Employment and Working Environment Monthly Report

We welcome person who has "motivation". There is a system that people who work a part time job will be full-time employee after a few years later. Our mandatory retirement age was changed to 70 years old from April, 2017. We are looking forward to your application and motivation. Our internal training system is improving day by day.

2017/05/01

	Male			Female			Total		
Number of Employee	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service
Full-time employee	88	41.8	13.3	17	36.3	7.8	105	41.0	12.5
Advisor	7	69.6	20.8	0	-	-	7	69.6	20.8
Part time job	19	37.9	0.9	3	40.3	1.7	22	38.3	1.0
Senior	6	62.2	33.7	0	-	-	6	62.2	33.7
Total	120	43.4	12.7	20	36.9	6.8	140	42.5	11.9

	Ма	le	Fem	nale	Total		
Officer	Number of	Ratio	Number of	Ratio	Number of	Ratio	
	people	Ratio	people	Ratio	people		
Official	13	8.6%	5	3.3%	18	11.9%	
Management	12	7.9%	3	2.0%	15	9.9%	
Director	7	4.6%	0	0.0%	7	4.6%	
Total	32	21.1%	8	5.3%	40	26.4%	

**Total number of people 147

Let's try thinking and moving to finish working within working hours. Let's try having bright and healthy life using on and off balance.

Jap Year Cal	Japanese	Overtime	rertime Ratio of taking paid		Target of maternity leave				
		work	leave			Male		Female	
	Calendar Year	Monthly average	numerator	denominator	Ratio	numerator	denominator	numerator	denominator
2013	H.25	3:10/304:07	1393	2097	66.4%	0	102	0	17
2014	H.26	3:30/365:01	1323	1961	67.5%	0	101	2	17
2015	H.27	4:03/446:30	1323	2002	66.1%	0	113	2	17
2016	H.28	4:32/464:58	1635	2321	70.4%	0	124	0	21
2017	H.29								
	April	6:55/713:45	114.5	2348	4.9%	0	130	0	21
	May								
	June								
	July								
	August								
	September								

Employment situation in the past five years (**fiscal year)

*1 : Duplication of alumnae within three years and over 50 years old employers
*2 : Duplication of new graduates and over 50 years old

employers

*3 : Except mandatory retirement and resignation from a company on marriage

Year	Japanese Calendar Year	Employers	Male	Female	Total
	Calcilual Teal	New graduates	1	0	1
		Alumnae within three years	0	1	1
		Under the age of 35 years old	2	3	5
		Over 35 years old	2	1	3
		Over 50 years old	2	0	2
2013	H.25	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees × 2	1	1	2
		Total	8	6	14
		Turnover·within three years employment	6	3	9
		Turnover · over three years employment	4	0	4
		Total	10	3	13
		New graduates	0	3	3
		Alumnae within three years	1	1	2
		Under the age of 35 years old	3	4	7
		Over 35 years old	9	0	9
		Over 50 years old	1	1	2
2014	H.26	Transfer from part time job to full time employees 1	2	1	3
		Foreign national employees × 2	1	0	1
		Total	17	10	27
		Turnover·within three years employment	6	0	6
		Turnover · over three years employment	5	0	5
		Total	11	0	11
		New graduates	1	1	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	7	2	9
	H.27	Over 35 years old	12	0	12
		Over 50 years old	1	0	1
2015		Transfer from part time job to full time employees 1	4	0	4
		Foreign national employees × 2	0	1	1
		Total	24	4	29
		Turnover∙within three years employment	1	2	3
		Turnover · over three years employment	2	0	2
		Total	3	2	5
		New graduates	2	0	2
		Alumnae within three years	2	0	2
		Under the age of 35 years old	10	2	12
		Over 35 years old	8	2	10
		Over 50 years old	3	0	3
2016	H.28	Transfer from part time job to full time employees 1	2	0	2
		Foreign national employees %2	2	0	2
		Total	29	4	33
		Turnover·within three years employment	1	1	2
		Turnover·over three years employment	3	0	3
		Total	4	1	5
2017		New graduates	1	0	1
	Н.29	Alumnae within three years	0	0	0
		Under the age of 35 years old	2	0	2
		Over 35 years old	0	0	0
		Over 50 years old	0	0	0
		Transfer from part time job to full time employees 1	2	0	2
		Foreign national employees × 2	0	0	0
		Total	5	0	5
		Turnover∙within three years employment	0	0	0
		Turnover · over three years employment	1	0	1
		Total	1 4	0	1