

METHODOLOGY

America's Best Employers for Women 2026



America's Best Employers for Women 2026 recognizes organizations which foster an inclusive environment for women

Ranking's cornerstones



Methodology

America's Best Employers for Women are identified in an independent survey from a vast sample of over **146,000 women** working for companies employing **at least 1,000 people** within the U.S.

The survey is conducted using several online access panels, providing a representative sample of women in the U.S. workforce. Each employee is asked which firm or institution she works for in an open-ended question with an autofill option. The ranking is open to companies from all industry sectors (outside of Government Services), which have **more than 1,000 employees in the U.S.** In total, the survey takes an average of 5-8 minutes to complete. The survey is conducted periodically over the course of the previous 3 years. Over **4 million employer evaluations** are considered. The consideration of data from a 3-year period allows a robust differentiation between organizations that consistently perform well from those that may only have had a single good year.

The final score is based on two types of employee evaluations: **personal** (those given by employees themselves, also known as *direct* evaluations) and **public** (those given by friends and family members of employees, or members of the public who work in the same industry- also known as *indirect* evaluations), with a much higher weighting for personal evaluations. An additional **KPI**, based on the percentage of women serving on the organization's leadership team / board of directors, is also incorporated in the final score.

The 600* companies receiving the highest total scores are awarded as the "Best Employers for Women 2026"



Executive Summary

- **Title of ranking:** America's Best Employers for Women 2026
- **Media partner:** Forbes
- **Edition:** 9th
- **Number of awardees:** 700
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking.

America's Best Employers for Women follows the same approach as other employers projects

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Process

Data-based results



The evaluation is based on data collected through online panels, with **over 146,000 women** across various employers participating

Data collection through online access panels



Online Access Panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



> 146,000 Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 1,000 employees
- ✗ **Men**



Survey Periods

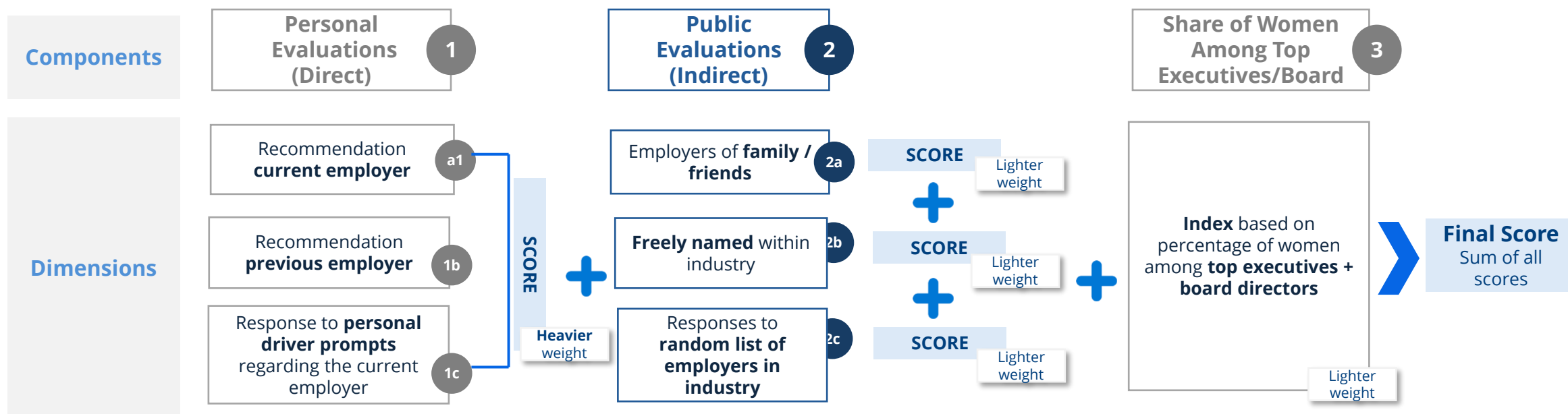
February – June*, September – November*

Over a 3-year period

The survey utilizes an **online access panel** to gather a representative sample of **over 146,000 employees**—both part-time and full-time—from **U.S. companies and institutions with at least 1,000 employees** over the past three years.

The scoring model is founded on three key components: Personal Evaluations, Public Evaluations, and a Leadership Share Index

Scoring Model



Only responses from women are considered. Data from the **previous three years is considered**, with a **heavier weight put on more recent data**. The results of these elements are combined to calculate a final score for the U.S. employers captured in our sample.

Overview of "Personal Driver" Prompts give an indication of employee preferences

Prompts categorized into six dimensions, shown below

Atmosphere & Development

- Good performance at work is recognized and praised
- The management is loyal to the employees
- There is a climate of fairness and trust
- I am given the necessary information I need to do my work
- My employer encourages me to take initiative and develop new ideas
- There are career advancement opportunities
- Colleagues work well together
- My direct supervisor makes his/her decisions clear

Salary / Wage

- My company pays fair wages/salaries
- Wages/salaries paid are in line with responsibilities
- The medical insurance, paid holidays/vacation/sick days, and retirement plan offered by my employer are competitive with comparable jobs in my industry

Image

- The company enjoys a good image
- I am proud of the product/service that my company produces/offers

Company Culture

- My employer respects individuals and values their differences
- My employer provides an environment for the free and open expression of ideas, opinions and beliefs
- My employer takes appropriate action in response to incidents of discrimination

Working Conditions

- I can organize my own work
- I am satisfied with my working hours

Workplace

- Working equipment is state of the art
- Work stations are safe and ergonomic

Women-specific driver dimensions are analyzed in addition to the main drivers

Women-specific driver topics categorized into six dimensions, shown below

Pay Equity

"Male and female workers doing the same job are paid the same salary"

Parental Leave

"My employer offers exceptional options for parental leave (e.g. fully paid weeks off for new moms, new dads, adoptive parents)"

Representation and Career

"At my workplace gender identity or having children does not adversely affect career progression"
"Participation in career counseling is irrespective of gender"
"Women are well-represented in upper management levels"

Family Support

"My supervisors are understanding when a family emergency unexpectedly comes up"
"My employer provides subsidies for childcare or eldercare"
"I like the way my employer supports employees in case of backup childcare or eldercare"

Discrimination

"My employer deals with sexual misconduct appropriately"
"My employer treats all employees equally, regardless of gender"
"The procedures for reporting sexual misconduct in my company are clear and transparent"
"All concerns regarding female discrimination are taken seriously and objectively regardless of employment level"

Flexibility

"Flexible work schedules are offered to all levels of employees"
"Management promotes a healthy worklife balance"
"My employer offers the possibility of working from home"

Industries

Each employer is grouped by industry



Manufacturing and Heavy Industry

- Aerospace & Defense
- Automotive (Automotive and Suppliers)
- Construction, Chemicals, Raw Materials
- Engineering, Manufacturing



Consumer Goods and Retail

- Clothing, Shoes, Sports Equipment
- Food, Soft Beverages, Alcohol & Tobacco
- Packaged Goods
- Retail & Wholesale



Healthcare and Biotechnology

- Drugs & Biotechnology
- Health Care Equipment & Services
- Healthcare & Social Services



Technology and Telecommunication

- Telecommunications Services, Cable Supplier
- IT Software & Services
- Semiconductors, Electronics, Electrical Engineering



Finance and Professional Services

- Banking & Financial Services
- Business Services & Supplies
- Professional Services
- Insurance



Media, Advertising, and Leisure

- Media & Advertising
- Restaurants
- Travel & Leisure



Others

- Utilities
- Transportation and Logistics
- Education