

『Employment and Working Environment Monthly Report』

2023/4/1

Employment type	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	114	42.8	10.8	45	41.5	5.4	159	42.5	9.3
Advisor	2	71.5	10.0	0	0	0	2	71.5	10.0
Part time job	1	65.0	0.0	3	42.7	0.7	4	48.3	0.5
Indefinite conversion	1	68.0	48.0	0	0	0	1	68.0	48.0
Total/Ave	118	43.7	10.9	48	41.6	5.1	166	43.1	9.2

Title	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	7	4.07%	2	1.16%	9	5.23%
Management	6	3.49%	6	3.49%	12	6.98%
Director/Executive	5	2.91%	0	0.00%	5	2.91%
Total	18	10.47%	8	4.65%	26	15.12%

※Total number of people 172 Included: 1 Temporary staff

Let's think and take action to finish working within working hours.
Working towards a bright and healthy life with work flexibility and 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										
	April	0 : 28/73 : 15	319	2818	11.3%	0	0	0%	3	3	100%
	May	1:36/281:41	319	2823	11.3%	0	0	0%	2	2	100%
	June	1:34/289:40	530	2828	18.7%	0	0	0%	2	2	100%
	July	1:36/320:15	784.5	2815	27.9%	0	0	0%	2	2	100%
	August	1:07/193:22	1047	2714	38.6%	1	1	100%	2	2	100%
	September	0:44/147:30	1245.5	2674	46.6%	0	0	0%	0	0	0%
	October	1:46/293:25	1329	2692	49.4%	1	1	100%	0	0	0%
	November	2:31/563:40	1525.5	2672	57.1%	0	0	0%	0	0	0%
	December	3:50/618:55	1787.5	2652	67.4%	0	1	0%	0	0	0%
	January	4:11/666:13	1926	2596	74.2%	0	0	0%	0	0	0%
	February	5:01/803:42	2052	2568	79.9%	0	0	0%	0	0	0%
March	4:26/713:53	2186	2532	86.3%	0	0	0%	0	0	0%	

Employment status of 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
2018	H30	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
		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		
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
		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 job 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 job 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		

<Personnel Transition table>

Number of people as of 1st day of every month

<By department>

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Officer		5	5	5	5	5	5	5	5	5	5	5	5	5
Accounting Section		8	7	7	7	6	5	5	5	5	5	6	8	10
Inventory Control unit		2	2	2	2	2	2	2	2	2	2	2	2	2
SKI/SDP・SKB・BK・Public Relations		0	4	4	4	3	4	4	4	2	1	1	1	1
Internal Affairs Dept		16	17	17	17	17	17	16	17	17	17	15	16	15
Human Resources Dept		20	16	16	16	14	14	14	14	14	14	14	14	15
Sales Dept		21	23	23	23	22	21	21	20	19	19	19	21	21
Engineering Dept		106	107	106	106	103	103	106	106	107	107	105	103	103
Other		0	0	0	0	0	0	0	0	0	0	0	0	0
Total		178	181	180	180	172	171	173	173	171	170	167	170	172

<By employee classification>

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Officer		5	5	5	5	5	5	5	5	5	5	5	5	5
Full-time employee	Including senior	166	169	168	167	160	159	157	159	157	157	153	156	160
Advisor		3	3	3	3	3	2	2	2	2	2	2	2	2
Part time job		2	2	2	3	2	3	4	5	5	4	5	5	4
Temporary staff		2	2	2	2	2	2	5	2	2	2	2	2	1
Total		178	181	180	180	172	171	173	173	171	170	167	170	172

[By Sex]

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Male		131	133	132	133	129	128	129	128	126	124	121	122	124
Female		47	48	48	47	43	43	44	45	45	46	46	48	48
Total		178	181	180	180	172	171	173	173	171	170	167	170	172

[Job Post]

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Officer		5	5	5	5	5	5	5	5	5	5	5	5	5
Director		2	2	2	2	2	2	2	2	2	2	1	1	4
Deputy Director		2	2	2	2	2	2	2	2	2	2	2	2	2
Manager		9	9	9	9	9	9	9	9	9	9	9	9	8
Assistant manager		9	9	9	9	9	9	9	9	8	8	8	8	9
Team leader		12	12	12	12	12	12	11	11	11	9	9	9	11
General		132	135	134	133	126	125	124	126	125	127	124	127	128
Advisor		3	3	3	3	3	2	2	2	2	2	2	2	2
Part time job		2	2	2	3	2	3	4	5	5	4	5	5	4
Temporary staff		2	2	2	2	2	2	5	2	2	2	2	2	1
Total		178	181	180	180	172	171	173	173	171	170	167	170	172