[Employment and Working Environment Monthly Report]

2023/1/1

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	113	42.8	10.8	43	42.3	5.2	156	42.6	9.2		
Advisor	2	71.0	9.5	0	0	0	2	71.0	9.5		
Part time job	3	50.7	10.3	2	42.5	0.5	5	47.4	6.4		
Senior	1	67.0	47.0	0	0	0	1	67.0	47.0		
Total/Ave	119	43.6	11.0	45	42.4	4.9	164	43.3	9.3		

Officer Male Number of	Ma	ale	Fem	nale	Total				
people	Number of poople Datio Number of poople		Ratio	Number of people	Ratio				
Official	5	2.92%	3	1.75%	8	4.68%			
Management	8	4.68%	5	2.92%	13	7.60%			
Director	5	2.92%	0	0.00%	5	2.92%			
Total	18	10.53%	8	4.68%	26	15.20%			

**Total number of people 171

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.

		Ratio of taking paid					Та	rget of ma	aterni	ty lea	ve		
Year	Japanese calendar year	Overtime work		lea	ive		Ма	ale	Female				
	caleridai yeai	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	3:38/672:20	2153	2439	88.3%	0	0	0%	3	3	100%		
2021	R03	3:38/672:20	2153	2439	88.3%	0	0	0%	3	3	100%		
	令和04												
	April	0 : 28/73 : 15	319	2818	11.3%	0	0	0%	3	3	100%		
	May	1:36/281:41	319	2823	11.3%	0	0	0%	2	2	100%		
	June	1:34/289:40	530	2828	18.7%	0	0	0%	2	2	100%		
	July	1:36/320:15	784.5	2815	27.9%	0	0	0%	2	2	100%		
	August	1:07/193:22	1047	2714	38.6%	1	1	100%	2	2	100%		
2022	September	0:44/147:30	1245.5	2674	46.6%	0	0	0%	0	0	0%		
	October	1:46/293:25	1329	2692	49.4%	1	1	100%	0	0	0%		
	November	2:31/563:40	1525.5	2672	57.1%	0	0	0%	0	0	0%		
	December	3:50/618:55	1787.5	2652	67.4%	0	0	0%	0	0	0%		
	January												
	February												
	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

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

Year	Japanesecalendar year	=[6.4] 4.4	Male	Female	Tota
		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
2010	1150	Foreign national employees %2	0	0	0
		Total	27	15	42
		Turnover·within three years employment	14		20
				6	
		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
2019	I I I I I I I I I I I I I I I I I I I	Foreign national employees%2	4	0	2
			35	13	46
		Total			
		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
	R02	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		Transfer from part time job to full time employees%1	0	0	0
2020					
		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	6	4	10
				3	7
		Over 35 years old	4		
		Over 50 years old	6	2	8
2021	R03	Transfer from part time job to full time employees%1	0	1	1
		Foreign national employees % 2	4	1	5
		Total	24	12	36
		Turnover·within three years employment	7	8	15
		Turnover·over three years employment	9	0	9
		Total %3	16	8	24
			2	1	3
		New graduates			
		Alumnae within three years	0	0	0
		Under the age of 35 years old	3	4	7
		Over 35 years old	1	2	3
		Over 50 years old	4	0	4
2022	R04	Transfer from part time job to full time employees 1	0	0	0
-		Foreign national employees × 2	0	2	2
		Total	10	9	19
		Turnover·within three years employment		3	
			7		10
		Turnover over three years employment	6	4	10
		Total %3	13	7	20

<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	5	5		
Accounting Section	8	7	7	7	6	5	5	5	5	5		
Internal Affairs Dept	16	17	17	17	17	17	16	17	17	17		
Human Resources Dept	20	16	16	16	14	14	14	14	14	14		
Sales Dept	21	23	23	23	22	21	21	20	19	19		
Engineering Dept	106	107	106	106	103	103	106	106	107	107		
Other	0	0	0	0	0	0	0	0	0	0		
Total	178	181	180	180	172	171	173	173	171	170		

<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	5	5		
Full-time employee	Including senior	166	169	168	167	160	159	157	159	157	157		
Advisor		3	3	3	3	3	2	2	2	2	2		
Part time job		2	2	2	3	2	3	4	5	5	4		
Temporary staff		2	2	2	2	2	2	5	2	2	2		
Total		178	181	180	180	172	171	173	173	171	170		

【男女別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	131	133	132	133	129	128	129	128	126	124		
Female	47	48	48	47	43	43	44	45	45	46		
Total	178	181	180	180	172	171	173	173	171	170		

【役職別】

1 12-16/07532												
Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5	5	5	5	5	5		
Director	2	2	2	2	2	2	2	2	2	2		
Deputy Director	2	2	2	2	2	2	2	2	2	2		
Manager	9	9	9	9	9	9	9	9	9	9		
Assistant manager	9	9	9	9	9	9	9	9	8	8		
Group leader	12	12	12	12	12	12	11	11	11	9		
General	132	135	134	133	126	125	124	126	125	127		
Advisor	3	3	3	3	3	2	2	2	2	2		
Part time job	2	2	2	3	2	3	4	5	5	4		
Temporary staff	2	2	2	2	2	2	5	2	2	2		
Total	178	181	180	180	172	171	173	173	171	170		