

**1. Employment**

(1) Percentage of female workers among all employed workers (by category) April 1, 2022 to March 31, 2023

	All	Office	Civil engineering	Building construction
Managerial track	22.1%	25.5%	15.1%	24.2%
General office employees	84.1%	91.2%	100.0%	55.6%
Other permanent employees	1.6%	0.0%	0.0%	2.1%
Contract employees	31.1%	74.4%	15.2%	8.5%

(2) Application-to-opening ratio by gender (by category) April 1, 2022 to March 31, 2023

		All	Office	Civil engineering	Building construction
Managerial track	Women	3.4	8.3	2.0	2.1
	Men	2.8	7.0	2.0	2.0

\* General office employees positions etc.: Closed hence no competition

(3) Percentage of female workers among all workers (by category; temporary) April 1, 2023

Percentage of female employees out of all employees 19.3%

	All	Office	Civil engineering	Building construction
Managerial track	8.1%	8.4%	5.9%	9.2%
General office employees	93.5%	95.9%	78.6%	63.3%
Other permanent employees	8.6%	47.9%	2.0%	5.2%
Contract employees	65.1%	90.8%	7.0%	1.1%
Post-retirement reemployment	17.5%	49.8%	1.2%	3.0%
Temporary workers	32.0%	36.3%	30.5%	30.5%

**2. Continuous Employment and Work-Style Reforms**

(4) Difference in the number of years of continuous employment based on gender April 1, 2023

Women: 16.7 years

Men: 18.2 years

Difference -1.5 years

(5) Percentage of workers continuously employed for around 10 business years by gender

Women: 82.4%

Men: 80.5%

(6) Percentage of workers that took extended parenting leave by gender (by category) April 1, 2022 to March 31, 2023

		All	Office	Civil engineering	Building construction
Managerial track	Women	100.0%	100.0%	100.0%	100.0%
	Men	64.2%	65.8%	67.2%	62.2%
General office employees	Women	100.0%	100.0%	—	—
	Men	—	—	—	—
Other permanent employees	Women	—	—	—	—
	Men	50.0%	—	50.0%	50.0%
Contract employees	Women	100.0%	100.0%	—	—
	Men	85.7%	—	100.0%	83.3%
Post-retirement reemployment	Women	—	—	—	—
	Men	—	—	—	—

(7) Average monthly overtime hours of workers April 1, 2022 to March 31, 2023

(Calculation) [Sum of annual work hours among applicable workers – Total annual legal work hours = (40 \* Number of days in a year / 7) \* Number of target workers] / 12 (months) / Number of applicable workers  
24.1 hours

(8) Average monthly overtime hours of workers (category) (temporary) April 1, 2022 to March 31, 2023

(Calculation) [Sum of annual work hours among applicable workers – Total annual legal work hours = (40 \* Number of days in a year / 7) \* Number of target workers] / 12 (months) / Number of applicable workers

	All	Office	Civil engineering	Building construction
Managerial track	30.9 hours	23.0 hours	29.5 hours	34.5 hours
Non-managerial track	4.5 hours	3.8 hours	10.7 hours	10.7 hours
Other permanent employees	36.8 hours	16.4 hours	33.1 hours	40.1 hours
Contract employees	14.2 hours	6.2 hours	20.6 hours	24.1 hours
Post-retirement reemployment	7.3 hours	2.5 hours	14.0 hours	17.0 hours

(9) Employees taking paid leave (%) April 1, 2022 - March 31, 2023

55.6%

### 3. Evaluation and Promotion

(10) Percentage of female subsection heads and equivalents April 1, 2023

16.4%

(11) Percentage of female workers in managerial positions April 1, 2023

3.8%

(12) Percentage of female officers April 1, 2023

2.7%

#### 4. Second Chance (Diverse Career Courses)

(13) Changes in job types or form of employment by gender (by category) (temporary employees hired as permanent workers) April 1, 2022 to March 31, 2023

		All	Office	Civil engineering	Building construction
From general office employees to managerial track positions	Women	0	0	0	0
	Men	0	0	0	0
From other permanent positions to managerial track positions	Women	0	0	0	0
	Men	1	0	0	1
From temporary positions to managerial track positions	Women	0	0	0	0
	Men	1	0	0	1
From general office employees to other permanent positions	Women	9	8	0	1
	Men	2	0	0	2
From temporary positions to other permanent positions	Women	0	0	0	0
	Men	28	1	5	22
From temporary positions to general office employees positions	Women	6	5	1	0
	Men	0	0	0	0

(14) Reemployment or mid-career employment April 1, 2022 to March 31, 2023

(Definition) "Reemployed workers" refer only to those reemployed as permanent workers.

"Mid-career workers" refer only to those employed as permanent workers at the age of around 30 or above.

<Mid-career employment> Women: 10

Men: 67

(15) Difference in wages based on gender (all employees/ permanent employees / part-time and fixed-term employees) April 1, 2022 to March 31, 2023

	Difference in wages based on gender	
	Men	Women
All employees	100.0%	56.2%
Permanent employees	100.0%	56.4%
Part-time and Fixed-term employees	100.0%	53.6%

(Note) No difference is seen in equal work, but the difference arises from factors such as the recruitment division and the personnel composition by classification.