

# The Economist's glass-ceiling index

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

Mar 7th 2022

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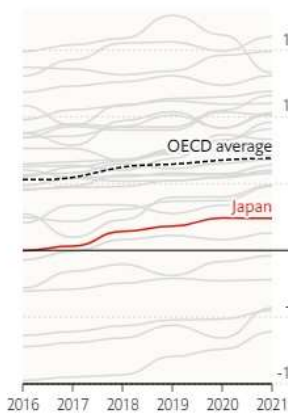
The economist's glass-ceiling index measures the role and influence of women in the workforce across the OECD club of mostly rich countries. Four Nordic countries—Sweden, Iceland, Finland and Norway—top the index as the best places for working women. Japan and South Korea, where women must still choose 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.

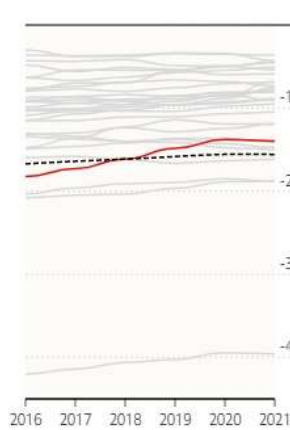
We give more weight to the indicators which affect all women (such as labour-force participation) and less to those which affect only some (such as maternity pay). Paternity pay is also included. Studies show that where fathers take parental leave, mothers tend to return to the labour market, female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

<https://www.economist.com/graphic-detail/glass-ceiling-index>

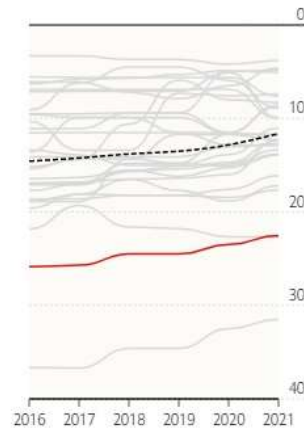
**Higher education\***  
Gender gap<sup>†</sup>, % points



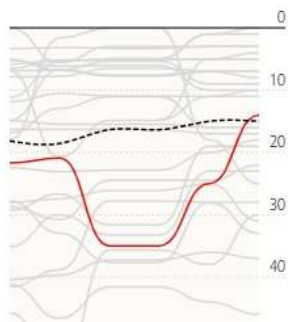
**Labour-force participation rate**  
Gender gap<sup>†</sup>, % points



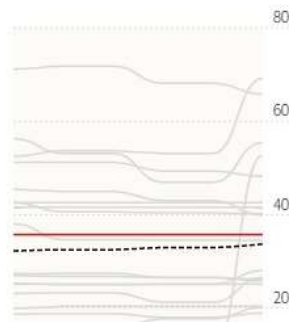
**Gender wage gap‡**  
%, inverted scale



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



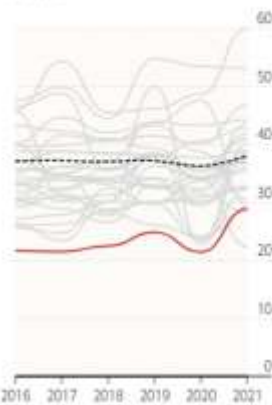
**Paid leave for mothers**  
Weeks of full-rate equivalent for an average earner<sup>§</sup>



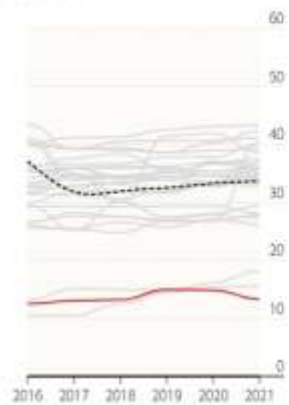
**Paid leave for fathers**  
Weeks of full-rate equivalent for an average earner<sup>§</sup>



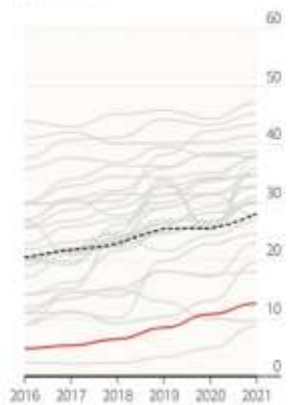
**GMAT exams taken by women**  
% of total



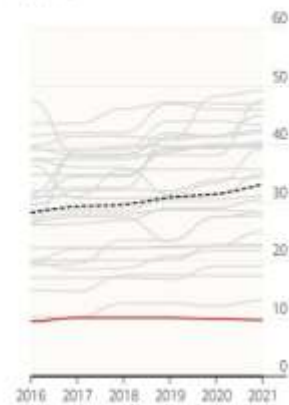
**Women in managerial positions**  
% of total seats



**Women on company boards**  
% of total seats



**Women in parliament\*\***  
% of total



\*Population (aged 25-64) with tertiary education. <sup>†</sup>Female minus male rate. <sup>‡</sup>Male minus female wages, divided by male wages. <sup>\*\*</sup>Lower or single house. <sup>§</sup>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*