

# 『Employment and Working Environment Monthly Report』

2024/2/1

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	109	43.5	11.4	37	43.7	6.8	146	43.6	10.3
Advisor	2	72.5	10.5	0	0	0	2	72.5	10.5
Part time job	2	66.0	0.0	1	43.0	2.0	3	58.3	1.0
Indefinite conversion	1	68.0	48.0	0	0	0	1	68.0	48.0
Total/Ave	114	44.6	11.5	38	43.7	6.7	152	44.4	10.3

Officer Male Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	6	3.82%	2	1.27%	8	5.10%
Management	7	4.46%	4	2.55%	11	7.01%
Director	4	2.55%	0	0.00%	4	2.55%
Total	17	10.83%	6	3.82%	23	14.65%

※Total number of people 157

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	令和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	0:20/57:57	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	0:16/45:15	1433.5	2626	54.6%	0	0	0%	1	1	100%	

November	0:25/70:02	1675	2608	64.2%	0	0	0%	1	1	100%
December	0:28/75:24	1813.5	2592	70.0%	0	0	0%	3	3	100%
January	0:03/8:28	1971	2574	76.6%	1	1	100%	3	3	100%
February	0:30/78:22	2025.5	2492	81.3%	1	1	100%	3	3	100%
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 job to full time employees※1	12	2	14
		Foreign national employees※2	4	0	2
		<b>Total</b>	<b>35</b>	<b>13</b>	<b>46</b>
		Turnover·within three years employment	5	3	8
		Turnover·over three years employment	7	1	8
<b>Total ※3</b>	<b>12</b>	<b>4</b>	<b>16</b>		
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
		<b>Total</b>	<b>11</b>	<b>17</b>	<b>28</b>
		Turnover·within three years employment	5	10	15
		Turnover·over three years employment	13	3	16
<b>Total ※3</b>	<b>18</b>	<b>13</b>	<b>31</b>		
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
		<b>Total</b>	<b>24</b>	<b>12</b>	<b>36</b>
		Turnover·within three years employment	7	8	15
		Turnover·over three years employment	9	0	9
<b>Total ※3</b>	<b>16</b>	<b>8</b>	<b>24</b>		
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
		<b>Total</b>	<b>12</b>	<b>11</b>	<b>23</b>
		Turnover·within three years employment	10	4	14

		Turnover·over three years employment		10	4	14
		<b>Total ※3</b>		<b>20</b>	<b>8</b>	<b>28</b>
2023	R05	New graduates		2	0	2
		Alumnae within three years		0	0	0
		Under the age of 35 years old		5	0	5
		Over 35 years old		3	2	5
		Over 50 years old		4	1	5
		Transfer from part time job to full time employees※1		0	0	0
		Foreign national employees※2		1	0	1
		<b>Total</b>		<b>15</b>	<b>3</b>	<b>18</b>
		Turnover·within three years employment		9	9	18
Turnover·over three years employment		6	2	8		
		<b>Total ※3</b>		<b>15</b>	<b>11</b>	<b>26</b>

### <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	4	4	4	4	4	
3S Section		0	0	0	0	0	4	4	4	3	3	3	
Minutes Clerk		0	0	0	0	0	3	3	3	3	3	3	
Secretary		0	0	0	0	0	2	2	2	2	2	1	
GMP Management Office		1	1	2	2	2	2	2	2	2	2	2	
Health and Safety HQ		1	1	1	1	1	1	1	1	1	1	1	
Logistics and Procurement		1	0	0	0	0	8	8	8	7	7	8	
Direct Management		17	17	15	15	15	13	12	10	9	9	8	
Internal Affairs Dept		9	10	10	10	10	6	6	6	6	6	5	
Human Resources Dept		23	22	21	21	21	21	20	18	19	19	17	
Sales Dept		20	19	18	18	18	9	10	11	8	8	7	
Engineering Dept		100	100	100	101	99	96	97	97	100	100	98	
Other		0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>		<b>175</b>	<b>175</b>	<b>172</b>	<b>173</b>	<b>171</b>	<b>169</b>	<b>169</b>	<b>166</b>	<b>164</b>	<b>164</b>	<b>157</b>	

<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	4	4	4	4	4	
Full-time employee	Including senior	163	164	162	163	161	160	160	157	155	155	148	
Advisor		2	2	2	2	2	2	2	2	1	1	1	
Part time job		4	3	2	2	2	2	2	2	2	2	2	
Temporary staff		1	1	1	1	1	1	1	1	1	1	1	
<b>Total</b>		<b>175</b>	<b>175</b>	<b>172</b>	<b>173</b>	<b>171</b>	<b>169</b>	<b>169</b>	<b>167</b>	<b>164</b>	<b>164</b>	<b>157</b>	

【男女別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male		125	126	124	124	122	122	122	123	122	122	119	118
Female		50	49	48	49	49	47	46	43	42	42	38	39
Total		175	175	172	173	171	169	168	166	164	164	157	157

【役職別】

Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5	5	4	4	4	4	4	4	
Director		4	4	4	4	4	4	4	3	3	3	3	
Deputy Director		0	0	0	0	0	0	0	0	0	0	0	
Manager		8	8	8	8	8	8	8	7	7	7	7	
Assistant manager		9	9	9	8	8	8	7	7	7	7	7	
Group leader		11	11	11	11	11	11	11	9	9	9	9	
General		131	132	130	132	130	129	130	131	129	129	122	
Advisor		2	2	2	2	2	2	2	2	1	1	1	
Part time job		4	3	2	2	2	2	2	2	2	2	2	
Showa Enterprise		0	0	0	0	0	0	0	0	1	1	1	
Temporary staff		1	1	1	1	1	1	1	1	1	1	1	
Total		175	175	172	173	171	169	169	166	164	164	157	