

The Act on Promotion of Women's Participation and Advancement in the Workplace / Sojitz Corporation, Statistical Information on Women in the Workp

	Area	Topic	Sojitz Data	
1	Employment	Percentage of newly hired female employees	[Career-track] 23.5% [Administrative-track] 100% [Mid-career track] 26.1%	New graduates: Joined the company in April 2017 Mid-career: Joined in FY2016
2(1)		Acceptance rates for men and women	[Career-track] Men: 1 in 34, Women: 1 in 26 [Administrative-track] Women: 1 in 31	Joined the company in April 2017
2(2)		Ratio of accepted men to women	[Career-track] Men: 1 Women: 0.8	Joined the company in April 2017
3		Percentage of female employees	[Career-track] 8.5% [Administrative-track] 100.0% [Contract employee] 33.1% [Temporary employee] 86.4%	FY2016
4	Continuous employee service and improvements to working style	Difference in average years of employee service for men and women	[Career-track] 5.6 years (16.7 years for men, 11.4 years for women) [Administrative-track] – (14.8 years for women)	FY2016
5		Percentage of continued employment for men and women around 10 years after being hired	[Career-track] FY2005 hires: 60.0% for men, 50.0% for women FY2006 hires: 78.0% for men, 37.5% for women FY2007 hires: 84.4% for men, 100.00% for women [Administrative-track] FY2007 hires: 76.5% for women *No administrative-track employees were hired in 2005 and 2006	FY2005 FY2006 FY2007
6		Percentage of employees who take childcare leave	[Career-track]: 7.5% for men, 100.0% for women [Administrative-track]: 100.0% [Contract employees] N/a	FY2016
7		Average employee overtime hours per month	25.8 hours	FY2016
8		Initiatives to revise long working hours	<ul style="list-style-type: none"> • We are promoting the goal of all employees taking 100% of summer vacation days (5 days between June and October) provided in addition to paid vacation at the end/start of the year. (HR reports the status of summer vacation days taken by employees to each department at the midway point in August to better ensure employees take the target number of summer vacation days). • No overtime day held twice a month (2nd and 3rd Wednesday). Announcements made on the intranet and through the office intercom, encouraging employees to leave the office at 18:00. • Announcement made daily at 8:00 PM on the office intercom to encourage employees to leave the office, and work after 10:00 PM is generally prohibited. To work after 10:00 PM, employees must receive approval in advance from a supervisor. • HR keeps track of overtime hours, periodically instructing and sending reminders to employees. Monthly overtime hours are reported to each department. • A trial for improving working styles was held in selected departments. Sojitz will implement the measures found to be most effective as a result of the trial to reduce overtime hours and encourage employees to take paid vacation days throughout the company. (Specifically, measures to enforce no overtime after 8:00 PM, and the goal for each employee to take 15 days of paid leave.) • We will seek an effective working style going forward, by taking inventory of our current situation and improving work efficiency across the company. 	FY2016
9		Average monthly overtime hours	[Career-track] 33.4 hours [Assistant-track] 14.1 hours [Contract employee] 17.9 hours	FY2016
10		Average percentage of paid vacation days taken	[Career-track] 46.2% [Assistant-track] 65.1% [Contract employees] 67.9%	FY2016
11	Evaluations, Promotions	Percentage of female employees in management positions	3.0%	FY2016
12		Percentage of female employees in assistant manager positions	14.8%	FY2016
13		Percentage of female corporate officers	Full-time only: 0% Including part-time directors and corporate auditors: 5.4%	FY2016
14	Initiatives for Rehiring/Mid-career Hiring	Number of employees re-hired or hired mid-career	(Employees rehired in Japan after accompanying spouses transferred overseas) Women 1 Mid-career hires (30 years old and up) Men 13, Women 5	FY2016