

Human Resources Data

Human Resources Data

	Unit	2019			2020			
		Total	Male	Female	Total	Male	Female	
①	Number of permanent employees (consolidated)	Persons	16,304	10,190	6,114	16,665	10,436	6,229
	Percentage of permanent employees (consolidated)	%	52.6	58.8	44.7	54.0	58.1	48.2
	Number of permanent employees (Japan)	Persons	3,244	2,642	602	3,307	2,690	617
	Number of permanent employees (other than Japan)	Persons	13,060	7,548	5,512	13,358	7,746	5,612
	Number of contract employees (consolidated)	Persons	14,709	7,134	7,575	14,222	7,529	6,693
	Percentage of contract employees (consolidated)	%	47.4	41.2	55.3	46.0	41.9	51.8
	Number of contract employees (Japan)	Persons	1,552	788	764	1,445	796	649
	Number of contract employees (other than Japan)	Persons	13,157	6,346	6,811	12,777	6,733	6,044
②	Employment rate of persons with disabilities (annual average)	%	1.9	-	-	2.2	-	-
③	Rehiring rate of retired employees	%	92.3	-	-	83.8	-	-
④	Employee turnover rate	%	2.9	-	-	2	-	-
⑤	Average age of employees	Age	41.7	42.6	38.6	40.3	41.1	38.3
⑥	Average length of service	Years	17.1	18.2	13.2	15.0	16.0	12.4
⑦	Number of employees who are new graduates	Persons	51	35	16	55	37	18
⑧	Turnover rate of employees with less than 3 years of service who started as new graduates	%	3.6	2.7	5.6	3.8	4.3	2.3
⑨	Number of managerial employees (Japan)	Persons	596	517	79	612	522	90
	Number of managerial employees (other than Japan)	Persons	778	587	191	972	697	275
⑩	Percentage of paid annual leave taken	%	62.46	-	-	56.74	-	-
⑪	Per-person overall working hours	Hours	1,936.25	-	-	1,970.01	-	-
⑫	Use of childcare leave system	Persons	91	31	60	118	51	67
⑬	Percentage of paid childcare leave taken	%	87.5	70.5	100	88.1	76.1	100
⑭	Number returning to work after childcare leave	Persons	91	31	60	118	51	67
⑮	Return/retention rate for pregnancy and childcare leave	%	100	100	100	100	100	100
⑯	Use of nursing-care leave system	Persons	5	3	2	3	2	1
⑰	Use of shortened work hours system for childcare	Persons	44	0	44	48	0	48
⑱	Use of flextime system for personal lifestyle support	Persons	62	12	50	44	10	34
⑲	Health check-up rate	%	100	-	-	100	-	-
⑳	Number of persons on mental health leave	Persons	2	-	-	3	-	-

		Manufacturing industry average (2019)		2018	2019	2020
㉑	Workplace accident frequency rate		1.2	0.23	0.24	0.45
㉒	Workplace accident severity rate		0.1	0	0	0

		2019		2020	
㉓	Number of union members	1,391	Percentage of employees covered by the Labor Law	1,410	Percentage of employees covered by the Labor Law
			100%		100%

		Unit	2019		2020	
			Master's degree	Bachelor's degree	Master's degree	Bachelor's degree
㉔	Starting salary	Yen	226,000	210,000	226,000	210,000

① & ⑨, ⑫ - ⑰: employees on the payroll of Unicharm Corp. and Unicharm Products. Others: employees on the payroll of Unicharm Corp.
 *1 Based on numbers as of December 31.
 *2 ⑫ - ⑰: permanent and contract employees. Others: permanent employees.
 *3 ③ Rehiring rate of retired employees = Number of rehired employees / Number of retired employees (at mandatory retirement age)
 *4 ④ Employee turnover rate = Number of terminated employees (except for retirement at mandatory retirement age, death, promotion to board members or transfer within the group)/Number of employees at the end of each fiscal year
 *5 ㉑ Workplace accident frequency rate = Number of workplace accident occurrences / Total number of working hours × 1 million hours
 *6 ㉒ Workplace accident severity rate = Number of lost working days / Total working hours × 1,000 hours