

# ANAグループ 社会性データ/ANA Group Social Data

## 人財関連データ/Human Resources Data

人員構成 (ANA) / Personnel composition (ANA)		各年4月1日現在/As of April 1 of each year							(年)
項目/Items	単位/Unit	2018	2017	2016	2015	2014	2013		
従業員数/Total number of employees	人 /People	16,512	16,187	15,739	15,486	15,312	15,487		
総合職、特定地上職など/Number of Global staff	人 /People	6,258	6,243	6,258	6,459	6,744	7,021		
運航乗務員/Number of Pilots	人 /People	2,395	2,390	2,395	2,381	2,385	2,431		
客室乗務員/Number of Cabin Attendant	人 /People	7,859	7,554	7,086	6,646	6,183	6,035		
男女比率/Ratio of male to female									
男性比率/Percentage of men in employees	%	41.2	42.0	43.3	45.1	47.1	49.1		
女性比率/Percentage of women in employees	%	58.8	58.0	56.7	54.9	52.9	50.9		
役員数/Total number of directors on board	人 /People	40	38	38	38	36	33		
管理職数/Number of employees in senior management (managers & above)	人 /People	2,807	2,745	2,773	2,855	3,023	-		
管理職比率/Percentage of senior management	%	17.0	17.0	17.6	18.4	20.1	20.7		
女性活躍推進/Promotion of participation by women									
女性従業員数/Number of women in employees	人 /People	9,715	9,381	8,927	8,506	8,107	-		
女性役員数/Number of women in directors	人 /People	4	4	4	4	2	1		
女性役員比率/Percentage of women in directors	%	10.0	10.5	10.5	10.5	5.5	3.0		
女性管理職数/Number of women in senior management	人 /People	389	366	338	312	296	-		
女性管理職比率/Percentage of women in senior management	*2 %	13.9	13.3	12.2	10.9	9.8	9.8		
障がい者雇用率/Perscentage of people with disabilities in employees	*3 %	2.49	2.38	2.32	2.10	2.14	2.07		
新入社員/Newly hired employees:									
新入社員数/Number of newly hired employees	人 /People	828	1,098	-	-	-	-		
女性新入社員数/Number of women employees in new hires	*4 人 /People	695	941	-	-	-	-		
女性新入社員比率/Percentage of women employees in new hires	%	83.9	85.7	-	-	-	-		
勤続年数/Years of service									
従業員平均年齢/Average age of employees	*1 歳 /Years	37.4	37.4	36.0	36.0	36.0	38.8		
平均勤続年数/Average years worked	*1 年 /Years	13.8	13.3	10.0	10.0	10.1	13.1		
平均勤続年数(男性) / Average years employed by the company for male employees	年 /Years	20.6	20.5	-	-	-	-		
平均勤続年数(女性) / Average years employed by the company for female employees	年 /Years	9.9	8.7	-	-	-	-		
平均勤続年数の差異(比率) / Percentage difference in average employment years for female to male employees	%		42.4	-	-	-	-		

各種人財データ (ANA) /Human Resources Data (ANA)		各年3月31日現在/As of March 31 of each year							(年)
項目/Items	単位/Unit	2018	2017	2016	2015	2014	2013		
有給休暇取得率/Percentage of taking annual paid leave	%	73.0	71.0	69.5	70.0	65.0	70.0		
一人あたり月平均時間外労働時間数/Monthly average overtime hours worked per person	*5 時間 /hours	8.2	9.1	10.6	9.4	8.4	5.2		
懐妊・育児休業制度利用者数/Number of employees on pregnancy or childcare leave	人 /People	587	545	586	595	470	466		
うち、男性の制度利用者数/Number of men in employees on pregnancy or childcare leave	人 /People	19	13	5	5	4	4		
男性の育児休業利用者数/Number of men in employees on childcare leave	人 /People	176	180	194	187	180	-		
介護休業制度利用者数/Number of employees on nursing care leave	人 /People	14	14	12	8	11	26		
業務上災害発生状況/Work-related accidents	件 /Case	82	109	66	77	66	82		
BMI値適正率/Ratio of employees with healthy BMI	*6								
男性/men	%	70.2	69.1	63.1	-	-	-		
女性/Women	%	72	69.8	75.2	-	-	-		
喫煙率/Ratio of employees that smoke									
男性/men	%	19.1	19.4	22.9	-	-	-		
女性/Women	%	3.9	4	4.9	-	-	-		
メタボリック者率/Employee obesity rate	*7								
男性/men	%	15.7	14.9	13.4	-	-	-		
女性/Women	%	1.3	1.2	0.9	-	-	-		

\*1 各年3月31日現在/As of March 31 of each year

\*2 60歳以上除く/Excluding people who 60 years old or older

\*3 各年6月1日現在/As of June 1 of each year

ANAおよびグループ適用認定会社の合算値：2018-2015年：計12社（うち、特例子会社1社） 2014年：計11社（うち、同1社） 2013年：計7社（うち、同2社）  
Total of ANA and qualified ANA Group companies：2018-2015: total of 12 companies including 1 special subsidiary;  
2014: total of 11 companies including 1 special subsidiary;  
2013: total of 7 companies including 2 special subsidiaries)

\*4 前年4月1日～当年3月31日まで

\*5 運航乗務員・客室乗務員除く/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 2018

2017年以前：特定保健指導「積極的支援」対象者に該当する社員の割合/Before 2017: 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