

This is an English translation prepared for reference, based on information from the “Disclosure of Information on Women’s Empowerment” page of the NICT website. The original is available in Japanese. For details, please visit: [women_empowerment.pdf](#)

Disclosure of Information on Women’s Empowerment (May 2025)

Percentage of Women among Managers

The percentage of female employees among managers is disclosed (as of March 31, 2025).

6.8%

Percentage of Women among Executive Officers

The percentage of women among executive officers is disclosed (as of March 31, 2025).

12.5%

Paid Leave Utilization Rate by Employment Category

The paid leave utilization rate is disclosed by employment category (as of March 31, 2025).

Researchers and Engineers: 62.1%

General Staff: 71.8%

Percentage of Women among Newly Hired Permanent Researchers and Permanent Engineers

The percentage of women among the total number of newly hired permanent researchers and permanent engineers is disclosed.

41.7%

Gender Pay Gap

The ratio of women’s wages to men’s wages is disclosed (FY2024 results).

All Employees: 70.8%

Regular Employees: 74.6%

Non-Regular Employees: 73.0%

Notes

- Coverage period: FY2024 (April 1, 2024 – March 31, 2025)
- Regular employees: Permanent employees and employees with open-ended contracts
- Non-regular employees: Fixed-term contract employees
- Wages: Excluding commuting allowances