practices



But that wasn't my experience



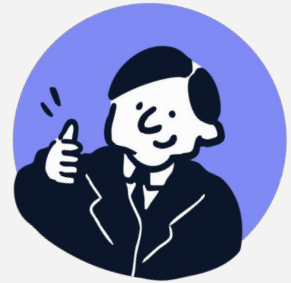
Reasonable pay



No overtime



Good software engineering practices



2024 TokyoDev Developer Survey



816 respondents

73 countries of citizenship

60% used only English at work

25% worked for an employer
with HQ outside Japan

The screenshot shows the TokyoDev 2024 Developer Survey report page. The page has a dark blue background with white and light blue text. The TokyoDev logo is prominently displayed in the center, with '2024' in large, semi-transparent numbers below it. A navigation menu on the left lists sections: Introduction, Demographics, Current Job, Work Environment, Technology, Satisfaction, Other Questions, and Conclusion. The main content area includes a sub-header 'TokyoDev helps international developers start and grow their career in Japan.' followed by a paragraph about the survey's purpose and findings. Two callout boxes provide specific compensation data: the median total compensation was ¥8.5 million, and the median compensation for male respondents was 46% higher than for women. Social media icons for Twitter, Facebook, LinkedIn, and Email are at the bottom left.

TokyoDev 2024

English

Demographics »

> Introduction
Demographics
Current Job
Work Environment
Technology
Satisfaction
Other Questions
Conclusion

TokyoDev

Developer Survey

2024

TokyoDev helps international developers start and grow their career in Japan.

One way we do this is through conducting an annual survey of international developers already living here, and in this sixth edition, 814 developers told us about their salary, working conditions, and technology used. Based on this, here's some of the most interesting findings:

The median total compensation of respondents was **¥8.5 million**, the same as **last year's median**. 10% of respondents made ¥20 million or more.

The median compensation of male respondents was **46% higher** than women respondents. Even when accounting for professional experience, male respondents continued to make more, and the disparity in pay grew with experience.

Twitter Facebook LinkedIn Email

Compensation higher than other sources



Year	TokyoDev Survey Median Compensation	MHLW Survey Mean Compensation *
2024	¥8.5 million	-
2023	¥8.5 million	¥5.2 million
2022	¥9.5 million	¥5.2 million
2021	¥8.5 million	¥4.8 million
2020	¥7.5 million	¥4.8 million

** Data for “software creators” (ソフトウェア作成者) from the Ministry of Health, Labor and Welfare of Japan’s Wage Structure Basic Statistical Survey*

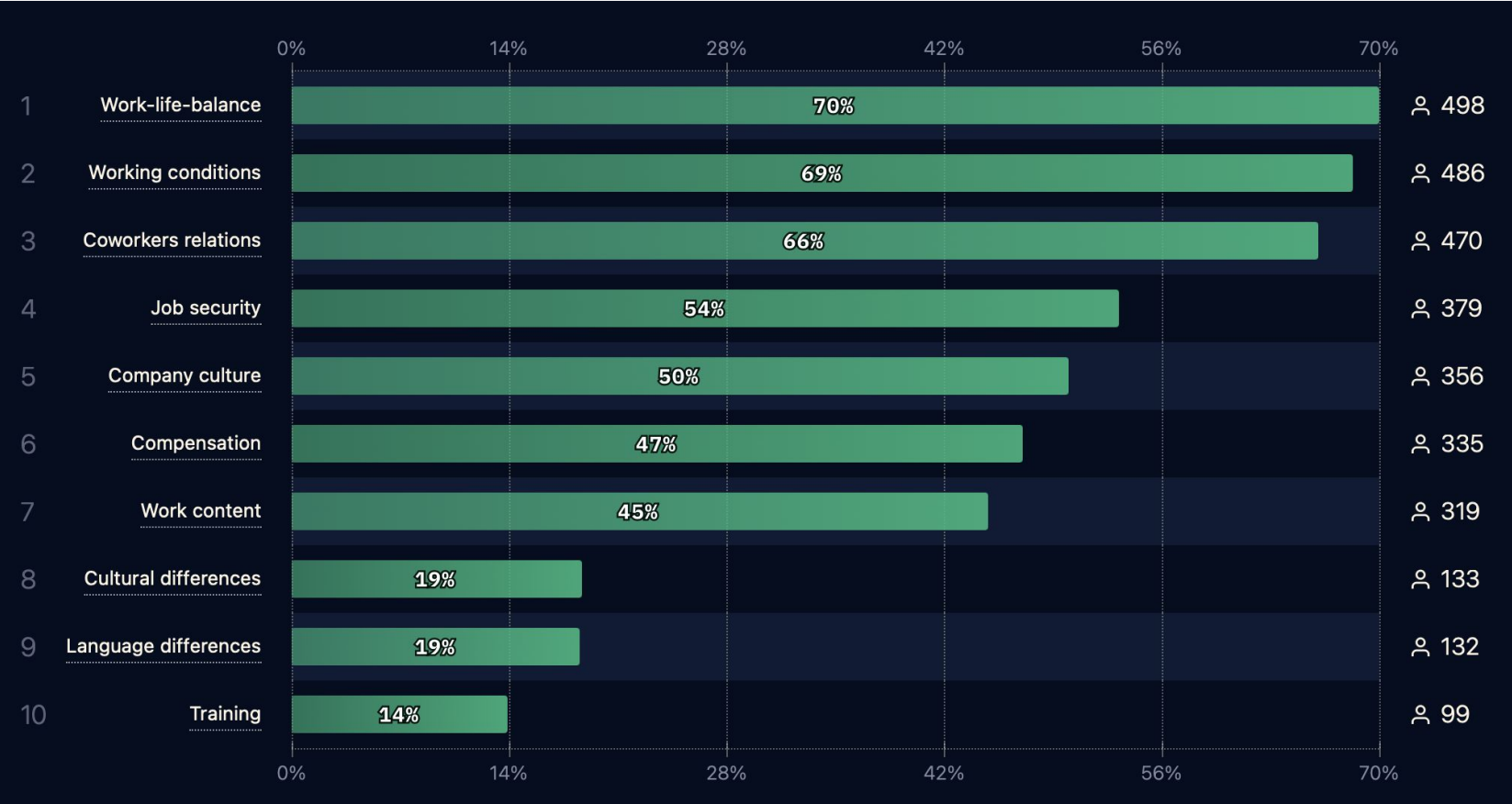
International employers paid 47% more



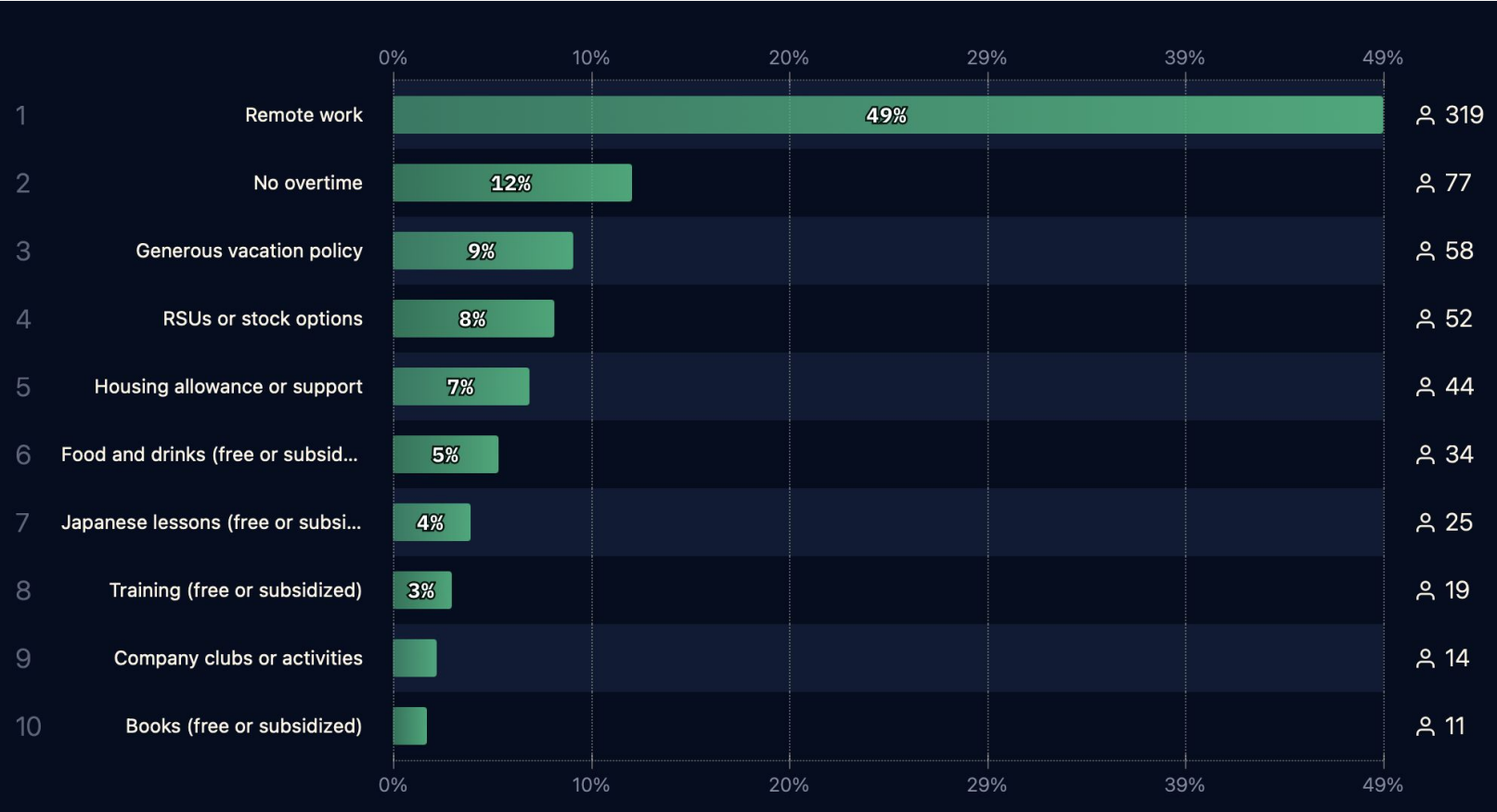
English usage correlated to higher pay



Good work-life balance, working conditions



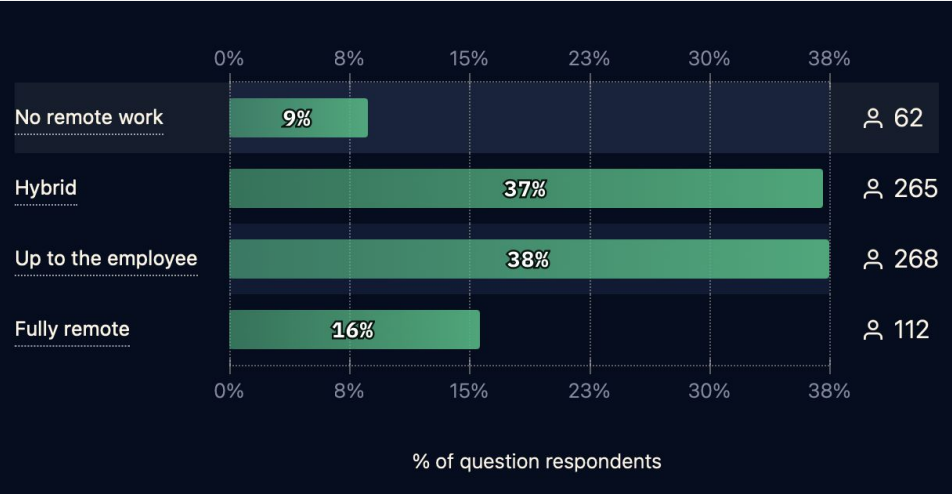
Remote work most valued benefit



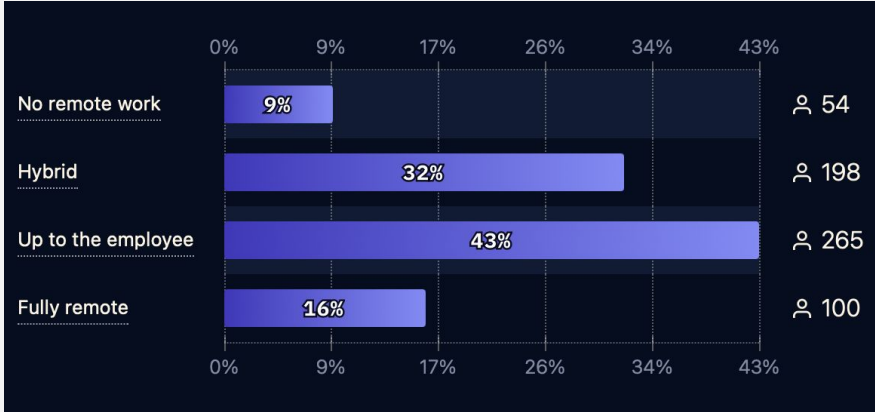
Transition from optional full remote to hybrid



2024



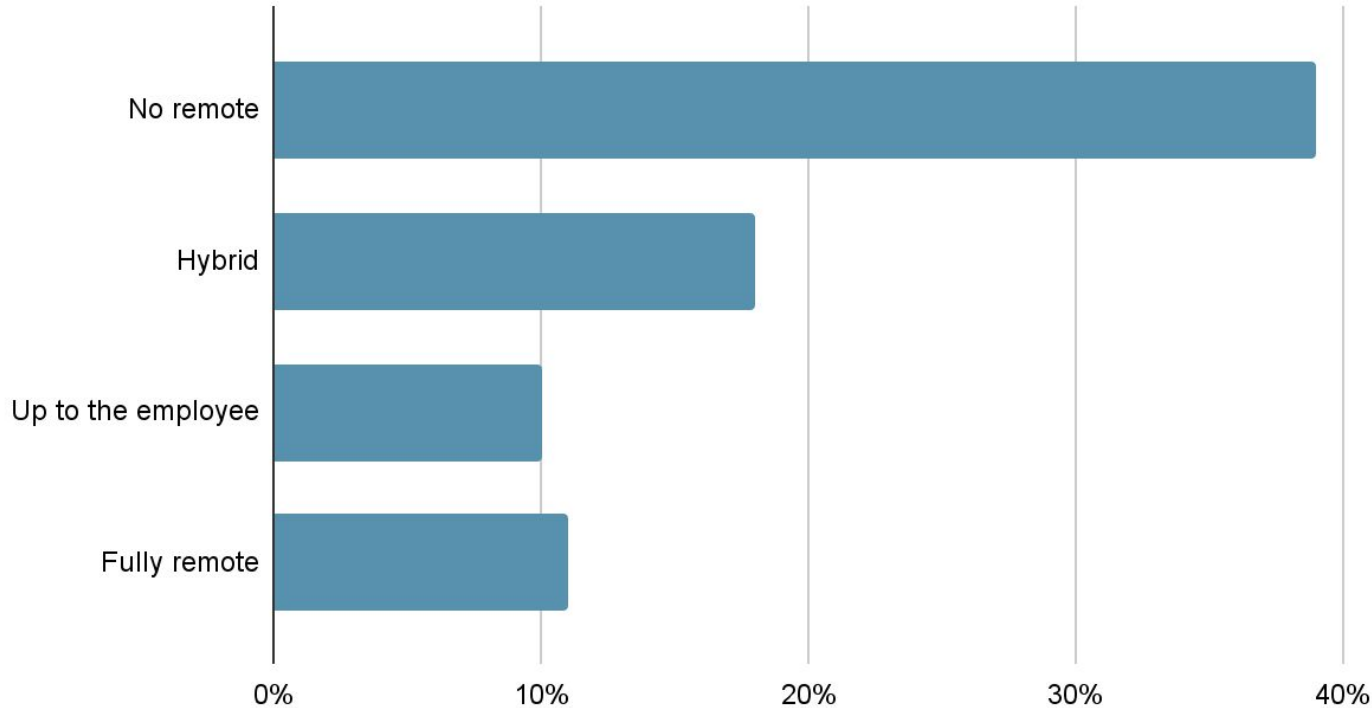
2023



Less Remote Work, Higher Job-Seeking Likelihood



Actively looking for work



Women compensated less than men



Men need to help close the gender gap



A four-stage approach for hiring women on your engineering team by Ann Kilzer
<https://www.tokyodev.com/articles/hiring-women-on-your-engineering-team>



Job board

We feature English-speaking software engineering related positions at Japanese companies.



Community

We're not only a job site, but a community where people can discuss life as a developer in Japan.

Articles

Our diverse team of authors creates high quality articles providing insight into being a developer in Japan.

