

APPENDIX

Figure 1: Average pay of women compared to men in Japan-listed corporations as of June 2023

	Average pay of women compared to men (%)
All employees	67.04
Full-time employees	71.64
Part-time employees	69.65

*Defined as the value of women's pay expressed as a percentage of the value for men set to 100

Figure 2: Ratio of women holding leadership positions in Japan-listed corporations

	Ratio of women (%)
Board members and officers	13.11
Managers	9.47

Figure 3: Comparison of average pay of women compared to men and ratio of women holding leadership positions by industry

Industry	Average pay of women compared to men (%)			Ratio of women (%)	
	All	Full-time	Part-time	Managerial	Board
Information & Communication	74.23	77.10	74.59	14.45	14.15
Securities & Commodities Futures	73.90	69.34	67.73	16.25	14.80
Iron & Steel	72.16	74.67	76.24	3.75	9.73
Transportation Equipment	72.00	74.29	74.32	3.55	12.47
Pharmaceuticals	71.85	75.88	67.10	12.68	17.46
Services	71.08	74.87	84.24	20.97	14.48
Nonferrous Metals	70.71	74.61	56.40	5.77	11.82
Chemicals	70.30	75.93	67.14	7.25	12.75
Other Products	69.60	71.65	66.63	7.93	13.29
Glass & Ceramics Products	69.55	73.66	72.05	5.13	11.76
Electric Appliances	68.92	71.43	65.58	5.21	12.88
Metal Products	68.59	73.41	63.24	3.63	12.42
Land Transportation	68.46	73.61	79.36	6.67	12.93
Electric Power & Gas	68.44	70.88	61.90	3.95	14.30
Warehousing & Harbour Transportation Services	67.17	67.98	68.29	6.25	9.35
Machinery	66.67	72.12	64.68	4.18	11.84
Rubber Products	66.30	70.87	68.84	4.67	13.67
Marine Transportation	65.70	71.03	49.65	7.57	14.73
Precision Instruments	65.67	73.17	67.89	6.40	12.97
Real Estate	65.62	70.51	61.49	12.70	12.74
Insurance	65.60	67.32	69.76	18.06	17.49
Pulp & Paper	65.25	70.05	75.73	4.16	13.26
Oil & Coal Products	64.95	67.45	52.68	4.82	19.34
Textiles & Apparels	64.74	70.04	63.21	9.64	12.92

Foods	64.43	71.04	68.18	10.16	13.77
Retail Trade	63.23	73.64	90.75	13.64	15.36
Other Financing Business	62.19	64.71	68.51	17.81	14.06
Construction	61.72	65.28	56.73	2.52	11.19
Wholesale Trade	61.66	65.51	63.62	7.09	12.28
Mining	60.55	62.30	49.35	3.50	12.20
Fisheries, Agriculture & Forestry	56.81	68.86	78.49	6.71	16.33
Banks	51.92	62.09	61.63	14.81	11.84
Air Transportation	48.40	47.87	44.33	27.83	13.77

Figure 4: Comparison of average pay of women compared to men and ratio of women holding senior positions by market capitalisation

Market cap rank	Average pay of women compared to men (%)			Ratio of women (%)	
	All	Full-time	Part-time	Managerial	Board
1~200	68.12	70.61	68.29	9.05	16.78
201~400	67.82	71.44	66.93	9.59	14.73
401~600	66.65	71.37	68.66	8.26	14.61
601~800	66.21	71.36	67.32	8.04	13.67
801~1000	65.49	69.96	67.52	8.73	12.46
1001~1200	65.46	70.67	68.69	7.58	12.09
1201~1400	65.38	70.87	69.23	7.98	13.44
1401~1600	65.49	70.41	68.16	7.35	11.73
1601~1800	69.39	73.37	72.00	8.61	13.43
1801~2000	67.87	72.04	72.33	8.49	12.38
2001~2200	65.90	71.68	66.31	8.42	10.74
2201~2400	68.12	72.50	68.00	9.48	10.61
2401~2600	64.97	70.06	75.03	10.86	12.06
2601~2800	66.60	73.39	74.00	12.57	11.43
2801~3000	68.92	74.37	67.22	11.64	13.55
3001~3200	66.76	72.67	75.41	10.34	10.84
3201~3400	73.44	76.42	76.13	14.85	11.55
3401~3600	70.33	74.94	80.51	16.43	10.58
3601~3800	68.38	75.57	75.01	17.04	12.38
3801~	65.58	71.89	84.24	24.25	11.49