

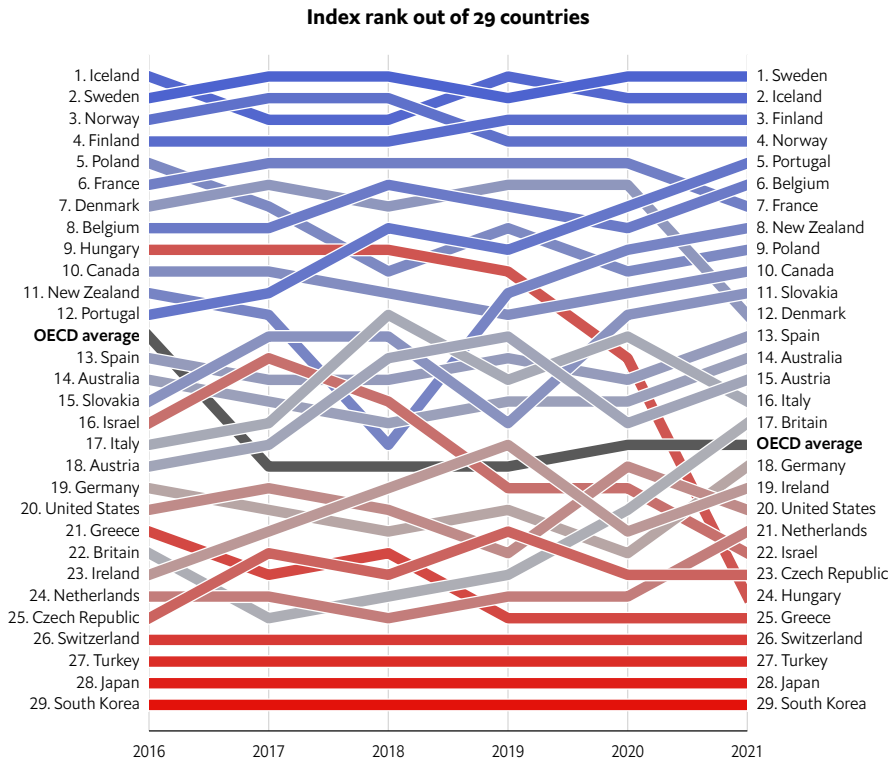
Graphic detail | Office life

The Economist's glass-ceiling index

Our annual measure of the role and influence of women in the workforce

Mar 7th 2022

Save Share Give



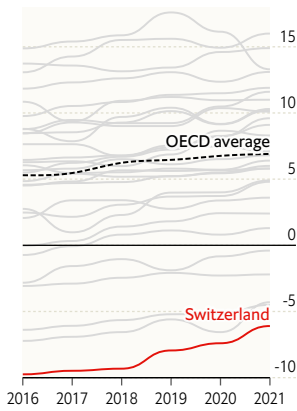
THE ECONOMIST'S glass-ceiling index measures the role and influence of women in the workforce across the OECD club of mostly rich countries. Four Nordic countries—Sweden, Iceland, Finland and Norway—top the index as the best places for working women. Japan and South Korea, where women must still choose between a family or a career, fill the bottom two places.

A country's performance on the index is measured along ten metrics, including the gender pay gap, parental leave, the cost of childcare, educational attainment and representation in senior management and political jobs.

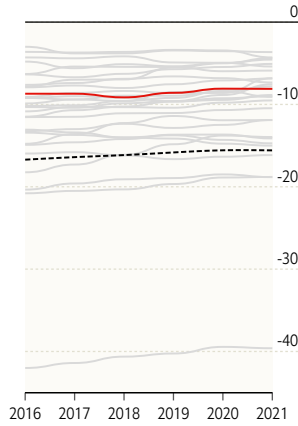
We give more weight to the indicators which affect all women (such as labour-force participation) and less to those which affect only some (such as maternity pay). Paternity pay is also included. Studies show that where fathers take parental leave, mothers tend to return to the labour market, female employment is higher and the earnings gap between men and women is lower.

Switzerland

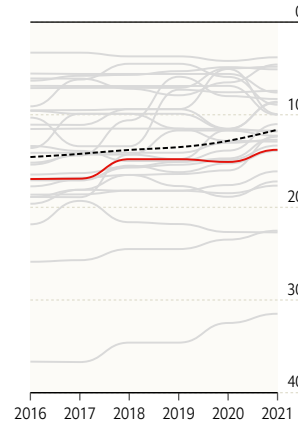
Higher education*
Gender gap†, % points



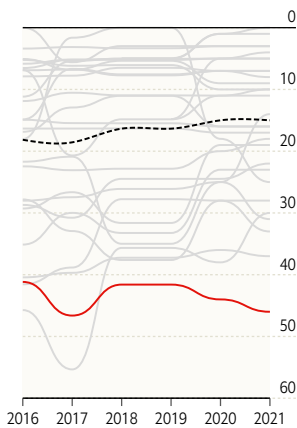
Labour-force participation rate
Gender gap†, % points



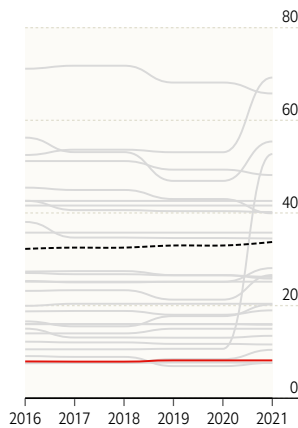
Gender wage gap‡
%, inverted scale



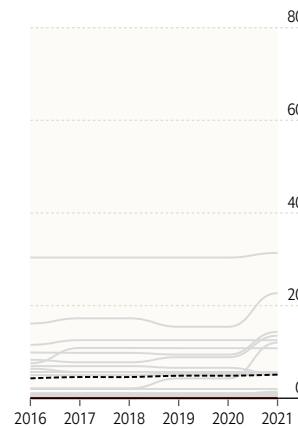
Net child-care costs
% of average wage, inverted scale



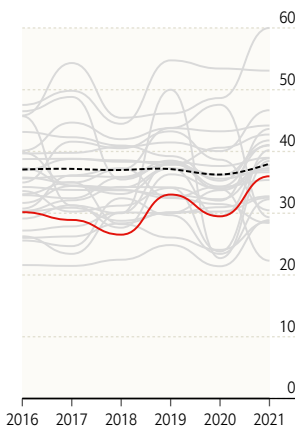
Paid leave for mothers
Weeks of full-rate equivalent for an average earner§



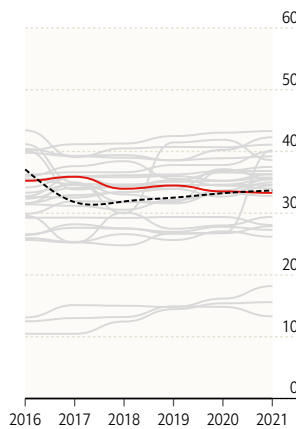
Paid leave for fathers
Weeks of full-rate equivalent for an average earner§



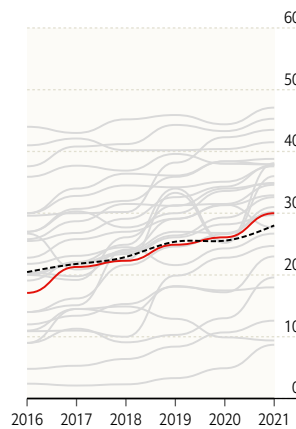
GMAT exams taken by women
% of total



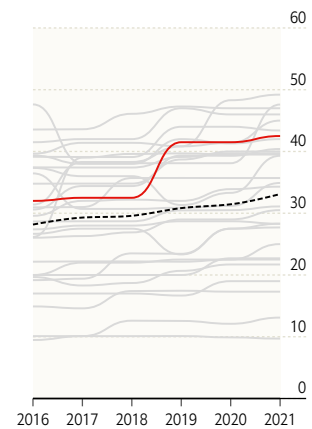
Women in managerial positions
% of total seats



Women on company boards
% of total seats



Women in parliament**
% of total



*Population (aged 25-64) with tertiary education. †Female minus male rate. ‡Male minus female wages, divided by male wages. **Lower or single house. §Shared parental leave is allocated to mothers; net earnings for Austria, France and Germany.

Sources: European Institute for Gender Equality; Eurostat; MSCI ESG Research; GMAC; ILO; Inter-Parliamentary Union; OECD; national sources; *The Economist*

[Save](#) [Share](#) [Give](#) [Reuse this content](#)



SUBSCRIBER ONLY | OFF THE CHARTS

Taking you behind the scenes of our data journalism

Directly to your inbox every week

Sign up

More from Graphic detail