

Employment and Working Environment Monthly Report

2023/10/1

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	43.6	11.1	45	42.2	5.7	158	43.2	9.6
Advisor	2	72.0	10.0	0	0	0	2	72.0	10.0
Part timer	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	44.5	11.2	46	42.3	5.6	163	43.9	9.6

Officer Male Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	6	3.57%	2	1.19%	8	4.76%
Management	6	3.57%	6	3.57%	12	7.14%
Director	4	2.38%	0	0.00%	4	2.38%
Total	16	9.52%	8	4.76%	24	14.29%

※Total number of people 167

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					
			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	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	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	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 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 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 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	4	0	4
		Over 35 years old	3	2	5
		Over 50 years old	3	1	4
		Transfer from part time to full time employees※1	0	0	0
		Foreign national employees※2	1	0	1
		Total	13	3	16

	Turnover·within three years employment	7	2	9
	Turnover·over three years employment	2	0	2
	Total ※3	9	2	11

<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	4						
3S		0	0	0	0	0	4						
Minutes		0	0	0	0	0	3						
Secretary		0	0	0	0	0	2						
GMP Management office		1	1	2	2	2	2						
Health and Safety HQ		1	1	1	1	1	1						
Logistics and Procurement		1	0	0	0	0	8						
Direct Management		17	17	15	15	15	13						
Internal Affairs Dept		9	10	10	10	10	6						
Human Resources Dept		23	22	21	21	21	21						
Sales Dept		20	19	18	18	18	9						
Engineering Dept		100	100	100	101	99	96						
Other		0	0	0	0	0	0	0	0	0	0	0	0
Total		175	175	172	173	171	169						

<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	4						
Full-time employee	Including senior	163	164	162	163	161	160						
Advisor		2	2	2	2	2	2						
Part time job		4	3	2	2	2	2						
Temporary staff		1	1	1	1	1	1						
Total		175	175	172	173	171	169						

[By Sex]

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male		125	126	124	124	122	122						
Female		50	49	48	49	49	47						
Total		175	175	172	173	171	169						

[By Post]

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5	5	4						

Director		4	4	4	4	4	4						
Deputy Director		0	0	0	0	0	0						
Manager		8	8	8	8	8	8						
Assistant manager		9	9	9	8	8	8						
Group leader		11	11	11	11	11	11						
General		131	132	130	132	130	129						
Advisor		2	2	2	2	2	2						
Part time job		4	3	2	2	2	2						
Temporary staff		1	1	1	1	1	1						
Total		175	175	172	173	171	169						