人事関連データ/Human Resources Data

人員構成(ANA)/ Personnel composition (ANA)								
項目/Items			単位/Unit	2024	2023	2022	2021	2020
従業員数/Total number of employees	*2	人	/People	12,854	12,803	13,689	15,114	14,830
役員数/Total number of directors on board	*1	人	/People	47	43	43	41	48
管理職数/Number of employees in senior management (managers & above)	*1	人	/People	2,815	2,776	2,875	2,830	2,880
男性上級管理職数/Number of men in senior management (Directors level)	*1	人	/People	642	645	644	649	676
女性上級管理職数/Number of women in senior management (Directors level)	*1	人	/People	48	46	43	41	45
男女比率/Ratio of male to female				<u> </u>	<u> </u>			
男性比率/Percentage of men in employees	*2		%	37.3	37.0	36.7	37.6	39.6
女性比率/Percentage of women in employees	*2		%	62.7	63.0	63.3	62.4	60.4
女性活躍推進/Promotion of participation by women							·	
女性従業員数/Number of women in employees	*1	人	/People	10,069	10,253	10,574	10,844	10,507
女性役員数(取締役含む)/Number of women in directors (Include directors in boar	*1	人	/People	10	7	7	6	6
女性取締役数/Number of women in directors on board	*1	人	/People	3	3	2	1	2
女性役員比率/Percentage of women in directors	*1		%	21.3	16.3	16.3	14.6	12.5
女性管理職数/Number of women in senior management	*1	人	/People	570	549	525	497	506
女性管理職比率/Percentage of women in senior management	*1*3	ı	%	20.2	19.3	18.3	17.0	16.9
章がい者雇用率/Perscentage of people with disabilities in employees	*4		%	2.67	2.72	2.75	2.80	2.68
障がい者雇用数/Number of people with disabilities in employees	*4	人	/People	511.0	543.0	559.5	596.5	600.5
所入社員/Newly hired employees:								
新入社員数/Number of newly hired employees	*8*10	人	/People	347	46	52	843	1,015
女性新入社員数/Number of women employees in new hires	*8*10	人	/People	186	9	8	691	817
女性新入社員比率/Percentage of women employees in new hires	*8*10		%	18.3	19.6	15.0	82.0	80
勤続年数/Years of service								
従業員平均年齢/Average age of employees	*2	歳	/Years	41.0	39.2	38.9	37.9	38.0
平均勤続年数/Average years worked	*2		/Years	16.9	14.2	13.4	12.5	13.6
平均勤続年数(男性)/								
Average years employed by the company for male employees	*1	年	/Years	19.8	20.4	18.9	18.8	20.9
平均勤続年数(女性)/	*1	年	/Years	11.9	11.0	11.1	9.4	9.3
Average years employed by the company for female employees	_		,					
Average years employed by the company for female employees								
平均勤続年数の差異(比率)/	*1		%	60.1	53.9	58.9	50.0	44.5
	*1		%	60.1	53.9	58.9	50.0	44.5
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees	*1		%	60.1	53.9	58.9	50.0	44.5
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees	*1		% 単位/Unit	60.1	53.9	58.9	50.0	44.5
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items	*1							2020
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave	*2		単位/Unit	2024	2023	2022	2021	
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA)	*2	時間	単位/Unit % /hours	2024	2023	2022 69.0	2021 47.0	2020 79.5
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person	*2 *2*5	時間人	単位/Unit % /hours	2024 80.2 8.2	2023 74.7 7.3	2022 69.0 6.0	2021 47.0 3.8	2020 79.5 8.2
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave うち、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave	*2 *2*5 *2	時間 人	単位/Unit % /hours /People /People	2024 80.2 8.2 790 140	2023 74.7 7.3 856 194	2022 69.0 6.0 727 61	2021 47.0 3.8 643 27	2020 79.5 8.2 645
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/ Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 壊妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave	*2 *2*5 *2 *2 *2 *2	時間 人	単位/Unit % /hours /People	2024 80.2 8.2 790 140 22	2023 74.7 7.3 856 194 13	2022 69.0 6.0 727 61 17	2021 47.0 3.8 643 27 11	2020 79.5 8.2 645 29
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave うち、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数 / Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate	*2 *2*5 *2 *2 *2 *8	時間 人	単位/Unit % /hours /People /People /People /People	2024 80.2 8.2 790 140 22 3.6	2023 74.7 7.3 856 194 13 3.5	2022 69.0 6.0 727 61 17 4.2	2021 47.0 3.8 643 27 11 4.0	2020 79.5 8.2 645 29 10 3.1
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/ Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate	*2 *2*5 *2 *2 *2 *2 *8 *8	時間 人 人 人	単位/Unit % /hours /People /People /People %	2024 80.2 8.2 790 140 22 3.6 3.0	2023 74.7 7.3 856 194 13 3.5 2.7	2022 69.0 6.0 727 61 17 4.2	2021 47.0 3.8 643 27 11 4.0	2020 79.5 8.2 645 29 10 3.1 2.3
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/ Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents	*2 *2*5 *2 *2 *2 *2 *8 *8 *8 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case	2024 80.2 8.2 790 140 22 3.6 3.0	2023 74.7 7.3 856 194 13 3.5 2.7 65	2022 69.0 6.0 727 61 17 4.2 2.2	2021 47.0 3.8 643 27 11 4.0 2.4 25	2020 79.5 8.2 645
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave	*2 *2*5 *2 *2 *2 *2 *8 *8	時間人人人人件	単位/Unit % /hours /People /People /People %	2024 80.2 8.2 790 140 22 3.6 3.0	2023 74.7 7.3 856 194 13 3.5 2.7	2022 69.0 6.0 727 61 17 4.2	2021 47.0 3.8 643 27 11 4.0	2020 79.5 8.2 645 29 10 3.1 2.3
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/ Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents	*2 *2*5 *2 *2 *2 *2 *8 *8 *8 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case	2024 80.2 8.2 790 140 22 3.6 3.0	2023 74.7 7.3 856 194 13 3.5 2.7 65	2022 69.0 6.0 727 61 17 4.2 2.2	2021 47.0 3.8 643 27 11 4.0 2.4 25	2020 79.5 8.2 645 29 10 3.1 2.3
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/ Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case	2024 80.2 8.2 790 140 22 3.6 3.0 83	2023 74.7 7.3 856 194 13 3.5 2.7 65	2022 69.0 6.0 727 61 17 4.2 2.2 26	2021 47.0 3.8 643 27 11 4.0 2.4 25	2020 79.5 8.2 645 29 10 3.1 2.3
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 懐妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 労働災害度数率/Rate of occupational accidents	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *2 *2 *2 *2 *3 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case	2024 80.2 8.2 790 140 22 3.6 3.0 83	2023 74.7 7.3 856 194 13 3.5 2.7 65	2022 69.0 6.0 727 61 17 4.2 2.2 26	2021 47.0 3.8 643 27 11 4.0 2.4 25	2020 79.5 8.2 645 29 10 3.1 2.3 69 (
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 素妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave うち、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave 位業員の総離職率 / Total employee turnover rate 定業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況 / Number of work-related accidents 死亡災害発生件数 / Number of fatal accidents 労働災害度数率 / Rate of occupational accidents 3MI値適正率 / Ratio of employees with healthy BMI	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *2 *6	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17	2023 74.7 7.3 856 194 13 3.5 2.7 65 0	2022 69.0 6.0 727 61 17 4.2 2.2 26 0	2021 47.0 3.8 643 27 11 4.0 2.4 25 0	2020 79.5 8.2 645 29 10 3.1 2.3 69 (3.55 72.5
平均勤続年数の差異(比率) / Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave — 人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 懷妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave 55、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数 / Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況 / Number of work-related accidents 死亡災害発生件数 / Number of fatal accidents 労働災害度数率 / Rate of occupational accidents 3MI値適正率 / Ratio of employees with healthy BMI 男性 / Men 女性 / Women	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *6 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case /Case %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03	2020 79.5 8.2 645 29 10 3.1 2.3 69 (3.55 72.5
平均勤続年数の差異(比率) / Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *6 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case /Case %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03	2020 79.5 8.2 645 29 10 3.1 2.3 69 0 3.59 72.5
平均勤続年数の差異(比率) / Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *6 *2 *2 *2 *6 *2 *2 *2 *2 *2 *3 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03	2020 79.5 8.2 645 29 10 3.1 2.3 69 (0 3.55 72.5
平均動続年数の差異(比率) / Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目 / Items 有給休暇取得率 / Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person 憲妊・育児休職制度利用者数 / Number of employees on pregnancy or childcare leave うち、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数 / Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況 / Number of work-related accidents 死亡災害発生件数 / Number of fatal accidents 労働災害度数率 / Rate of occupational accidents 3MI値適正率 / Ratio of employees with healthy BMI 男性 / Men 女性 / Women 要煙率 / Ratio of employees that smoke 男性 / Men 女性 / Women	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *2 *6 *2 *2 *2 *2 *2 *2 *2 *3 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case / Case %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03	2020 79.5 8.2 645 29 10 3.1 2.3 69 (0 3.55 72.5
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 素妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の自発的な離職率 / Voluntary employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 労働災害度数率/Rate of occupational accidents 3MI値適正率/Ratio of employees with healthy BMI 男性/Men 女性/Women 契煙率/Ratio of employees that smoke 男性/Men 女性/Women	*2 *2*5 *2 *2 *8 *8 *8 *2 *2 *6 *2 *2 *7	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case % % % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1 14.1 2.3	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03 67.7 70.1	2020 79.5 8.2 645 29 10 3.1 2.3 65 (3.59 72.5 73.0
平均勤続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 擦妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave が護人員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 労働災害度数率/Rate of occupational accidents BMI値適正率/Ratio of employees with healthy BMI 男性/Men 女性/Women 関煙率/Ratio of employees that smoke 男性/Men	*2 *2*5 *2 *2 *2 *8 *8 *8 *2 *2 *2 *6 *2 *2 *2 *2 *2 *2 *2 *3 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4 *4	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03	2020 79.5 8.2 645 29 10 3.1 2.3
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 憲妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の総離職率 / Total employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 労働災害度数率/Rate of occupational accidents 3MI値適正率/Ratio of employees with healthy BMI 男性/Men 女性/Women 契煙率/Ratio of employees that smoke 男性/Men 女性/Women	*2 *2*5 *2 *2 *8 *8 *8 *2 *2 *6 *2 *2 *7	時間人人人人件	単位/Unit % /hours /People /People /People % /Case /Case % % % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1 14.1 2.3	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03 67.7 70.1	2020 79.5 8.2 645 29 10 3.5 69 (3.55 72.5 73.0 16.7 3.1
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA) / Human Resources Data(ANA) 項目/Items 有給休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 素妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 介護休職制度利用者数/Number of employees on nursing care leave 従業員の自発的な離職率 / Voluntary employee turnover rate 従業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 労働災害度数率/Rate of occupational accidents 3MI値適正率/Ratio of employees with healthy BMI 男性/Men 女性/Women 契煙率/Ratio of employees that smoke 男性/Men 女性/Women メタボリスク者率/Employee obesity rate 男性/Men	*2 *2*5 *2 *2 *8 *8 *8 *2 *2 *2 *6 *2 *2 *2 *7 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case /Case % % % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03 67.7 70.1	2020 79.5 8.2 645 29 10 3.1 2.3 69 (3.59 72.5 73.0 16.7 3.1
平均動続年数の差異(比率)/ Percentage difference in average employment years for female to male employees 各種人財データ(ANA)/Human Resources Data(ANA) 項目/Items 精治休暇取得率/Percentage of taking annual paid leave 一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person 素妊・育児休職制度利用者数/Number of employees on pregnancy or childcare leave つち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave 企業員の総離職率 / Total employee turnover rate 企業員の自発的な離職率 / Voluntary employee turnover rate 業務上災害発生状況/Number of work-related accidents 死亡災害発生件数/Number of fatal accidents 男性/繁素を表す。 男性/Men 女性/Women メタボリスク者率/Employee obesity rate 男性/Men 女性/Women	*2 *2*5 *2 *2 *8 *8 *8 *2 *2 *2 *6 *2 *2 *2 *7 *2	時間人人人人件	単位/Unit % /hours /People /People /People % % /Case /Case % % % %	2024 80.2 8.2 790 140 22 3.6 3.0 83 0.0 4.17 73.4 70.8	2023 74.7 7.3 856 194 13 3.5 2.7 65 0 3.47 73.7 68.4	2022 69.0 6.0 727 61 17 4.2 2.2 26 0 1.29 74.3 69.1	2021 47.0 3.8 643 27 11 4.0 2.4 25 0 1.03 67.7 70.1	2020 79.5 8.2 645 29 10 3.1 2.3 65 (3.59 72.5 73.0

^{*1} 各年4月1日現在/As of April 1 of each year

ANA、ANAホールディングスおよびグループ適用認定会社の合算値(障害者雇用促進法に基づいて算出)

2024-2020年:計11社(うち、特例子会社1社) /

Total of ANA HOLDINGS ING., ANA, and qualified ANA Group companies (Calculated based on the Act for Promotion of Employment of Persons with Disabilities) 2024-2020: total of 11 companies including 1 special subsidiary

^{*2} 各年3月31日現在/As of March 31 of each year

^{*3 60}歳以上除〈/Excluding people who 60 years old or older

^{*4} 各年6月1日現在/As of June 1 of each year

^{*5} 運航乗務員·客室乗務員除</excluding Pilot and Cabin attendant

^{*6} 適正比率 18.5%~25%未満/Ratio of employees with BMI of 18.5%-24.9%

^{*7} 算定基準を2018年より変更/ changing Calculation Standards from this year

²⁰¹⁷年以前:特定保健指導「積極的支援」対象者値に該当する社員の割合/Ratio of employees receiving guidance from designated healthcare professionals 2018年以降:メタボリックシンドロームの診断基準における「基準該当」の社員の割合/2018 and later:Ratio of employees meeting criteria for metabolic syndrome

^{*8} 前年4月1日~当年3月31日まで

^{*9} 国内採用の従業員対象
*10 運航乗務員・客室乗務員含む/including Pilot and Cabin attendant