

Japan's 30%-by-2030 Target for Women Executives at Prime Market Companies

Gender Equality · Good practice · Japan

Quality score: 63/100

Evidence strength: Moderate

Summary

In June 2023 Japan set a voluntary 30% target for women executives at TSE Prime-listed firms by 2030, up from 11.4% in 2022. 79% of Prime firms already had a female director, but the goal has no penalties and covers only 4% of the workforce.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-27

[Cabinet Office, Government of Japan](#) — accessed 2026-09-27

[Japan Today](#) — "Japan seeks over 30% of female executives in key firms by 2030" — accessed 2026-09-27

[ANU Crawford Australia-Japan Research Centre](#) — "Aiming to increase women's leadership in corporate Japan" — accessed 2026-09-27

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