

Employee Data Book

Furukawa Electric Data

Employee turnover rate by gender (Unit: %)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Male	0.71	0.93	0.52	1.68	1.09
Female	3.08	3.68	1.35	3.18	1.48
Total	0.88	1.13	0.58	1.80	1.12

Recruitment figures by gender

		FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Specialized staff	Male	84	79	73	66	49	26	21	28
	Female	17	13	9	12	10	6	5	7
	Total	101	92	82	78	59	32	26	35
	Foreign nationals	1	4	4	2	3	0	1	1
Professional staff	Male	86	44	15	21	2	0	0	0
	Female	1	0	0	1	0	0	0	0
	Total	87	44	15	22	2	0	0	0

Average pay by gender (Unit: Yen)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Male	7,130,016	7,148,857	6,922,703	7,164,395	7,348,581
Female	4,708,913	4,591,206	4,554,577	4,802,456	4,805,946
Average	6,929,268	6,747,553	6,570,185	6,851,869	7,133,241

Ratio of labor union membership (Unit: %)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Male	99.68	99.75	99.67	99.72	99.82
Female	97.11	98.23	98.62	98.07	96.36
Total	99.45	99.61	99.57	99.57	99.48

Overtime (Unit: Average hours per month)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Direct work	24.15	23.84	24.33	26.17	24.78
Indirect work	17.03	17.45	18.14	19.27	20.28
Average	19.72	19.85	20.46	21.83	22.77

Regular annual leave

Item	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Unit
Days carried over per person (A)	22.0	22.6	21.8	22.1	22.6	Days
Days granted per person (B)	23.9	23.9	23.6	23.7	23.9	Days
Days acquired per person (C)	13.3	13.1	13.0	14.1	13.8	Days
Acquisition rate (C÷B)	55.6	54.8	55.1	59.5	57.7	%

(note 1) Regular annual leave is calculated as leave taken between September 16 and September 15 of the following year.

(note 2) Figures for fiscal 2014 are not calculated, since it has not yet concluded.

People taking volunteer leave

	FY 2011	FY 2012	FY 2013	FY 2014
Female	0	0	0	0
Male	1	5	5	3
Total	1	5	5	3

People taking refresh leave

	2011 年	2012 年	2013 年	2014 年
Female	1	4	2	2
Male	63	77	74	54
Total	64	81	76	56

(note 1) Refresh leave is calculated on a calendar basis (January 1 to December 31)

(note 2) Refresh leave is a system that accords employees, who have worked for 25 years, continuous leave of between 14 and 31 days.

People taking maternity/paternity leave

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Female	35	35	33	22	16
Ratio of employees returning to work (%)	97.1	97.1	97.0	95.5	100.0
Male	4	10	7	5	9
Ratio of employees returning to work (%)	100.0	100.0	100.0	100.0	100.0
Total	39	45	40	27	25
Ratio of employees returning to work (%)	97.4	97.8	97.5	96.3	100.0

People taking nursing care leave

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Female	0	0	0	0	0
Ratio of employees returning to work (%)	-	-	-	-	-
Male	1	2	2	0	1
Ratio of employees returning to work (%)	100.0	100.0	100.0	-	100.0
Total	1	2	2	0	1