Online supplement

Appendix 1

Table A1 Unweighted counts for the 12-level religious tradition variable, by survey year

Religious tradition	2009	2022
Catholic	252 (24.7%)	266 (19.1%)
Reformed Protestant	176 (17.2%)	342 (24.5%)
Evangelical (Classical)	140 (13.7%)	178 (12.8%)
Evangelical (Charismatic)	88 (8.6%)	132 (9.5%)
Evangelical (Conservative)	21 (2.1%)	63 (4.5%)
Orthodox Christian	21 (2.1%)	31 (2.2%)
Other Christians	104 (10.2%)	160 (11.5%)
Jewish	18 (1.8%)	13 (0.9%)
Muslim	64 (6.3%)	42 (3%)
Buddhist	47 (4.6%)	68 (4.9%)
Hinduists/Sikhs	32 (3.1%)	30 (2.2%)
Others	59 (5.8%)	70 (5%)
Total	1022	1395

Appendix 2

Table A2. Denominational averages for rules and practice in female leadership

Tradition	Denomination	Rules (2009)	Practice (2009)	Rules change	Practice change	n (2009)	n (2022)
Catholic	Roman Catholic Church	10%	4%	2%	4%	249	266
Ref. Prot.	Reformed Church	100%	24%	-1%	13%	176	342
Evang. Class.	Union of Missionary Assemblies	11%	0%	22%	0%	9	9
Evang. Class.	Evang. Free Assembly	15%	0%	16%	0%	34	33
Evang. Class.	Chrischona Evang. Church	71%	0%	25%	16%	21	31
Evang. Class.	Romand Federation of Evang. Churches	75%	0%	20%	15%	12	21
Evang. Class.	Evang. Methodist Church	100%	30%	0%	6%	20	22
Evang. Class.	Salvation Army	100%	25%	0%	25%	12	20
Evang. Charism.	Swiss Pentecost Mission	75%	0%	17%	0%	12	25
Evang. Cons.	Church for Christ	0%	0%	3%	0%	14	37
Other Christ.	New Apostolic Church	0%	0%	84%	0%	39	25
Other Christ.	Seventh-day Adventist	45%	0%	35%	0%	11	15
Other Christ.	Christ-Catholic Church	100%	13%	0%	3%	23	18

Note: *Rules* refers to the percentage of congregations allowing women to be the main religious leader.
Practice indicates the proportion of congregations spiritually led by women. *n* refer to sample sizes.

Appendix 3

***Table** A3. Percentage of missing values in raw survey dataset*

Variable	Usage	Missing %
Main clergy person is a woman	Dependent Variable	6.1
% Women on board	Dependent Variable	11.7
Women may be main clergy person	Dependent variable	3.9
Women may be preaching at a main worship	Dependent variable	4.4
Women may be board member	Dependent variable	1.4
Women may be holding all volunteer leadership position	Dependent variable	1.5
Women may be teaching in class with men	Dependent variable	2.0
Theology (liberal / medium / conservative)	Covariates weights	8.1
Number of regular participants	Covariates weights	3.4

Appendix 4

Table A4. Rules and practice of female leadership. Mean proportions 2022, % differences 2009/2022

Variable	Measure	Catholic	Ref. Prot.	Evang. Class.	Evang. Charism.	Evang. Cons.	Orth. Christian	Other Christ.	Jewish	Muslim	Buddhist	Hind./ Sikhs	Others
Access norms: Women may be ... (%)													
main clergy person	2022	12.1	99.3	79.4	79.2	4.8	0	51.4	22.4	35.7	97.1	83.3	95.7
	diff.	+1.8	-0.7	+20.5**	+11.2	0	0	+18.6**	+0.2	-0.2	+5.6	-4.2	+10.9*
preachers at a main worship	2022	67.2	99.3	88.5	86.2	9.5	19.4	65.1	53.4	47.6	95.7	86.7	100
	diff.	+14.4**	+1	+9.1*	+5.6	+4.8	+0.3	+27.6**	+25.7	+2.3	+2	-7.1	+6.8
board member	2022	98.7	100	97.1	93.1	57.1	96.8	62.8	92.2	95.2	100	93.3	100
	diff.	+0.4	0	+5.6*	-2.3	+19	-3.2	+10.9	-2.2	+3.1	0	-6.7	0
holding all leadership positions	2022	95.7	100	93.1	96.2	60.3	83.9	58.8	84.5	95.2	100	96.7	98.6
	diff.	-1.8	0	+6.6	+11**	+12.7	-16.1	+10.2	+1.1	+6.2	+2.1	-3.3	-1.4
teachers in class with men	2022	99.3	100	98.9	92.3	73	93.5	77.4	84.5	78.6	100	90	100
	diff.	-0.4	0	+1.7	+7.2	+25.4*	+3.1	+7.1	-4.4	+2	+4.3	-10	0
Power: actual female leadership (%)													
% female leading clergyperson	2022	7.5	37	18.5	3.8	0	0	7.6	0	0	47.9	13.3	38.8
	diff.	+4	+13.1**	+10*	-1.9	0	0	-5.6	-5.6	-7.8	+13.9	-14.8	-5.2
% women on board	2022	48.7	56.5	34.7	35.1	7.9	39.3	27.1	32.6	20	57.5	48.1	63
	diff.	+0.1	+0.9	+6.5*	+5.5	-3.1	+6.3	+7.3*	-7.8	-5.1	-5.3	-11.1	-3.1
n	2022	266	342	178	132	63	31	160	13	42	68	30	70
	2009	252	176	140	88	21	21	104	18	64	47	32	59

Notes :
(1) * p<0.05   ** p<0.01. Stars indicate the statistical significance of the survey year effect, according to regression models for which each variable is used as the dependent variable and the survey year is the only predictor. For all variables except for *% women on board*, for which we used OLS regression, we used logistic regressions.
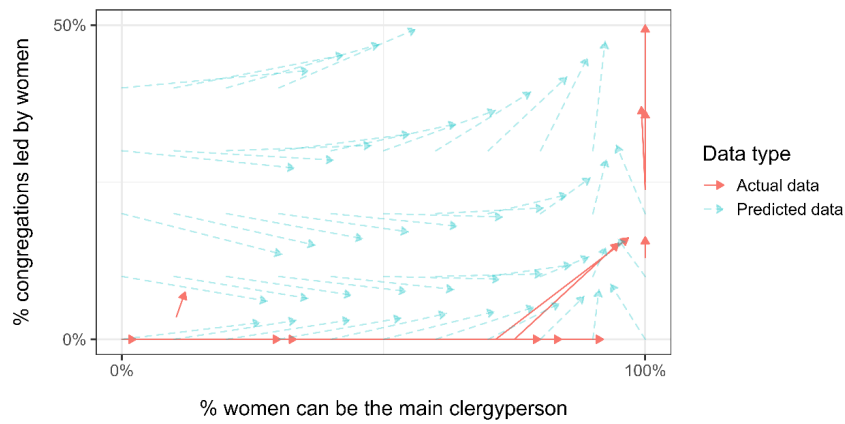(2) All measures are weighted using the population weights.

Appendix 5

Table A5. Denominational subsample and whole sample comparison

Dataset	Wave	n	Sample prop.	Rules	Practice
Whole data	2009	1022		47.8%	12.3%
Denominational subset	2009	632	61.8%	43.0%	9.3%
Whole data	2022	1395		54.0%	14.7%
Denominational subset	2022	864	61.9%	50.0%	15.8%

Note: *Rules* refers to the percentage of congregations allowing women to be the main religious leader.
Practice indicates the proportion of congregations whose main clergy person is a woman.

Appendix 6

Figure A6. Visualization of the beta regression model

Note: The base of the arrow represents 2009 percentages, while the tip represents 2022 percentages.