

Gender diversity on Japanese corporate boards

Takanori Tanaka[†]

Faculty of Economics, Ritsumeikan University, 1-1-1 Nojihigashi, Kusatsu,
Shiga 525-8577, Japan

Abstract

This study explores the determinants of gender diversity in corporate boards. Using a sample of Japanese firms over the 2008-2013, I find that the proportion of female inside directors as family members on the boards is higher for smaller firms with smaller board size, lower Tobin's Q, lower main bank ownership. In addition, I find that the proportion of female inside directors as non-family members on the boards is higher for smaller and younger firms with larger board size, higher Tobin's Q, lower corporate ownership, lower main bank ownership. Finally, I find the proportion of female outside directors on the boards is higher for larger firms with lower ROA, higher Tobin's Q, lower dependence on foreign operations, higher foreign ownership, and committee system.

Key words: Female inside directors; Female outside directors; Corporate governance

JEL classification: G32, G34

[†]Corresponding author. E-mail: tktanaka@fc.ritsumei.ac.jp. Tel: +81-77-599-4303.