Employment and Working Environment Monthly Report

							2023	3/6/1			
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	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		
Total/Ave	119	44.0	10.9	49	42.7	5.0	168	43.6	9.2		

Officer Male Number of	Ma	ale	Fen	nale	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%		
Total	18	10.34%	8	4.60%	26	14.94%		

%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.

		Overtime	Ratio	o of ta	aking paid		Та	rget of ma	aterni	ty lea	ve		
Year	Japanese calendar year	work		lea	ve		Ma	ale		Ferr	nale		
	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	3:38/672:20	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%		
	R05												
	April	3:30/600:19	213	2760	7.7%	0	0	0%	1	1	100%		
	Мау	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%		
2023	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
- $\times 3$: Except mandatory retirement and resignation from a company on marriage

Year	Japanese calendar year		Male	Female	Tota
		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
2015		Foreign national employees %2	4	0	2
		Total	35	13	46
		Turnover • within three years employment	5	3	8
			7		8
		Turnover three years employment		1	
		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
_0_0		Foreign national employees %2	1	1	2
		Total	11	17	28
		Turnover•within three years employment	5		15
				3	
		Turnover over three years employment	13		16
		Total %3	18	13	31
		New graduates	4	1	5
		Alumnae within three years	0	0	0
	R03	Under the age of 35 years old	6	4	10
		Over 35 years old	4	3	7
		Over 50 years old	6	2	8
2021		Transfer from part time job to full time employees %1	0	1	1
2021		Foreign national employees %2	4	1	5
		Total	24	12	36
			7		
		Turnover within three years employment		8	15
		Turnover over three years employment	9	0	9
		Total %3	16	8	24
		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
2022	R04	Transfer from part time job to full time employees %1	0	0	0
2022		Foreign national employees%2	0	2	2
		Total	12	11	23
					14
		Turnover•within three years employment	10	+	
		Turnover over three years employment	10	4	14
		Total %3	20	8	28
		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
2023	R05	Transfer from part time job to full time employees%1	0	0	0
2023	KU5	Foreign national employees%2		0	1
		Total	9	2	11
		Turnover•within three years employment	3	1	4
		Turnover•over three years employment	0	0	0
	1	Total %3	3	1	4

<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										
GMP Management Office		1	1										
Health and Safety HQ		1	1										
Direct Management		17	17										
Internal Affairs Dept		9	10										
Human Resources Dept		23	22										
Sales Dept		20	19										
Engineering Dept	1	100	100										
Other		0	0	0	0	0	0	0	0	0	0	0	0
Total	1	175	175										

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5										
Full-time employee	Including senior	163	164										
Advisor		2	2										
Part time job		4	3										
Temporary staff		1	1										
Total		175	175										

[By sex]

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	125	126										
Female	50	49										
Total	175	175										

[By employee classification]

Section 1	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5										
Director	4	4										
Deputy Director	0	0										
Manager	8	8										
Assistant manager	9	9										
Group leader	11	11										
General	131	132										
Advisor	2	2										
Part time job	4	3										
Temporary staff	1	1										
Total	175	175										