## **[Employment and Working Environment Monthly Report]**

2020/10/1

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	41.1	10.7	42	42.9	4.3	157	41.6	9.0		
Advisor	6	69.0	19.8	0			6	69.0	19.8		
Part time job	0			1	43.0	3.0	1	43.0	3.0		
Senior	5	65.0	38.6	0			5	65.0	38.6		
Total/Ave	126	43.4	12.2	43	42.9	4.2	169	43.3	10.2		

Officer Male Number of	Ma	ale	Fem	nale	Total			
people	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio		
Official	11	6.25%	3	1.70%	14	7.95%		
Management	8	4.55%	5	2.84%	13	7.39%		
Director	6	3.41%	0	0.00%	6	3.41%		
Total	25	14.20%	8	4.55%	33	18.75%		

\*\*Total number of people 176

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	rtime Ratio of taking paid			Target of maternity leave								
Year	Japanese calendar year	work		lea	ve		Ma	ale		Fen	nale			
	calcilaal year	Monthly average	numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio			
2016	H28	4:32/464.58	1635	2321	70.4%	0		-	2	2	100%			
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%			
	令和02													
	April	4:19/619:31	144	2697	5.3%	0	0	0%	2	2	100%			
	May	3:33/508:40	299	2697	11.1%	0	0	0%	2	2	100%			
	June	3:40/528:43	349	2621	13.3%	0	0	0%	2	2	100%			
	July	4:02/594:37	581	2623	22.2%	0	1	0%	2	2	100%			
	August	0:20/50:24	852	2603	32.7%	1	2	50%	2	2	100%			
2020	September	2:23/343:31	995	2555	38.9%	1	3	33%	2	2	100%			
	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

\*3 : Except mandatory retirement and resignation from a company on marriage

Year	Japanesecalendar year	Employers	Male	Female	Tota
		New graduates	2	0	2
		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
2010	1120	Foreign national employees%2	2	0	2
		Total	29	4	33
		·	1 1	1	2
		Turnover within three years employment			
		Turnover over three years employment	3	0	3
		Total %3	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
		Foreign national employees × 2	0	0	0
		Total	12	3	15
		Turnover·within three years employment	5	0	5
		Turnover·over three years employment	6	1	7
		Total	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
2010	1130	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	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
		Foreign national employees%2	2	0	2
		Total	33	13	46
		Turnover·within three years employment	5	3	8
		Turnover·over three years employment	7	1	8
		Total %3	12	4	16
		New graduates	0	1	1
		Alumnae within three years	0	0	0
		Under the age of 35 years old	4	3	7
		Over 35 years old	0	3	3
		Over 50 years old	1	4	5
2020	R02	Transfer from part time job to full time employees%1	0	0	0
<b></b>		Foreign national employees × 2	0	0	0
		Total	5	11	16
		Turnover·within three years employment	1	5	6
		Turnover·over three years employment	2	1	3
	The second secon	, , , , care completiment	1 -		

## <Personnel Transition table>

Number of people as of 1st day of every month

#### <By department>

Section 1	Ар	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4	4	6	6	6	6	6					
Accounting Section	(	6	6	7	8	7	6					
Other	1	. 1	1	1	1	1	1					
Internal Affairs Dept	25	25	25	24	24	25	24					
Human Resources Dept	Ġ	10	10	13	13	12	13					
Sales Dept	28	28	25	26	25	24	25					
Engineering Dept	103	101	101	102	102	101	101					
Total	174	175	174	179	179	176	176					

### <By employee classification>

Section 1	Sectoin 2	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4	4	6	6	6	6	6					
Full-time employee	Including senior	162	163	160	165	165	163	162					
Advisor		5	5	5	5	5	5	6					
Part time job		2	2	2	2	2	1	1					
Temporary staff		1	1	1	1	1	1	1					
Total		174	175	174	179	179	176	176					

#### 【男女別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	133	133	133	134	134	132	133					
Female	41	42	41	45	45	44	43					
Total	174	175	174	179	179	176	176					

#### 【役職別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4	4	6	6	6	6	6					
Manager	6	6	4	4	4	4	4					
Manager	10	10	10	9	9	9	9					
Deputy manager	2	2	1	1	1	1	1					
Assistant manager	12	13	13	14	13	13	13					
Group leader	6	6	6	6	6	6	6					
General	126	126	126	131	132	130	129					
Advisor	5	5	5	5	5	5	6					
Part time job	2	2	2	2	2	1	1					
Temporary staff	1	1	1	1	1	1	1					
Total	174	175	174	179	179	176	176					