[Employment and Working Environment Monthly Report]

2021/3/1

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	117	41.7	10.7	39	43.8	4.9	156	42.2	9.3		
Advisor	6	69.7	20.2	0	0	0	6	69.7	20.2		
Part time job	2	23.0		3	41.0	1.3	5	33.8	0.8		
Senior	4	64.8	42.0	0	0	0	4	64.8	42.0		
Total/Ave	129	43.4	11.9	42	43.6	4.6	171	43.5	10.1		

Officer Male Number of	Ma	ile	Fem	nale	Total				
people	Number of people	of people Ratio Number of people		Ratio	Number of people	Ratio			
Official	11	6.18%	3	1.69%	14	7.87%			
Management	8	4.49%	5	2.81%	13	7.30%			
Director	6	3.37%	0	0.00%	6	3.37%			
Total	25	14.04%	8	4.49%	33	18.54%			

**Total number of people 178

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.

	_	Overtime Ratio of taking pai		aking paid		Ta	rget of ma	aterni	ty lea	ve	
Year	Japanese calendar year	work		lea	ve		Ma	ale		Fen	nale
	Caleridai yeai	Monthly average	numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio
2016	H28	4:32/464.58	1635	2321	70.4%	0	-			2	100%
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%
	令和02										
	April	4:19/619:31	144	2697	5.3%	0	0	0%	2	2	100%
	May	3:33/508:40	299	2697	11.1%	0	0	0%	2	2	100%
	June	3:40/528:43	349	2621	13.3%	0	0	0%	2	2	100%
	July	4:02/594:37	581	2623	22.2%	0 1		0%	2	2	100%
	August	0:20/50:24	852	2603	32.7%	1	2	50%	2	2	100%
2020	September	2:23/343:31	995	2555	38.9%	1	3	33%	2	2	100%
	October	5:00/716:33	1164.5	2555	45.6%	0	4	0%	2	2	100%
	November	3:32/506:34	1290.5	2527	51.1%	1	4	25%	2	2	100%
	December	4:18/632:12	1558.5	2527	61.7%	1	4	25%	2	2	100%
	January	1:55/278:19	1800	2527	71.2%	0	4	0%	2	2	100%
	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	,	Male	Female	Total
		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	H28	Transfer from part time job to full time employees%1		2	0	2
2010	П20	Foreign national employees%2		2	0	2
		Total		29	4	33
						2
		Turnover·within three years employment		1	1	
		Turnover·over three years employment		3	0	3
		Total %3		4	1	5
		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	H29	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	i	5	0	5
		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		13 5	0	5
2010	1120			4		4
2018	H30	Transfer from part time job to full time employees%1		-	0	-
		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		5	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		2	0	2
		Total		33	13	46
		Turnover·within three years employment	i	5	3	8
		Turnover·over three years employment		7	1	8
		Total *3		12	4	16
				0	1	
		New graduates Alumnae within three years		0	0	0
			-			
		Under the age of 35 years old		8	4	12
		Over 35 years old		2	8	10
		Over 50 years old		2	4	6
2020	R02	Transfer from part time job to full time employees%1		0	0	0
		Foreign national employees × 2		0	0	0
	1	Total		12	17	29
		Turnover·within three years employment		4	10	14
				4 3	10	14 5

<Personnel Transition table>

Number of people as of 1st day of every month

<By department>

Section 1	A	pr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	4	6	6	6	6	6	6	6	6	6	5
Accounting Section		6	6	6	7	8	7	6	6	8	8	7	7
Other		1	1	1	1	1	1	1	0	0	1	1	0
Internal Affairs Dept	:	25	25	25	24	24	25	24	24	25	26	26	19
Human Resources Dept		9	10	10	13	13	12	13	12	12	13	13	17
Sales Dept	:	28	28	25	26	25	24	25	25	26	25	24	25
Engineering Dept	10	01	101	101	102	102	101	101	100	101	100	99	105
Total	17	74	175	174	179	179	176	176	173	178	179	176	178

<By employee classification>

Section 1	Sectoin 2	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	4	6	6	6	6	6	6	6	6	6	5
Full-time employee	Including senior	162	163	160	165	165	163	162	159	164	163	160	160
Advisor		5	5	5	5	5	5	6	6	6	6	6	6
Part time job		2	2	2	2	2	1	1	1	1	3	3	5
Temporary staff		1	1	1	1	1	1	1	1	1	1	1	2
Total		174	175	174	179	179	176	176	173	178	179	176	178

【男女別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	133	133	133	134	134	132	133	131	133	136	135	135
Female	41	42	41	45	45	44	43	42	45	43	41	43
Total	174	175	174	179	179	176	176	173	178	179	176	178

【役職別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4	4	6	6	6	6	6	6	6	6	6	5
Director	6	6	4	4	4	4	4	4	4	4	4	2
Deputy Director	0	0	0	0	0	0	0	0	0	0	0	2
Manager	10	10	10	9	9	9	9	9	9	9	9	11
Deputy manager	2	2	1	1	1	1	1	1	1	1	1	0
Assistant manager	12	13	13	14	13	13	13	13	13	13	12	12
Group leader	6	6	6	6	6	6	6	6	6	6	6	12
General	126	126	126	131	132	130	129	126	131	130	128	121
Advisor	5	5	5	5	5	5	6	6	6	6	6	6
Part time job	2	2	2	2	2	1	1	1	1	3	3	5
Temporary staff	1	1	1	1	1	1	1	1	1	1	1	2
Total	174	175	174	179	179	176	176	173	178	179	176	178