

# Employment and Working Environment Monthly Report

2023/6/1

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	115	43.1	10.7	47	42.7	5.2	162	43.0	9.1
Advisor	2	72.0	10.0	0	0	0	2	72.0	10.0
Part time job	1	65.0	0.0	2	42.5	1.0	3	50.0	0.7
Indefinite conversion	1	68.0	48.0	0	0	0	1	68.0	48.0
<b>Total/Ave</b>	<b>119</b>	<b>44.0</b>	<b>10.9</b>	<b>49</b>	<b>42.7</b>	<b>5.0</b>	<b>168</b>	<b>43.6</b>	<b>9.2</b>

Officer Male Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	7	4.02%	2	1.15%	9	5.17%
Management	6	3.45%	6	3.45%	12	6.90%
Director	5	2.87%	0	0.00%	5	2.87%
<b>Total</b>	<b>18</b>	<b>10.34%</b>	<b>8</b>	<b>4.60%</b>	<b>26</b>	<b>14.94%</b>

※Total number of people 174      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 Monthly average	Ratio of taking paid leave			Target of maternity leave					
			Ratio			Male			Female		
			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	R05										
	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	0	0	0	0.0%	0	0	0%	0	0	0%
	July	0	0	0	0.0%	0	0	0%	0	0	0%
	August	0	0	0	0.0%	0	0	0%	0	0	0%
	September	0	0	0	0.0%	0	0	0%	0	0	0%
	October	0	0	0	0.0%	0	0	0%	0	0	0%
	November	0	0	0	0.0%	0	0	0%	0	0	0%
	December	0	0	0	0.0%	0	0	0%	0	0	0%
	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	Japanese calendar 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
		<b>Total</b>	<b>35</b>	<b>13</b>	<b>46</b>
		Turnover·within three years employment	5	3	8
		Turnover·over three years employment	7	1	8
		<b>Total ※3</b>	<b>12</b>	<b>4</b>	<b>16</b>
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
		<b>Total</b>	<b>11</b>	<b>17</b>	<b>28</b>
		Turnover·within three years employment	5	10	15
		Turnover·over three years employment	13	3	16
		<b>Total ※3</b>	<b>18</b>	<b>13</b>	<b>31</b>
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
		<b>Total</b>	<b>24</b>	<b>12</b>	<b>36</b>
		Turnover·within three years employment	7	8	15
		Turnover·over three years employment	9	0	9
		<b>Total ※3</b>	<b>16</b>	<b>8</b>	<b>24</b>
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
		<b>Total</b>	<b>12</b>	<b>11</b>	<b>23</b>
		Turnover·within three years employment	10	4	14
		Turnover·over three years employment	10	4	14
		<b>Total ※3</b>	<b>20</b>	<b>8</b>	<b>28</b>
2023	R05	New graduates	2	0	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	2	0	2
		Over 35 years old	2	1	3
		Over 50 years old	2	1	3
		Transfer from part time job to full time employees※1	0	0	0
		Foreign national employees※2	1	0	1
		<b>Total</b>	<b>9</b>	<b>2</b>	<b>11</b>
		Turnover·within three years employment	3	1	4
		Turnover·over three years employment	0	0	0
		<b>Total ※3</b>	<b>3</b>	<b>1</b>	<b>4</b>

