

## New CareerBuilder Research Shows Women Have Taken a Significant Share of New Jobs for Male-Dominated Occupations and Vice Versa

CHICAGO and ATLANTA, July 13, 2017 /PRNewswire/ -- Of the 785 occupations classified by the U.S. Bureau of Labor Statistics, two thirds have a higher concentration of men employed. However, a new study from CareerBuilder shows a greater number of women are moving into roles that have traditionally been held by the opposite sex - and vice versa.

Nearly 1 in 4 (24 percent) of new jobs added in male-dominated occupations from 2009 to 2017 were taken by women. As it stands today, 23 percent of all male-dominated occupations are held by female workers. More women are breaking into roles ranging from CEOs, lawyers and surgeons to web developers, chemists and producers and directors.

On the flip side, 30 percent of new jobs added in female-dominated occupations from 2009 to 2017 were taken by men. Today, 27 percent of all female-dominated occupations are held by male workers. Men have grown their presence in roles ranging from education administrators, pharmacists and interior designers to cooks, accountants and human resources managers.

The study involved extensive analysis of 2009 to 2017 data from Emsi, CareerBuilder's labor market analysis arm, which pulls information from multiple federal and state labor market sources.

"Women and men are sidestepping preconceived notions and crossing over into roles that historically have been heavily populated by the opposite sex," said Rosemary Haefner, chief human resources officer for CareerBuilder. "Over the last ten years, women have been gaining ground in management, law and various STEM-related roles. More men are moving into education and training, support roles and creative fields. While there is still room for improvement in terms of finding balance, there seems to be less gender bias when it comes to hiring and choosing career paths."

### Women Gaining Ground in Male-Dominated Occupations from 2009 to 2017

According to CareerBuilder's analysis, more women are moving into leadership roles as well as occupations tied to science, technology, engineering and math (STEM). Of the 12,385 new chief executive jobs that were added from 2009 to 2017, women accounted for 28 percent of them. Women also took nearly half of new jobs for lawyers, veterinarians and marketing managers and nearly a third of new jobs for surgeons and web developers.

| Occupation                                   | Total No. of Jobs 2017 | % of Women Employed 2017 | % of Men Employed 2017 | Jobs Added 2009-2017 | Increase in No. of Women Employed 2009 - 2017 | % of Women in New Jobs Added 2009-2017 |
|----------------------------------------------|------------------------|--------------------------|------------------------|----------------------|-----------------------------------------------|----------------------------------------|
| Lawyers                                      | 631,899                | 38%                      | 62%                    | 31,815               | 15,247                                        | 48%                                    |
| Veterinarians                                | 70,935                 | 46%                      | 54%                    | 12,540               | 5,974                                         | 48%                                    |
| Commercial and Industrial Designers          | 33,175                 | 46%                      | 54%                    | 4,373                | 2,085                                         | 48%                                    |
| Marketing Managers                           | 207,610                | 44%                      | 56%                    | 30,038               | 14,221                                        | 47%                                    |
| Optometrists                                 | 37,504                 | 46%                      | 54%                    | 7,292                | 3,155                                         | 43%                                    |
| Management Analysts                          | 662,722                | 45%                      | 55%                    | 96,446               | 41,030                                        | 43%                                    |
| Sales Managers                               | 382,032                | 41%                      | 59%                    | 40,307               | 17,345                                        | 43%                                    |
| Producers and Directors                      | 112,907                | 41%                      | 59%                    | 18,671               | 7,813                                         | 42%                                    |
| Chemists                                     | 87,746                 | 39%                      | 61%                    | 6,132                | 2,583                                         | 42%                                    |
| Coaches and Scouts                           | 234,742                | 38%                      | 62%                    | 25,764               | 10,480                                        | 41%                                    |
| Private Detectives and Investigators         | 32,667                 | 42%                      | 58%                    | 3,896                | 1,603                                         | 41%                                    |
| Emergency Medical Technicians and Paramedics | 248,923                | 37%                      | 63%                    | 28,929               | 11,420                                        | 40%                                    |

|                                 |           |     |     |         |        |     |
|---------------------------------|-----------|-----|-----|---------|--------|-----|
| Financial Analysts              | 286,398   | 37% | 63% | 31,789  | 12,644 | 40% |
| Team Assemblers                 | 1,144,211 | 39% | 61% | 196,095 | 77,426 | 40% |
| Computer Systems Analysts       | 599,910   | 35% | 65% | 132,139 | 44,769 | 34% |
| General and Operations Managers | 2,259,632 | 29% | 71% | 259,923 | 84,523 | 33% |
| Firefighters                    | 326,951   | 5%  | 95% | 3,232   | 1,029  | 32% |
| Surgeons                        | 43,497    | 33% | 67% | 5,548   | 1,174  | 31% |
| Web Developers                  | 143,606   | 32% | 68% | 38,606  | 11,824 | 31% |
| Dentists, General               | 105,409   | 29% | 71% | 14,865  | 4,642  | 31% |
| Chief Executives                | 255,916   | 24% | 76% | 12,385  | 3,518  | 28% |

### Men Gaining Ground in Female-Dominated Occupations from 2009 to 2017

Looking at occupations with a higher concentration of women, men accounted for at least half of new jobs for pharmacists, education administrators, retail sales, merchandise displayers and cooks.

| Occupation                                           | Total No. of Jobs 2017 | % of Women Employed 2017 | % of Men Employed 2017 | Jobs Added 2009-2017 | Increase in No. of Men Employed 2009 - 2017 | % of Men in New Jobs Added 2009-2017 |
|------------------------------------------------------|------------------------|--------------------------|------------------------|----------------------|---------------------------------------------|--------------------------------------|
| Cooks, Institution and Cafeteria                     | 436,096                | 61%                      | 39%                    | 29,235               | 18,686                                      | 64%                                  |
| Merchandise Displayers and Window Trimmers           | 102,015                | 55%                      | 45%                    | 6,760                | 3,955                                       | 59%                                  |
| Retail Salesperson                                   | 4,657,856              | 54%                      | 46%                    | 376,966              | 218,889                                     | 58%                                  |
| Pharmacists                                          | 305,821                | 54%                      | 46%                    | 19,626               | 9,823                                       | 50%                                  |
| Education Administrators, Postsecondary              | 134,301                | 61%                      | 39%                    | 8,427                | 4,114                                       | 49%                                  |
| Elementary School Teachers, Except Special Education | 1,397,509              | 80%                      | 20%                    | 17,716               | 8,712                                       | 49%                                  |
| Bartenders                                           | 623,602                | 55%                      | 45%                    | 100,813              | 48,111                                      | 48%                                  |
| Insurance Sales Agents                               | 515,211                | 56%                      | 44%                    | 102,907              | 44,077                                      | 43%                                  |
| Market Research Analysts and Marketing Specialists   | 550,900                | 57%                      | 43%                    | 109,749              | 46,044                                      | 42%                                  |
| Accountants and Auditors                             | 1,326,702              | 59%                      | 41%                    | 170,284              | 69,392                                      | 41%                                  |
| Technical Writers                                    | 52,631                 | 55%                      | 45%                    | 8,931                | 3,773                                       | 42%                                  |
| Interior Designers                                   | 53,219                 | 54%                      | 46%                    | 4,071                | 1,653                                       | 41%                                  |
| Fitness Trainers and Aerobics Instructors            | 262,807                | 59%                      | 41%                    | 38,533               | 15,236                                      | 40%                                  |
| Telemarketers                                        | 235,733                | 62%                      | 38%                    | 18,191               | 7,272                                       | 40%                                  |
| Training and Development Specialists                 | 270,406                | 60%                      | 40%                    | 31,602               | 12,249                                      | 39%                                  |
| Respiratory Therapists                               | 127,057                | 63%                      | 37%                    | 12,035               | 4,430                                       | 37%                                  |
| Human Resources Managers                             | 134,849                | 62%                      | 38%                    | 17,021               | 6,244                                       | 37%                                  |
| Nurse Anesthetists                                   | 41,787                 | 66%                      | 34%                    | 5,387                | 1,968                                       | 37%                                  |
| Physician Assistants                                 | 106,650                | 65%                      | 35%                    | 21,708               | 7,906                                       | 36%                                  |
| Public Relations Specialists                         | 241,912                | 63%                      | 37%                    | 28,331               | 10,147                                      | 36%                                  |

CareerBuilder is a global, end-to-end human capital solutions company focused on helping employers find, hire and manage great talent. Combining advertising, software and services, CareerBuilder leads the industry in recruiting solutions, employment screening and human capital management. It also operates top job sites around the world. CareerBuilder and its subsidiaries operate in the United States, Europe, Canada and Asia. For more information, visit [www.careerbuilder.com](http://www.careerbuilder.com).

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