

We did it!

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The rich world's quiet revolution: women are gradually taking over the workplace

Within the next few months women will cross the 50% threshold and become the majority of the American workforce. Women already make up the majority of university graduates in the OECD countries and the majority of professional workers in several rich countries, including the United States. Women run many of the world's great companies, from PepsiCo in America to Areva in France.

[...]

This revolution has been achieved with only a modicum of friction. Men have, by and large, welcomed women's invasion of the workplace. Yet even the most positive changes can be incomplete or unsatisfactory. This particular advance comes with two stings. The first is that women are still under-represented at the top of companies. Only 2% of the bosses of America's largest companies and 5% of their peers in Britain are women. They are also paid significantly less than men on average. The second is that juggling work and child-rearing is difficult. Middle-class couples routinely complain that they have too little time for their children.

[...]

Demand for female brains is helping to alleviate some of these problems. Law firms, consultancies and banks are rethinking their promotion systems because they are losing so many able women. More than 90% of companies in Germany and Sweden allow flexible working. And new technology is making it easier to redesign work in all sorts of family-friendly ways.