『Employment and Working Environment Monthly Report』

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	110	41.0	11.0	31	39.8	5.2	141	40.7	9.6
Advisor	9	68.6	22.0	0			9	68.6	22.0
Part time job	1	42.0	4.0	1	42.0	2.0	2	42.0	3.0
Senior	5	63.8	37.4	0			5	63.8	37.4
Total/Ave	125	43.9	12.7	32	39.9	5.1	157	43.1	11.1

Officer Male Number of people	Male		Female		Total	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Official	12	7.45%	8	4.97%	20	12.42%
Management	11	6.83%	2	1.24%	13	8.07%
Director	3	1.86%	0	0.00%	3	1.86%
Total	26	16.14%	10	6.21%	36	22.35%

※Total number of people　161　　　　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			
						Male		Female	
		Monthly average	numerator	denominator	Ratio	numerator	denominator	numerator	denominator
2013	H.25	3:10/304:07	1393	2097	66.4%		102		17
2014	H.26	3:30/365:01	1323	1961	67.5%		101	2	17
2015	H.27	4:03/446.30	1323	2002	66.1%		113	2	17
2016	H.28	4:32/464.58	1635	2321	70.4%		124		21
2017	H.29	5:50/625:32	1713	2210	77.5%		123	2	23
2018	H.30	5:30/661:17	1787	2169	82.4%		125	2	28
2019	H.31/R.1								
	April	6:30/877:37	241	2401	10.0%		129	2	32
	May								
	June								
	July								
	August								
	September								
	October								
	November								
	December								
	January								
	February								
	March								

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
2015	H.27	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
		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
2016	H.28	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
		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
2017	H.29	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
		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 ※3		11	1	12
2018	H.30	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年	H.31/R.1	New graduates		5	1	6
		Alumnae within three years		0	0	0
		Under the age of 35 years old		0	0	0
		Over 35 years old		1	0	1
		Over 50 years old		0	0	0
		Transfer from part time job to full time employees※1		12	2	14
		Foreign national employees※2		2	0	2
		Total		20	3	23
		Turnover・within three years employment		0	0	0
		Turnover・over three years employment		1	0	1
		Total ※3		1	0	1

<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										
Sales Dept		22	22										
Technical Dept		99	101										
Administrative Dept		34	34										
Total		160	161										

<By employee classification>

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

【男女別】

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

【役職別】

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