

## UTokyo Economic Consulting (UTEcon) Launches "GEM App"

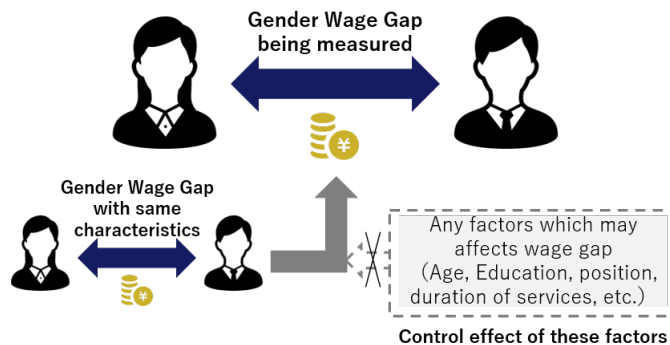
A diagnostic tool to measure if and why there is a gender wage gap in your company

TOKYO, November 14, 2022 – UTokyo Economic Consulting Inc. (UTEcon), a leading academic consulting firm in Japan based on expertise in economics and related fields, announced today that it has launched a new service “GEM App” It helps companies measure if there is a gender wage gap in their organizations, understand the causes, and take necessary actions.

In 2022, the Japanese government has announced that it will impose a mandatory disclosure of the gender wage gap for companies with 301 or more regular employees.

“GEM App” provides an application that estimates the gender wage gap by controlling basic attributes so that each company can confirm the existence of the gender wage gap within the company, understand the reasons why it exists, and take measures to eliminate the gap.

### 1. Measure a gender wage gap based on econometrics



The results of the calculations, which are statistically processed based on economic insights, are displayed, so the true difference between men's and women's wages can be measured without the influence of other factors.

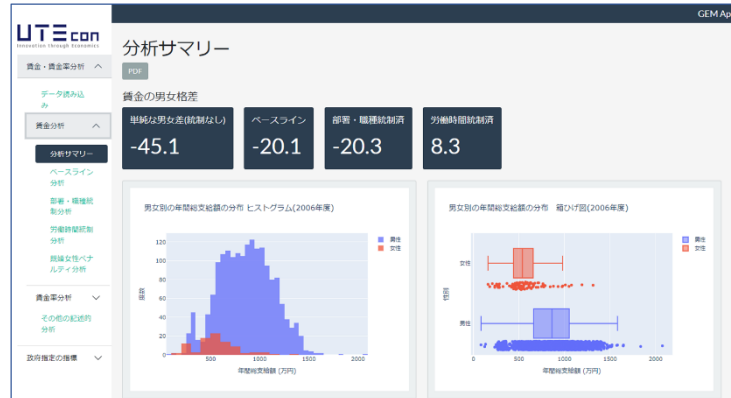
### 2. Analyze your data and get results effortlessly



Based on the personnel data provided, the system automatically displays the results of calculations related

to the "gender wage gap," for which the government has set disclosure requirements, as well as the results of evaluations of gender wage gap indicators, which are independently estimated by controlling for basic information, so that you can grasp information about the wage gap in your company at a glance.

### 3. Clarify factors contributing to the gender wage gap



Controlling for a variety of variable (e.g., department/job title, working hours, etc.), multiple models provide insights that lead to identify causes.

### 4. Provide commentary for countermeasures to eliminate a gender gap

We will provide checklists and explain how to interpret the analysis results, the factors that cause wage disparities, and the additional analysis methods that should be conducted to understand these factors.

Yos Kawaharata, CEO of UTEcon said, "Our company's mission is to promote practical applications of academic research in economics and related fields. Our 'GEM App' has enabled that even those who do not understand statistical analyses well can understand current situations about whether there is gender wage gap, and the causes if there is. When you talk about diversity management, gender wage equality is one of the basics. We hope our new service is useful for people in management and HR division."

Do you have interests in details or sales channel of GEM App? Please visit; <https://utecon.net/dataproduct/gemapp/>.

#### **About UTEcon**

UTEcon was founded in August 2020 with close ties with the Graduate School of Economics, the University of Tokyo. UTEcon provides wide range of economic consulting services as demand forecasting and pricing, policy evaluation, machine-learning based prediction of bankruptcy and accounting fraud, market design, antitrust-related analysis, nowcasting, and quantitative and behavioral marketing.

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