

JAPAN WORKFORCE GENDER DIVERSITY DATA

The MSCI ESG Japan Workforce Gender Diversity Data is designed to help institutional investors, banks and insurers, assess companies' workforce gender diversity performance to help inform their investment, financing and underwriting decisions.

With coverage of the top 500 Japanese companies, the data set is based on the diversity data used in the MSCI Japan Empowering Women Index (WIN).

The MSCI Japan Empowering Women Index (WIN), launched in 2017, is constructed using the MSCI Japan IMI Top 500 Index. While there are many ways that companies can support women's participation and advancement in the workforce, the simplest and most straightforward measure of their effectiveness is to look at the percentage of women among various segments of the company's workforce.

KEY FEATURES AND BENEFITS

Extensive and Unique Data

Data set identifies performance metrics concerning the attraction, retention and promotion of women employees in the workforce.

SAMPLE FACTORS

- Average Years Employed by the Company for Female Employees
- Average Years Employed by the Company for Male Employees
- Gender Diversity Performance Score
- Gender Diversity Score
- Number of Women Directors on the Board
- Number of Women Employees in New Hires
- Total Number of Directors on the Board
- Total Number of Employees in Senior Management
- Total Number of Newly Hired Employees
- Total Workforce
- Workforce Diversity Policy and Management Oversight

Access the full list on [ESG Manager](#) or contact esgclientservice@msci.com



DATA DICTIONARY HIGHLIGHTS

FACTOR TYPE	FACTOR NAME	FACTOR DESCRIPTION
Underlying Data	Year	This data represents the year of captured gender diversity data
Underlying Data	Number of women employees in new hires	This data represents number of women employees in new hires
Underlying Data	Total number of newly hired employees	This data represents total number of newly hired employees
Underlying Data	Percentage of women employees in new hires	This data represents percentage of women employees in new hires
Score	Score: Percentage of women employees in new hires	This data represents the year of captured gender diversity data

WORKFORCE GENDER DIVERSITY SCORE

The company's Workforce Gender Diversity Score is computed as the weighted average of the Workforce Gender Diversity Performance Score (75%) and Workforce Gender Diversity Practices Score (25%). It aims to capture the importance of current regional performance and at the same time provide an indication of companies' forward-looking policies and programs to empower women in the workforce.

GENDER DIVERSITY PERFORMANCE SCORE		
GENDER DIVERSITY PERFORMANCE SCORE (WEIGHT: 75%)		GENDER DIVERSITY PRACTICES SCORE (WEIGHT: 25%)
Gender Diversity Performance Interim Score: Average of 5 performance metrics score	Gender Diversity Performance Disclosure Discount: Deduction to Interim Performance Score based on availability of 5 metrics	Gender Diversity Practices Score (weight:25%) Average of 2 policies and programs metrics scores

PUBLICATION UPDATES AND QUALITY REVIEW

SOURCES

The Japanese Ministry of Health, Labour and Welfare; and corporate documents such as annual reports, corporate social responsibility reports, securities filings, and company websites.

Media sources such as global and local news agencies, NGO publications

QUALITY REVIEW & MONITORING

Companies are monitored on a systematic and ongoing basis for the number of women on the board due to relatively frequent changes in the board composition

Initial company research and analysis is followed by a rigorous quality assurance process at all stages of rating

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