

EMPLOYEE DATA

	(FY)		
	2014	2015	2016
Nissan Motor Co., Ltd.			
Number of employees	22,614	22,471	22,209
Male	20,567	20,346	19,971
Female	2,047	2,125	2,238
Average age (years)	43.0	43.0	43.1
Male	43.5	43.5	43.7
Female	38.0	38.0	37.9
Average service (years)	20.1	20.0	19.5
Male	20.6	20.5	20.1
Female	14.9	14.8	14.4
Employee turnover rate	4.3	3.8	3.4
Voluntary leave	1.1	1.1	1.0
Company initiated	3.2	2.7	2.4
Average annual salary (yen) ^(*)	7,767,269	7,950,212	8,164,762
Disabled employment ratio	2.04	2.08	2.07
Number of employees taking parental leave	269	280	303
Male	11	23	15
Female	258	257	288
Ratio of returnees from parental leave	97	98	96.9
Male	100	100	100
Female	97	98	96.6
Number of employees taking nursing care leave	6	7	11
Male	2	4	5
Female	4	3	6
Number of employees taking maternity leave	258	280	159
Days of paid holiday taken	18.7	18.9	19.0
Taken paid holiday ratio	93.5	95.3	96
Average overtime hours/month	16.3	19.6	21.4
Number of unionized employees	22,179	21,182	22,235

^(*) Average annual salary for employees not in managerial positions; includes bonuses and overtime pay. Beginning in fiscal 2013, calculated for employee base including managerial positions.



► GRI G4 Indicators
 ► G4-9/G4-10/G4-11/G4-12/G4-38/
 G4-EC1/G4-LA1/G4-LA3/G4-LA12

	(FY)		
	2014	2015	2016
Number of female managers	214	242	279
Ratio	8.2	9.1	10.1
Target	(Internal target)		
General and higher-level managers	58	62	76
Ratio	6.4	7.0	8.1
Number of female corporate officers	1	1	2
Ratio	2.0	1.9	4.2
Target	(Internal target)		
Number of female board members	0	0	0
Ratio	—	—	—
- Female board members (internal)	0	0	0
Ratio	—	—	—
- Female board members (external)	0	0	0
Ratio	—	—	—
Number of auditors	0	0	0
Ratio	—	—	—
Number of new graduates hired	606	535	576
Male	477	402	453
Female	129	133	123
Bachelor/master graduates	400	349	355
Male	306	265	267
Female	94	84	88
Others	206	186	221
Junior college, tech school graduates	18	9	19
Male	17	8	19
Female	1	1	0
High school graduates	188	177	202
Male	154	129	167
Female	34	48	35
Retention			
Number of new recruits 3 years ago	220	324	520
Male	158	254	399
Female	62	70	121
Number of the above 3 years later	206	307	491
Male	149	242	379
Female	57	65	112

	(FY)		
	2014	2015	2016
Consolidated			
Consolidated number of employees ^(*)	149,388	152,421	137,250
	(20,381)	(19,007)	(19,366)
Japan	65,771	64,837	59,441
North America	37,185	40,151	35,951
Europe	16,535	16,148	16,065
Asia	25,439	26,310	20,837
Other countries	4,458	4,975	4,956

^(*) Numbers in brackets represent part-time employees not included in the consolidated number of employees.

UNION INFORMATION

Nissan Motor Co., Ltd.'s employees are affiliated with the All Nissan Motor Workers' Union, for which the governing body is the All Nissan and General Workers Unions, and the Japanese Trade Union Confederation (Rengo) through the Confederation of Japan Automobile Workers' Unions. The labor-management relations of the company are stable, and the number of union workers was 22,235 as of March 31, 2017.

At most domestic Group companies, employees are affiliated with their respective trade unions on a company basis, and the governing body is the All Nissan and General Workers Unions.

At foreign Group companies, employees are affiliated with their respective trade unions. In Mexico, for example, workers are affiliated with a domestic trade union for which the governing body is the Confederation of Mexican Workers (CTM) or independent trade unions, whereas most employees in the United Kingdom are affiliated with the Unite the Union Nissan Motor Manufacturing (U.K.) Ltd. Branch. Local employees of other Group companies are affiliated with different types of trade unions according to the labor environment in each country.