# 『Employment and Working Environment Monthly Report』

2024/1/1

| 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 | 113 | 43.7 | 11.1 | 41 | 43.0 | 6.2 | 154 | 43.5 | 9.8 |
| Advisor | 2 | 72.0 | 10.5 | 0 | 0 | 0 | 2 | 72.0 | 10.5 |
| Part time job | 1 | 66.0 | 0.0 | 1 | 43.0 | 2.0 | 2 | 54.5 | 1.5 |
| Indefinite conversion | 1 | 68.0 | 48.0 | 0 | 0 | 0 | 1 | 68.0 | 48.0 |
| Total/Ave | 117 | 44.6 | 11.2 | 42 | 43.0 | 6.1 | 159 | 44.2 | 9.9 |

| Officer Male Number of people | Male | | Female | | Total | |
|---|---|---|---|---|---|---|
| | Number of people | Ratio | Number of people | Ratio | Number of people | Ratio |
| Official | 6 | 3.66% | 1 | 0.61% | 7 | 4.27% |
| Management | 6 | 3.66% | 4 | 2.44% | 10 | 6.10% |
| Director | 4 | 2.44% | 0 | 0.00% | 4 | 2.44% |
| Total | 16 | 9.76% | 5 | 3.05% | 21 | 12.80% |

※Total number of people　164　　　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 | 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 | 1 | 0% | 3 | 3 | 100% |
| 2021 | R03 | 3:38/672:20 | 2153 | 2439 | 88.3% | 0 | 1 | 0% | 3 | 3 | 100% |
| 2022 | R04 | 2:24/426:12 | 2186 | 2532 | 86.3% | 2 | 3 | 67% | 2 | 2 | 100% |
| 2023 | 令和05 | | | | | | | | | | |
| | April | 3:30/600:19 | 213 | 2760 | 7.7% | 0 | 0 | 0% | 1 | 1 | 100% |
| | May | 2:59/506:19 | 466.5 | 2738 | 17.0% | 0 | 0 | 0% | 1 | 1 | 100% |
| | June | 3:15/548:13 | 604 | 2723 | 22.2% | 1 | 1 | 100% | 1 | 1 | 100% |
| | July | 0:17/49:00 | 784.5 | 2689 | 29.2% | 0 | 0 | 0% | 1 | 1 | 100% |
| | August | 0:20/57:57 | 1088.5 | 2671 | 40.8% | 0 | 0 | 0% | 1 | 1 | 100% |
| | September | 0:52/144:42 | 1305.5 | 2643 | 49.4% | 0 | 0 | 0% | 1 | 1 | 100% |
| | October | 0:16/45:15 | 1433.5 | 2626 | 54.6% | 0 | 0 | 0% | 1 | 1 | 100% |
| | November | 0:25/70:02 | 1675 | 2608 | 64.2% | 0 | 0 | 0% | 1 | 1 | 100% |
| | December | 0:28/75:24 | 1813.5 | 2592 | 70.0% | 0 | 0 | 0% | 2 | 2 | 100% |
| | January | 0 | 0 | 0 | 0.0% | 0 | 0 | 0% | 0 | 0 | 0% |
| | February | 0 | 0 | 0 | 0.0% | 0 | 0 | 0% | 0 | 0 | 0% |
| | March | 0 | 0 | 0 | 0.0% | 0 | 0 | 0% | 0 | 0 | 0% |

# 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 |
|---|---|---|---|---|---|---|
| 2019 | 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 | 4 | 9 |
| | | Over 50 years old | | 1 | 4 | 5 |
| | | 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 |
| 2020 | R02 | 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 |
| | | Transfer from part time job to full time employees※1 | | 0 | 0 | 0 |
| | | 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 |
| 2021 | R03 | New graduates | | 4 | 1 | 5 |
| | | Alumnae within three years | | 0 | 0 | 0 |
| | | Under the age of 35 years old | | 6 | 4 | 10 |
| | | Over 35 years old | | 4 | 3 | 7 |
| | | Over 50 years old | | 6 | 2 | 8 |
| | | 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 |
| 2022 | R04 | New graduates | | 2 | 1 | 3 |
| | | Alumnae within three years | | 0 | 0 | 0 |
| | | Under the age of 35 years old | | 4 | 6 | 10 |
| | | Over 35 years old | | 1 | 2 | 3 |
| | | Over 50 years old | | 5 | 0 | 5 |
| | | Transfer from part time job to full time employees※1 | | 0 | 0 | 0 |
| | | Foreign national employees※2 | | 0 | 2 | 2 |
| | | Total | | 12 | 11 | 23 |
| | | Turnover・within three years employment | | 10 | 4 | 14 |
| | | Turnover・over three years employment | | 10 | 4 | 14 |
| | | Total ※3 | | 20 | 8 | 28 |
| 2023 | R05 | New graduates | | 2 | 0 | 2 |
| | | Alumnae within three years | | 0 | 0 | 0 |
| | | Under the age of 35 years old | | 5 | 0 | 5 |
| | | Over 35 years old | | 3 | 2 | 5 |
| | | Over 50 years old | | 4 | 1 | 5 |
| | | Transfer from part time job to full time employees※1 | | 0 | 0 | 0 |
| | | Foreign national employees※2 | | 1 | 0 | 1 |
| | | Total | | 15 | 3 | 18 |
| | | Turnover・within three years employment | | 9 | 6 | 15 |
| | | Turnover・over three years employment | | 4 | 1 | 5 |
| | | Total ※3 | | 13 | 7 | 20 |

# &lt;Personnel  Transition table&gt;

Number of people as of 1st day of every month

&lt;By department&gt;

| Section 1 | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Officer | | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | | | |
| 3S Section | | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 4 | 3 | | | |
| Minutes Clerk | | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 3 | 3 | | | |
| Secretary | | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 2 | 2 | | | |
| GMP Management Office | | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | |
| Health and Safety HQ | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| Logistics and Procurement | | 1 | 0 | 0 | 0 | 0 | 8 | 8 | 8 | 7 | | | |
| Direct Management | | 17 | 17 | 15 | 15 | 15 | 13 | 12 | 10 | 9 | | | |
| Internal Affairs Dept | | 9 | 10 | 10 | 10 | 10 | 6 | 6 | 6 | 6 | | | |
| Human Resources Dept | | 23 | 22 | 21 | 21 | 21 | 21 | 20 | 18 | 19 | | | |
| Sales Dept | | 20 | 19 | 18 | 18 | 18 | 9 | 10 | 11 | 8 | | | |
| Engineering Dept | | 100 | 100 | 100 | 101 | 99 | 96 | 97 | 97 | 100 | | | |
| Other | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | 175 | 175 | 172 | 173 | 171 | 169 | 169 | 166 | 164 | | | |

&lt;By employee classification&gt;

| Section 1 | Sectoin 2 | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Officer | | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | | | |
| Full-time employee | Including senior | 163 | 164 | 162 | 163 | 161 | 160 | 160 | 157 | 155 | | | |
| Advisor | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | | | |
| Part time job | | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | |
| Temporary staff | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| Total | | 175 | 175 | 172 | 173 | 171 | 169 | 169 | 166 | 164 | | | |

【男女別】

| Section 1 | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Male | | 125 | 126 | 124 | 124 | 122 | 122 | 122 | 123 | 122 | | | |
| Female | | 50 | 49 | 48 | 49 | 49 | 47 | 46 | 43 | 42 | | | |
| Total | | 175 | 175 | 172 | 173 | 171 | 169 | 169 | 166 | 164 | | | |

【役職別】

| Section 1 | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Officer | | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | | | |
| Director | | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | | | |
| Deputy Director | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Manager | | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 7 | 7 | | | |
| Assistant manager | | 9 | 9 | 9 | 8 | 8 | 8 | 7 | 7 | 7 | | | |
| Group leader | | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 9 | 9 | | | |
| General | | 131 | 132 | 130 | 132 | 130 | 129 | 130 | 131 | 129 | | | |
| Advisor | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | | | |
| Part time job | | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | |
| エンター | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | |
| Temporary staff | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| Total | | 175 | 175 | 172 | 173 | 171 | 169 | 169 | 166 | 164 | | | |