Employment and Working Environment Monthly Report

2023/8/1

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	43.2	10.8	47	42.3	5.3	162	43.0	9.2		
Advisor	2	72.0	10.0	0	0	0	2	72.0	10.0		
Part time job	1	65.0	0.0	1	42.0	2.0	2	53.5	1.0		
Indefinite conversion	1	68.0	48.0	0	0	0	1	68.0	48.0		
Total/Ave	119	44.1	10.9	48	42.3	5.2	167	43.6	9.3		

Number of	Ма	le	Fen	nale	Total				
Officers	Number of people Patio Number of people		Ratio	Number of people	Ratio				
Official	7	4.05%	2	1.16%	9	5.20%			
Management	6	3.47%	6	3.47%	12	6.94%			
Director	5	2.89%	0	0.00%	5	2.89%			
Total	18	10.40%	8	4.62%	26	15.03%			

※Total number of people 173

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.

	_	Overtime	Ratio	o of ta	aking paid		Ta	rget of ma	aterni	ty lea	ve
Year	Japanese calendar year	work		lea	ve		Ma	ale		Fen	nale
	calcilidai yeai	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%
	Reiwa 05										
	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	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)

 $\ensuremath{\,\times\,} 1$: 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	Japanese calendar year	Employers	<i>,</i>	Male	Female	Total
		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
2013	1131/1101	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
				0	1	10
		New graduates				
		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
		Foreign national employees × 2		1	1	2
		Total		11	17	28
		Turnover·within three years employment	i	5	10	15
		Turnover over three years employment		13	3	16
		Total %3		18	13	31
		New graduates		4	1	5
		Alumnae within three years		0	0	0
		Under the age of 35 years old		6	4	10
	R03	Over 35 years old		4	3	7
		Over 50 years old		6	2	8
2024		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
		Turnover·within three years employment		7	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	1.04	Foreign national employees%2		0	2	2
		Total		12	11	23
				10	4	14
		Turnover within three years employment				
		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		3	0	3
		Over 35 years old		3	2	5
		Over 50 years old		2	1	3
	R05	Transfer from part time job to full time employees **1		0	0	0
2023	R05	Faucien national ample (2007)		1	0	1
2023		Foreign national employees × 2				
2023						14
2023		Total		11	3	<u>14</u>
2023		Total Turnover·within three years employment		11 5	3	6
2023		Total		11	3	

<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								
GMP Management Office	1	1	2	2								
Health and Safety HQ	1	1	1	1								
Direct Management	17	17	15	15								
Internal Affairs Dept	9	10	10	10								
Human Resources Dept	23	22	21	21								
Sales Dept	20	19	18	18								
Engineering Dept	100	100	100	101								
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	175	175	172	173								

<By Employee Classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5								
Full-time employee	Including senior	163	164	162	163								
Advisor		2	2	2	2								
Part time job		4	3	2	2								
Temporary staff		1	1	1	1								
Total		175	175	172	173								

[By Gender]

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

[By Job Post]

1-7												
Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5								
Director	4	4	4	4								
Deputy Director	0	0	0	0								
Manager	8	8	8	8								
Assistant manager	9	9	9	8								
Group leader	11	11	11	11								
General	131	132	130	132								
Advisor	2	2	2	2								
Part time job	4	3	2	2								
Temporary staff	1	1	1	1								
Total	175	175	172	173								