『Employment and Working Environment Monthly Report』

2020/3/1

Number of Employee	Male			Female			Total		
	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service
Full-time employee	114	40.7	10.5	35	41.4	4.9	149	40.9	9.2
Advisor	6	69.1	20.3	0			6	69.1	20.3
Part time job	1	43.0	5.0	1	42.0	3.0	2	42.5	4.0
Senior	5	64.4	38.0	0			5	64.4	38.0
Total/Ave	126	43.0	12.0	36	41.4	4.8	162	42.7	10.4

Officer Male Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	9	5.39%	4	2.40%	13	7.78%
Management	11	6.59%	5	2.99%	16	9.58%
Director	4	2.40%	0	0.00%	4	2.40%
Total	24	14.37%	9	5.39%	33	19.76%

※Total number of people 167 Included: 1 temporary staff

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.

Year	Japanese calendar year	Overtime work	Ratio of taking paid leave			Target of maternity leave			
						Male		Female	
		Monthly average	numerator	denominator	Ratio	numerator	denominator	numerator	denominator
2013	H25	3:10/304:07	1393	2097	66.4%	0	102	0	17
2014	H26	3:30/365:01	1323	1961	67.5%	0	101	2	17
2015	H27	4:03/446.30	1323	2002	66.1%	0	113	2	17
2016	H28	4:32/464.58	1635	2321	70.4%	0	124	0	21
2017	H29	5:50/625:32	1713	2210	77.5%	0	123	2	23
2018	H30	5:30/661:17	1787	2169	82.4%	0	125	2	28
2019	H31/R01								
	April	6:41/877:37	241	2401	10.0%	0	129	2	32
	May	4:29/592:14	356	2401	14.8%	0	129	0	33
	June	4:41/614:08	468.5	2361	19.8%	0	129	0	34
	July	4:34/603:34	606.5	2381	25.5%	0	129	0	33
	August	4:27/584:11	868.5	2401	36.2%	1	129	2	34
	September	3:38/487:07	1043	2401	43.4%	0	130	2	35
	October	4:18/577:43	1207	2401	50.3%	0	128	2	34
	November	4:49/647:11	1351.5	2401	56.3%	0	129	2	35
	December	4:40/625:45	1491	2383	62.6%	0	130	2	36
	January	4:13/573:28	1650.5	2383	69.3%	0	131	2	35
	February	5:41/773:46	1793.5	2363	75.9%	0	131	2	36
	March								

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	Japanesecalendar year	Employers		Male	Female	Total
2015	H27	New graduates		1	1	2
		Alumnae within three years		0	0	0
		Under the age of 35 years old		7	2	9
		Over 35 years old		12	0	12
		Over 50 years old		1	0	1
		Transfer from part time job to full time employees※1		4	0	4
		Foreign national employees※2		0	1	1
		Total		25	4	29
		Turnover･within three years employment		1	2	3
		Turnover･over three years employment		2	0	2
		Total ※3		3	2	5
2016	H28	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
		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	H29	New graduates		1	0	1
		Alumnae within three years		0	0	0
		Under the age of 35 years old		2	2	4
		Over 35 years old		5	0	5
		Over 50 years old		2	1	3
		Transfer from part time job to full time employees※1		2	0	2
		Foreign national employees※2		0	0	0
		Total		12	3	15
		Turnover･within three years employment		5	0	5
		Turnover･over three years employment		6	1	7
		Total ※3		11	1	12
2018	H30	New graduates		2	0	2
		Alumnae within three years		0	0	0
		Under the age of 35 years old		3	3	6
		Over 35 years old		13	12	25
		Over 50 years old		5	0	5
		Transfer from part time job to full time employees※1		4	0	4
		Foreign national employees※2		0	0	0
		Total		27	15	42
		Turnover･within three years employment		14	6	20
		Turnover･over three years employment		6	0	6
		Total ※3		20	6	26
2019年	H31/R01	New graduates		5	1	6
		Alumnae within three years		0	0	0
		Under the age of 35 years old		8	2	10
		Over 35 years old		5	2	7
		Over 50 years old		0	4	4
		Transfer from part time job to full time employees※1		12	2	14
		Foreign national employees※2		2	0	2
		Total		32	11	43
		Turnover･within three years employment		5	3	8
		Turnover･over three years employment		6	1	7
		Total ※3		11	4	15

<Personnel Transition table>

Number of people as of 1st day of every month

<By department>

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	4	5	5	5	4	4	4	4	4	4	4
Sales Dept		22	22	23	24	25	26	26	26	27	27	26	26
Technical Dept		99	101	100	101	100	100	101	99	100	101	102	102
Administrative Dept		34	34	34	33	32	33	34	33	33	34	34	35
Total		160	161	162	163	162	163	165	162	164	166	166	167

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	3	4	4	4	4	4	4	4	4	4	4
Full-time employee	Including senior	144	146	147	148	148	150	152	149	151	153	153	154
Advisor		9	9	8	8	7	6	6	6	6	6	6	6
Part time job		2	2	2	2	2	2	2	2	2	2	2	2
Temporary staff		1	1	1	1	1	1	1	1	1	1	1	1
Total		160	161	162	163	162	163	165	162	164	166	166	167

【男女別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male		128	129	129	129	129	129	130	128	129	130	131	131
Female		32	32	33	34	33	34	35	34	35	36	35	36
Total		160	161	162	163	162	163	165	162	164	166	166	167

【役職別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	3	4	4	4	4	4	4	4	4	4	4
Manager		1	1	1	1	1	1	1	1	1	1	2	2
Deputy manager		2	2	2	2	2	2	2	2	2	2	1	1
Manager		10	10	9	9	9	9	9	9	9	9	9	9
Deputy manager		4	4	4	4	4	4	4	4	4	4	3	3
Assistant manager		16	16	16	16	16	15	15	15	15	15	15	15
Group leader		5	5	5	5	5	5	5	5	5	5	5	5
General		106	108	110	111	111	114	116	113	115	117	118	119
Advisor		9	9	8	8	7	6	6	6	6	6	6	6
Part time job		2	2	2	2	2	2	2	2	2	2	2	2
Temporary staff		1	1	1	1	1	1	1	1	1	1	1	1
Total		160	161	162	163	162	163	165	162	164	166	166	167