[Employment and Working Environment Monthly Report]

2019/9/1

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	114	41.2	11.0	33	40.2	5.0	147	41.0	9.6		
Advisor	6	68.3	20.0	0			6	68.3	20.0		
Part time job	1	43.0	4.0	1	42.0	2.0	2	42.5	3.0		
Senior	3	62.3	38.3	0			3	62.3	38.3		
Total/Ave	124	43.0	12.0	34	40.3	4.9	158	42.5	10.4		

Officer Male Number of	Ma	ale	Fem	nale	Total			
people	Number of people Ratio Number		Number of people	Ratio	Number of people	Ratio		
Official	12	7.36%	8	4.91%	20	12.27%		
Management	10	6.13%	2	1.23%	12	7.36%		
Director	4	2.45%	0	0.00%	4	2.45%		
Total	26	15.94%	10	6.14%	36	22.08%		

**Total number of people 163

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.

	Japanese	O a	Overtime work Ratio of taking paid leave					ternity lea	ve	
Year	calendar	Overtime work	Ratio of	taking pai	id leave	Ma	ale	Female		
	year	Monthly average	numerator	denominator	Ratio	numerator	denominator	numerator	denominator	
2013	H25	3:10/304:07	1393	2097	66.4%	0	102	0	17	
2014	H26	3:30/365:01	1323	1961	67.5%	0	101	2	17	
2015	H27	4:03/446.30	1323	2002	66.1%	0	113	2	17	
2016	H28	4:32/464.58	1635	2321	70.4%	0	124	0	21	
2017	H29	5:50/625:32	1713	2210	77.5%	0	123	2	23	
2018	H30	5:30/661:17	1787	2169	82.4%	0	125	2	28	
	H31/R01									
	April	6:41/877:37	241	2401	10.0%	0	129	2	32	
	May	4:29/592:14	356	2401	14.8%	0	129	0	33	
	June	4:41/614:08	468.5	2361	19.8%	0	129	0	34	
	July	4:34/603:34	606.5	2381	25.5%	0	129	0	33	
	August	4:27/584:11	868.5	2401	36.2%	1	129	2	34	
2019	Septembe									
	October									
	November									
	December									
	January									
	February									
	March									

Employment situation in the past five years (%fiscal year)

 $\ensuremath{\,\times\,} 1$: 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	p7	Male	Female	Tota
		New graduates	1	1	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	7	2	9
		Over 35 years old	12	0	12
		Over 50 years old	1	0	1
2015	H27	Transfer from part time job to full time employees 1	4	0	4
		Foreign national employees × 2	0	1	1
		Total	25	4	29
		Turnover·within three years employment	1	2	3
		Turnover·over three years employment	2	0	2
		Total ×3	3	2	5
			2	0	2
		New graduates			
		Alumnae within three years	2	0	2
		Under the age of 35 years old	10	2	12
		Over 35 years old	8	2	10
		Over 50 years old	3	0	3
2016	H28	Transfer from part time job to full time employees%1	2	0	2
		Foreign national employees × 2	2	0	2
		Total	29	4	33
		Turnover·within three years employment	1	1	2
		Turnover·over three years employment	3	0	3
		Total	4	1	5
		New graduates	1	0	1
		Alumnae within three years	0	0	0
		Under the age of 35 years old	2	2	4
		Over 35 years old	5	0	5
		Over 50 years old	2	1	3
2017	H29	Transfer from part time job to full time employees%1	2	0	2
2017	П29	Foreign national employees%2	0	0	0
		Total	12	3	15
			12	0	5
		Turnover·within three years employment			
		Turnover·over three years employment	6	1	7
		Total ※3	11	1	12
		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
		Foreign national employees × 2	0	0	0
		Total	27	15	42
		Turnover·within three years employment	14	6	20
		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	4	1	5
		Over 35 years old	2	1	3
		Over 50 years old	0	1	1
2010年	1124 /204	Transfer from part time job to full time employees%1	12	2	
2019年	H31/R01				14
		Foreign national employees × 2	2	0	2
		Total	25	6	31
		Turnover·within three years employment	1	1	2
		Turnover·over three years employment	5	0	5
	I	Total %3	6	1	7

<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	4	5	5	5	4						
Sales Dept	22	22	23	24	25	26						
Technical Dept	99	101	100	101	100	100						
Administrative Dept	34	34	34	33	32	33						
Total	160	161	162	163	162	163						

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	3	4	4	4	4						
Full-time employee	Including senior	144	146	147	148	148	150						
Advisor		9	9	8	8	7	6						
Part time job		2	2	2	2	2	2						
Temporary staff		1	1	1	1	1	1						
Total		160	161	162	163	162	163						

<By gender>

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	128	129	129	129	129	129						
Female	32	32	33	34	33	34						
Total	160	161	162	163	162	163						

<By jobtitle>

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Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4	3	4	4	4	4						
Manager	1	1	1	1	1	1						
Deputy manager	2	2	2	2	2	2						
Manager	10	10	9	9	9	9						
Deputy manager	4	4	4	4	4	4						
Assistant manager	16	16	16	16	16	15						
Group leader	5	5	5	5	5	5						
General	106	108	110	111	111	114						
Advisor	9	9	8	8	7	6						
Part time job	2	2	2	2	2	2						
Temporary staff	1	1	1	1	1	1						
Total	160	161	162	163	162	163						