

人事関連データ / Human Resources Data

人員構成 (ANA) / Personnel composition (ANA)							(年)				
項目 / Items		単位 / Unit	2023	2022	2021	2020	2019				
従業員数 / Total number of employees	*2	人 / People	14,566	13,689	15,114	14,830	14,242				
役員数 / Total number of directors on board	*1	人 / People	43	43	41	48	45				
管理職数 / Number of employees in senior management (managers & above)	*1	人 / People	2,776	2,875	2,830	2,880	2,859				
男性上級管理職数 / Number of men in senior management (Directors level)	*1	人 / People	645	644	649	676	666				
女性上級管理職数 / Number of women in senior management (Directors level)	*1	人 / People	46	43	41	45	46				
男女比率 / Ratio of male to female											
男性比率 / Percentage of men in employees	*1	%	37.0	36.7	37.6	39.6	40.4				
女性比率 / Percentage of women in employees	*1	%	63.0	63.3	62.4	60.4	59.6				
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	10,253	10,574	10,844	10,507	10,078				
女性役員数 (取締役含む) / Number of women in directors (Include directors in board)	*1	人 / People	7	7	6	6	5				
女性取締役数 / Number of women in directors on board	*1	人 / People	3	2	1	2	1				
女性役員比率 / Percentage of women in directors	*1	%	16.3	16.3	14.6	12.5	11.1				
女性管理職数 / Number of women in senior management	*1	人 / People	549	525	497	506	418				
女性管理職比率 / Percentage of women in senior management	*1*3	%	19.3	18.3	15.6	15.2	14.6				
障がい者雇用率 / Percentage of people with disabilities in employees	*4	%	2.72	2.75	2.80	2.68	2.57				
障がい者雇用数 / Number of people with disabilities in employees	*4	人 / People	543	559.5	596.5	600.5	565.5				
新入社員 / Newly hired employees:											
新入社員数 / Number of newly hired employees	*8*10	人 / People	46	52	843	1,015	996				
女性新入社員数 / Number of women employees in new hires	*8*10	人 / People	9	8	691	817	776				
女性新入社員比率 / Percentage of women employees in new hires	*8*10	%	19.6	15.0	82.0	80.0	78.0				
勤続年数 / Years of service											
従業員平均年齢 / Average age of employees	*2	歳 / Years	39.2	38.90	37.90	38.00	37.50				
平均勤続年数 / Average years worked	*2	年 / Years	14.2	13.4	12.5	13.6	14.2				
平均勤続年数 (男性) / Average years employed by the company for male employees	*1	年 / Years	20.4	18.9	18.8	20.9	20.9				
平均勤続年数 (女性) / Average years employed by the company for female employees	*1	年 / Years	11	11.1	9.4	9.3	10.1				
平均勤続年数の差異 (比率) / Percentage difference in average employment years for female to male	*1	%	53.9	58.9	50	44.5	48.4				
各種人財データ (ANA) / Human Resources Data (ANA)							(年)				
項目 / Items		単位 / Unit	2023	2022	2021	2020	2019				
有給休暇取得率 / Percentage of taking annual paid leave	*2	%	69.0	69.0	47.0	79.5	75.0				
一人あたり月平均時間外労働時間数 / Monthly average overtime hours worked per person	*2 *5	時間 / hours	7.3	6.0	3.8	8.2	8.4				
懐妊・育児休暇制度利用者数 / Number of employees on pregnancy or childcare leave	*2	人 / People	856	727	643	645	629				
うち、男性の制度利用者数 / Number of men in employees on pregnancy or childcare leave	*2	人 / People	194	61	27	29	20				
介護休暇制度利用者数 / Number of employees on nursing care leave	*2	人 / People	13	17	11	10	16				
従業員の総離職率 / Total employee turnover rate	*8	%	3.5	4.2	4.0	3.1	3.6				
従業員の自発的な離職率 / Voluntary employee turnover rate	*8	%	2.7	2.2	2.4	2.3	2.6				
業務上災害発生状況 / Work-related accidents	*2	件 / Case	65	26	25	69	111				
死亡災害発生件数 / Number of fatal accidents	*2	件 / Case	0	0	0	0	0				
労働災害発着度率 / Rate of occupational accidents	*2	%	3.47	1.29	1.03	3.59	5.63				
BMI値適正率 / Ratio of employees with healthy BMI	*6										
男性 / men	*2	%	73.7	74.3	67.7	72.5	72.9				
女性 / Women	*2	%	68.4	69.1	70.1	73.0	72.6				
喫煙率 / Ratio of employees that smoke											
男性 / men	*2	%	13.6	14.1	14.5	16.7	17.2				
女性 / Women	*2	%	2.4	2.3	2.6	3.1	3.7				
メタボリック率 / Employee obesity rate	*7										
男性 / men	*2	%	11.1	11.2	8.2	12.9	11.1				
女性 / Women	*2	%	1	1.3	1.7	1.0	1.4				
身体愁訴該当率 / Ratio of employees with physical ailment											
男性 / men	*2	%	20.3	15.7	29.1	20.6	21.4				
女性 / Women	*2	%	30.3	22.3	30.4	37.6	41.9				

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

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

*3 60歳以上除く / Excluding people who 60 years old or older

*4 各年6月1日現在 / As of June 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)

2023-2020年: 計11社 (うち、特例子会社1社) 2019-2015年: 計12社 (うち、同社)

Total of ANA HOLDINGS ING., ANA, and qualified ANA Group companies

(Calculated based on the Act for Promotion of Employment of Persons with Disabilities)

2023-2020: total of 11 companies including 1 special subsidiary; 2019-2015: total of 12 companies including 1 special subsidiary

*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 this year

*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