

Personnel and Labor Data

Item	Unit	Classificatio	FY2018			FY2019		
			Total	Male	Female	Total	Male	Female
Number of employees	person	Permanent full-time employee (includes regionally-based employee)	1,077	806	271	1,169	853	316
	person	Regionally-based employee	435	320	115	505	359	146
	person	Contract employee	2,268	972	1,296	2,364	1,016	1,348
	person	Part-time worker	13,734	2,645	11,089	14,721	2,711	12,010
	person	Temporary worker	1,734	305	1,429	1,590	247	1,343
Average years of service	year	Permanent full-time employee	8.1	8.3	7.3	7.9	8.4	6.5
Average age	year	Permanent full-time employee	40.4	41	38.7	39.8	40.7	37.4
Average annual wage	JPY	Permanent full-time employee	5,728,425	-	-	5,503,451	-	-
Manager (Section Head or above)	person	Permanent full-time employee	118	108	10	118	105	13
Manager (Department Head or above)	person	Permanent full-time employee	43	39	4	38	34	4
New-graduate hire	person	Permanent full-time employee	16	6	10	26	12	14
Ratio of applicants to new hires	time	Permanent full-time employee	12.11	17.07	8.95	6.8	8.0	5.9

Mid-career hires	person	Permanent full-time employee	63	41	22	86	54	32
Ratio of applicants to hires (new graduate/mid-career)	time	Permanent full-time employee	-	21.5	13.1	16.7	19.5	13.0
Change of occupation or type of employment	person	Promotion from contract employee to permanent full-time employee	63	46	17	65	47	18
	%		-	73	27	-	72	28
Number of resignations	person	Permanent full-time employee	59	46	13	67	50	17
Average overtime hours per month	hour	Permanent full-time employee	29.7	-	-	28.0	-	-
Rate of annual paid leave taken	%	Permanent full-time employee	63.8	-	-	65.0	-	-
Rate of childcare leave taken	%	Permanent full-time employee	-	3.6	100	-	60.6	100
Fatality from industrial accident	person	Permanent full-time employee	0	0	0	0	0	0
	person	Contract employee	0	0	0	0	0	0
	person	Part-time worker	0	0	0	0	0	0
Employment of people with disabilities	person	Actual number of people employed	269	-	-	269	-	-
	person	Number of employee with disabilities (*)	439	-	-	449	-	-
	%	Real employment rate	3.03	-	-	3.04	-	-

*Based on legally-prescribed calculation formula.