[Employment and Working Environment Monthly Report]

2021/11/1

Number of		Male			Female		Total				
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	112	40.9	10.3	44	42.3	4.4	156	41.3	8.6		
Advisor	4	68.0	16.0	0	0	0	4	68.0	16.0		
Part time job	0	0	0	2	40.5	0.0	2	40.5	0.0		
Senior	4	65.3	42.8	0	0	0	4	65.3	42.8		
Total/Ave	120	42.6	11.5	46	42.2	4.2	166	42.5	9.5		

Officer Male Number of	Ma	ale	Fem	nale	Total				
people	Number of people Datio Number of people		Ratio	Number of people	Ratio				
Official	9	5.20%	2	1.16%	11	6.36%			
Management	6	3.47%	5	2.89%	11	6.36%			
Director	5	2.89%	0	0.00%	5	2.89%			
Total	20	11.56%	7	4.05%	27	15.61%			

**Total number of people 173

Included: 2 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.

		0	Ratio of taking paid		Target of maternity leave								
Year	Japanese calendar year	Overtime work		lea	ive		Ma	ale		Female			
	calendar year	Monthly average	numerator denominator		Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio		
2017	H29	5:50/625:32	1713	2210	77.5%	0	1	0%	2	2	100%		
2018	H30	5:30/661:17	1787	2169	82.4%	0	2	0%	2	2	100%		
2019	H31/R01	4:44/632:29	1996.5	2363	84.5%	1	2	50%	2	2	100%		
2020	R02	3:21/485:27	2103	2473	85.0%	1	4	25%	2	2	100%		
	令和03												
	April	5:09/753:58	150	2602	5.8%	0	0	0%	3	3	100%		
	May	4:42/691:16	300	2602	11.5%	0 0		0%	2	2	100%		
	June	4:12/622:19	447	2602	17.2%	0 (0%	2	2	100%		
	July	4:32/676:18	689.5	2573	26.8%	0	0	0%	3	3	100%		
	August	4:00/597:10	846.5	2548	33.2%	0	0	0%	3	3	100%		
2021	September	4:07/627:07	1114.5	2548	43.7%	0	0	0%	3	3	100%		
	October	4:30/680:12	1260.5	2153	50.2%	0	0	0%	3	3	100%		
	November												
	December												
	January												
	February												
	March												

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

 $\ensuremath{\,\times\,} 1$: Duplication of alumnae within three years and over 50 years old employers

※2 : Duplication of new graduates and over 50 years old employers

 $\ensuremath{\,\times\,} 3$: Except mandatory retirement and resignation from a company on marriage

Year	Japanesecalendar year	Employers	arry orr rind	Male	Female	Total
	, , , , , , , , , , , , , , , , , , ,	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
2017	цэо	Transfer from part time job to full time employees%1		2	0	2
2017	H29	Foreign national employees%2		0	0	0
		Total		12	3	15
		·		5		5
		Turnover·within three years employment			0	
		Turnover·over three years employment		6	1	7
		Total		11	1	12
		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
2018	H30	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
		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		<u>8</u>	4	9
		Over 50 years old		1	4	5
2019	H31/R01	Transfer from part time job to full time employees **1		12	2	14
		Foreign national employees × 2		4	0	2
		Total		35	13	46
		Turnover·within three years employment		5	3	8
		Turnover·over three years employment		7	1	8
		Total %3		12	4	16
		New graduates		0	1	1
		Alumnae within three years		0	0	0
		Under the age of 35 years old		6	4	10
		Over 35 years old		2	7	9
		Over 50 years old		2	4	6
2020	R02	Transfer from part time job to full time employees%1		0	0	0
2020	102	Foreign national employees × 2		1	1	2
		Total		11	17	28
		Turnover·within three years employment		5		
					10	15
		Turnover·over three years employment		13	3	16
		Total %3		18	13	31
		New graduates		4	1	5
		Alumnae within three years		0	0	0
		Under the age of 35 years old		5	3	8
		Over 35 years old		2	2	4
		Over 50 years old		3	1	0
2021	R03	Transfer from part time job to full time employees%1		0	1	1
		Foreign national employees × 2		2	0	2
		Total		16	8	24
		Turnover·within three years employment		5	4	9
		Turnover·over three years employment		4	0	4
		Total %3		9	4	13
		10001 /// 3			Т	10

<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	5	5	5	5	5	5	5				
Accounting Section	8	8	8	8	8	8	8	8				
Internal Affairs Dept	19	20	20	19	19	19	19	18				
Human Resources Dept	17	18	17	17	17	17	18	18				
Sales Dept	24	24	23	23	23	23	22	22				
Engineering Dept	99	100	101	101	100	104	103	102				
Other	0	0	0	0	0	0	0	0				
Total	172	175	174	173	172	176	175	173				

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5	5	5	5	5				
Full-time employee	Including senior	159	161	161	160	159	164	162	160				
Advisor		4	4	3	3	3	3	4	4				
Part time job		2	2	2	2	2	2	2	2				
Temporary staff		2	3	3	3	3	2	2	2				
Total		172	175	174	173	172	176	175	173				

【男女別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	126	128	127	127	123	127	127	126				
Female	46	47	47	46	49	49	48	47				
Total	172	175	174	173	172	176	175	173				

【役職別】

12-100/332												
Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5	5	5	5				
Director	2	2	2	2	2	2	2	2				
Deputy Director	2	2	2	2	1	1	1	1				
Manager	8	8	8	8	8	8	8	8				
Assistant manager	11	11	11	11	11	11	11	11				
Group leader	12	12	12	12	12	12	12	11				
General	124	126	126	125	125	130	128	127				
Advisor	4	4	3	3	3	3	4	4				
Part time job	2	2	2	2	2	2	2	2				
Temporary staff	2	3	3	3	3	2	2	2				
Total	172	175	174	173	172	176	175	173				