

Personnel and Labor Data

Item	Unit	Classificatio	FY2018			FY2019			FY2020		
			Total	Male	Female	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	1,240	875	365
	person	Regionally-based employee	435	320	115	505	359	146	541	363	178
	person	Contract employee	2,268	972	1,296	2,364	1,016	1,348	2,410	993	1,417
	person	Part-time worker	13,734	2,645	11,089	14,721	2,711	12,010	14,167	2,588	11,579
	person	Temporary worker	1,734	305	1,429	1,590	247	1,343	1,376	198	1,178
Average years of service	year	Permanent full-time employee	8.1	8.3	7.3	7.9	8.4	6.5	8.2	8.9	6.3
Average age	year	Permanent full-time employee	40.4	41	38.7	39.8	40.7	37.4	39.7	41.0	36.7
Average annual wage	JPY	Permanent full-time employee	5,728,425	-	-	5,503,451	-	-	5,654,046	-	-
Manager (Section Head or above)	person	Permanent full-time employee	118	108	10	118	105	13	113	117	16
	%	employee	-	91.5	8.5	-	89.0	11.0	-	88.0	12.0
Manager (Department Head or above)	person	Permanent full-time employee	43	39	4	38	34	4	40	34	6
	%	employee	-	90.7	9.3	-	89.5	10.5	-	85.0	15.0
Directors	person	-	14	13	1	12	10	2	10	8	2
	%	-	-	92.9	7.1	-	83.3	16.7	-	80.0	20.0
New-graduate hire	person	Permanent full-time employee	16	6	10	26	12	14	24	9	15
Ratio of applicants to new hires	time	Permanent full-time employee	12.11	17.07	8.95	6.8	8.0	5.9	3.2	3.4	3.1
Mid-career hires	person	Permanent full-time employee	63	41	22	86	54	32	74	35	39
Ratio of applicants to mid-career hires	time	Permanent full-time employee	20.3	22.9	16.2	19.7	22.0	16.1	41.9	58.8	29.4
Rate of Mid-career recruitment	%	Permanent full-time employee	88.0	-	-	84.0	-	-	80.0	-	-
Change of occupation or type of employment	person	-	63	46	17	65	47	18	31	23	8
Number of resignations	person	Permanent full-time employee	59	46	13	67	50	17	56	43	13

Average overtime hours per month	hour	Permanent full-time employee	29.7	-	-	28.0	-	-	26.9	-	-
Days of annual paid leave taken	day	Permanent full-time employee	-	-	-	-	-	-	13.0	-	-
Rate of annual paid leave taken	%	Permanent full-time employee	63.8	-	-	65.0	-	-	70.7	-	-
Employees of childcare leave taken	person	Permanent full-time employee	-	-	-	-	-	-	27	19	8
Rate of childcare leave taken	%	Permanent full-time employee	-	3.6	100	-	60.6	100	-	52.8	100
Fatality from industrial accident	person	Permanent full-time employee	0	0	0	0	0	0	0	0	0
	person	Contract employee	0	0	0	0	0	0	0	0	0
	person	Part-time worker	0	0	0	0	0	0	0	0	0
	person	Temporary worker	0	0	0	0	0	0	0	0	0
Employment of people with disabilities	person	Actual number of people employed	256	-	-	268	-	-	283	-	-
	person	Number of employee with disabilities (*)	439.0	-	-	449.0	-	-	461.0	-	-
	%	Real employment rate	3.03	-	-	3.04	-	-	3.20	-	-

*Based on legally-prescribed calculation formula.