



## Introduction

In the following analysis, [ZoomInfo](#) provides a new, quantitative view of gender roles in business leadership positions across multiple industries. Based on deep data that ZoomInfo's semantic search engine has compiled on business people from information found throughout the Web, this inaugural [ZoomInfo InSite Report](#) is the first in a series that will review multiple industries and market segments.

This report provides a high-level look at executives by gender in 13 industries:

- Aerospace
- Automotive
- Construction
- Finance
- Healthcare
- Insurance
- Law Firms and Legal Services
- Manufacturing
- Non-profit Organizations
- Pharmaceutical
- Real Estate
- Semiconductor
- Software

In this analysis, [ZoomInfo](#) focused primarily on CEOs as the leaders of their respective companies, noting that companies may instead have a president (or a combination of titles) as their primary leader. [In later reports](#), ZoomInfo will analyze similar data about additional leadership roles, including presidents and founders.

Data on additional leadership positions is included in the “Scorecard” sections on the construction, healthcare and semiconductor industries (chosen randomly).

On a quarterly basis, ZoomInfo will publish updated statistics and new quantitative analyses regarding gender roles across multiple industries. ZoomInfo will explore additional industries, track measurable changes in the original 13 industries, and provide deeper analysis across additional executive-level titles.

## For More Information

[ZoomInfo](#) will provide additional statistics upon request. If you have any questions or would like additional information, please contact Kari Hanson, ZoomInfo's director of corporate communications, at [hanson@zoominfo.com](mailto:hanson@zoominfo.com).

## Analysis Overview/Methodology

ZoomInfo is a business information search engine used by business professionals to quickly find information about industries, companies, people, products and services. ZoomInfo’s semantic search engine continually crawls the Business Web – the millions of company Websites, news feeds and other online sources – to identify company and people information which is then organized into fresh, comprehensive and objective profiles.

The data in this [ZoomInfo InSite Report](#) is based on the nearly 36 million profiles of people and 3.8 million profiles of companies created by ZoomInfo’s search engine. ZoomInfo compiles its information automatically, and categorizes companies into industries and market segments using semantic technology.

This patented technology intelligently understands that companies often fall into more than one industry (for example, General Electric is included in both the aerospace and the manufacturing industries). As such, some companies are represented in more than one industry in this report.

Figure 1 provides a snapshot of the private and public companies within each selected industry analyzed for this report. Within this sample-set:

- The greatest number of companies, and subsequently the greatest number of people, falls into the non-profit segment, while the aerospace, automotive and semiconductor industries have the fewest companies and professionals.
- The manufacturing industry contains 35% of the public companies represented in the report, with finance, healthcare and software ranking second through fourth. Given that these companies are typically much larger than their private counter parts, those industries naturally have a higher number of c- and VP-level professionals.
- The most balanced population of men and women can be found in the non-profit industry, closely followed by the healthcare and real estate industries.

**Figure 1: Aggregate Analysis of Gender by Industry**

Industry	Private Companies	Public Companies	% Male	% Female
Aerospace	2,377	123	80.87%	19.13%
Automotive	2,718	82	82.94%	17.06%
Construction	31,609	91	80.27%	19.73%
Finance	60,748	1,452	69.93%	30.07%
Healthcare	51,747	1,053	56.72%	43.28%
Insurance	30,097	303	58.63%	41.37%
Law Firms & Legal Services	30,388	12	65.48%	34.52%
Manufacturing	107,000	3,100	73.80%	26.20%
Non-Profit	302,200	n/a	54.87%	45.13%
Pharmaceutical	7,004	796	77.19%	22.81%
Real Estate	70,771	429	56.93%	43.07%
Semiconductor	2,712	288	81.99%	18.01%
Software	63,051	1,049	72.29%	27.71%

Figure 1 shows the total number of private and public companies used in this ZoomInfo InSite report in each of the 13 industries. Within each industry, it also provides the overall percent of men and women, across all titles.

## Finding the Female CEOs

Figure 2 shows that 16% of the CEOs found by ZoomInfo in the 13 industries are female, as are 27.5% of the VP-level executives.

This table also shows that the number of men and women in non-executive positions is more balanced than at the executive level.

Additional key findings:

- Cumulatively, women have the most significant numbers as CEOs in non-profit and healthcare industries, and as partners in law firms and legal services, representing 29.6%, 22.1% and 17.7% of the executives profiled respectively.
- In the remaining 10 industries, women represent less than 10% of the CEOs, and less than 5% in three industries.
- The semiconductor industry has the lowest percentage of female CEOs, coming in at just over 3% of that industry's CEO population.

Figure 3 divides the CEO title by gender across each of the 13 industries.

**Figure 3: Percentage of Female CEOs Across Industries**

Industry	Total	Male	Female
Non-Profit	11,150	70.40%	29.60%
Healthcare	8,600	77.91%	22.09%
Law Firms & Legal Services*	52,450	82.27%	17.73%
Finance	11,400	90.35%	9.65%
Real Estate	3,137	90.85%	9.15%
Insurance	2,945	91.14%	8.86%
Pharmaceutical	2,389	91.67%	8.33%
Construction	1,922	92.61%	7.39%
Software	11,016	92.67%	7.33%
Manufacturing	14,030	94.80%	5.20%
Aerospace	533	95.50%	4.50%
Automotive	377	95.76%	4.24%
Semiconductor	1,497	96.86%	3.14%

Figure 3 shows the breakdown of female CEOs in each of the 13 industries. (\*Within the law firms and legal services industry, the title partner was used instead of CEO.)

**Figure 2: Gender by Title**

Title	Total	Male	Female
CEO	178,650	83.7%	16.3%
VP	465,600	72.5%	27.5%
Non-Executive	2,410,450	58.8%	41.2%

Figure 2 shows the total number of CEOs, VPs and non-executive profiles identified across all 13 industries, by gender.

Another way to view the numbers is to compare the number of male and female CEOs relative to the total number of men and women that ZoomInfo has profiled within each industry.

For example:

- Real estate has the lowest ratio of women serving as CEO compared to all women in that industry, with only one out of every 583 women currently serving as CEO. In that same industry, one in every 78 men is a CEO.
- The legal, pharmaceutical and software and healthcare industries have the highest ratio of female CEOs compared to the overall number of women in the industry.
- The legal, semiconductor, software and pharmaceutical industries have the highest ratio of male CEOs compared to the overall number of men in those industries.

Figure 4 tracks the ratio of female and male CEOs compared to the total number of men and women in each industry.

**Figure 4: Ratio of CEOs to Total Profiles, by Gender**

Industry	Female CEOs Compared to All Women	Male CEOs Compared to All Men
Law Firms & Legal Services*	1 out of every 10	1 out of every 4
Pharmaceutical	1 out of every 48	1 out of every 15
Software	1 out of every 78	1 out of every 16
Healthcare	1 out of every 83	1 out of every 31
Finance	1 out of every 99	1 out of every 25
Semiconductor	1 out of every 104	1 out of every 15
Construction	1 out of every 170	1 out of every 55
Manufacturing	1 out of every 178	1 out of every 27
Aerospace	1 out of every 202	1 out of every 40
Insurance	1 out of every 209	1 out of every 29
Automotive	1 out of every 341	1 out of every 73
Non-Profit	1 out of every 411	1 out of every 210
Real Estate	1 out of every 583	1 out of every 78

Figure 4 compares the number of female CEOs to the total number of women in each industry, and the male CEOs to the total number of men in each industry. (\*Within the law firms and legal services industry, the title partner was used instead of CEO.)

## Measuring the Gender Gap in the Executive Suite

ZoomInfo also analyzed the balance of men and women across each of the 13 industries based on three title categories:

- C-level executives, including all CEOs, presidents, CTOs, CMOs, CIOs and CSOs. Founders and board members were excluded from this category. Specifically within the law firms and legal services industry, ZoomInfo identified partners as the most senior titles.
- VP-level executives, including vice presidents of sales, business development, marketing and engineering, etc., and lawyers in the law firms and legal services industry.
- Non-executive professionals, including all mid-management positions and legal secretaries.

**ZoomInfo found that across all 13 industries examined, women trail men in all executive categories.**

The following three tables compare the percentage of female and male executives in these categories across industries.

**Figure 5: C-level Executives Across Industries, by Gender**

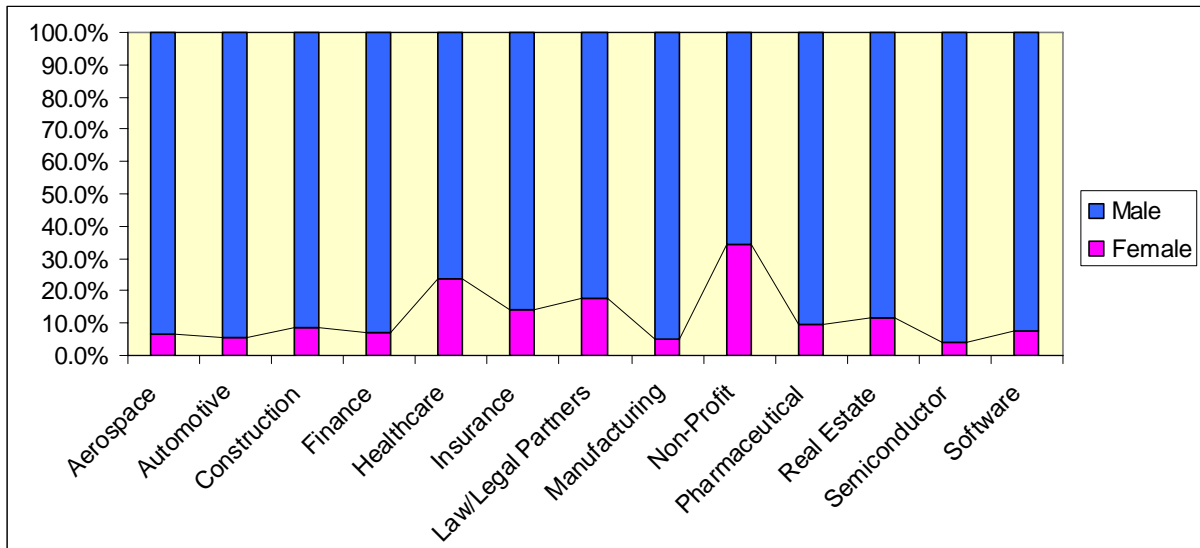


Figure 5 illustrates the percentage of women who hold c-level positions (or the partner title in the law industry) compared to men in the same position.

Figure 6: VP-level Executives Across Industries, by Gender

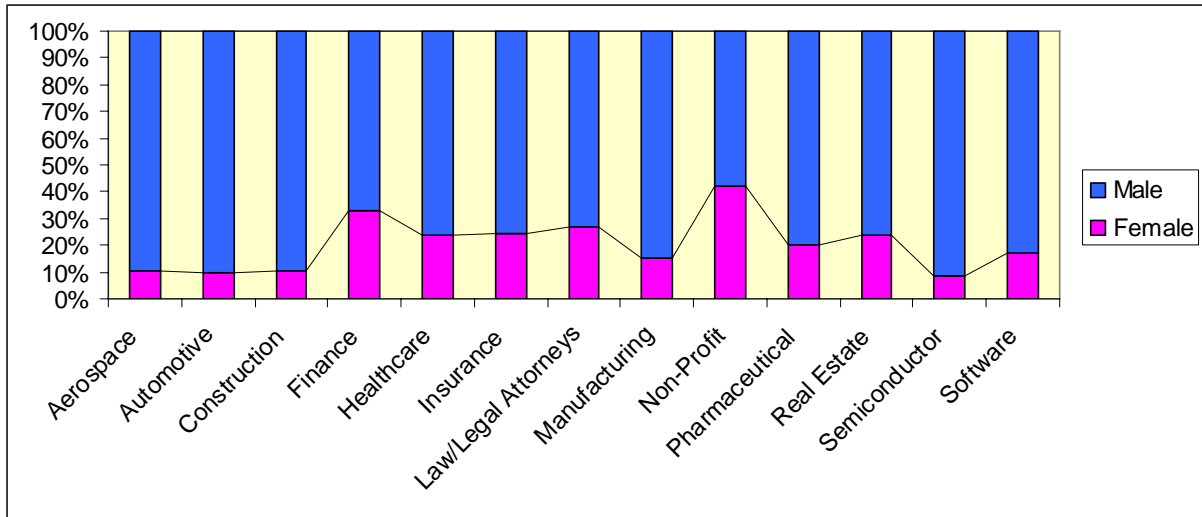


Figure 6 illustrates the percentage of women who hold VP-level positions (or are lawyers in the law industry) compared to men in the same position.

Figure 7: Non-executives Professionals Across Industries, by Gender

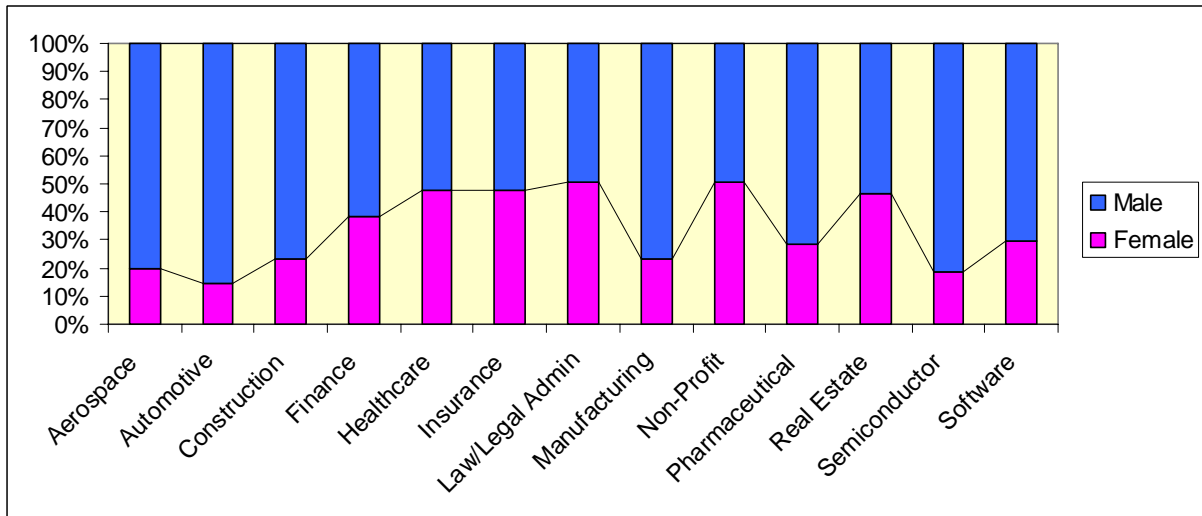


Figure 7 illustrates the percentage of women who hold non-executive positions (or hold secretary/administrator titles in the law industry) compared to men in the same position.

# Construction Scorecard

Within the construction industry, 92.6% of CEOs are male, and 89.7% of the vice president-level positions are filled by men.

Figure 8: Construction CEOs

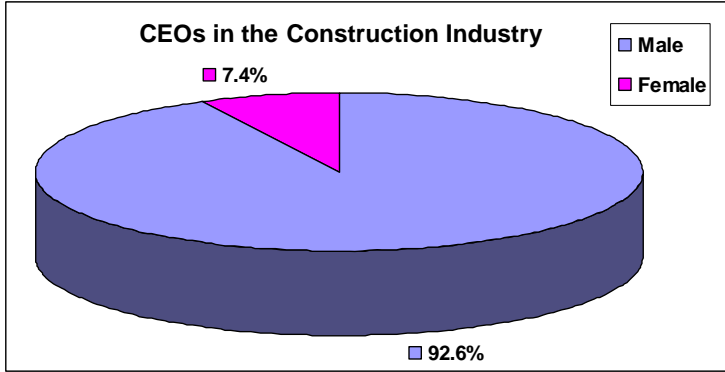


Figure 8 illustrates the balance of male and female CEOs in the construction industry.

Figure 9: Construction VPs

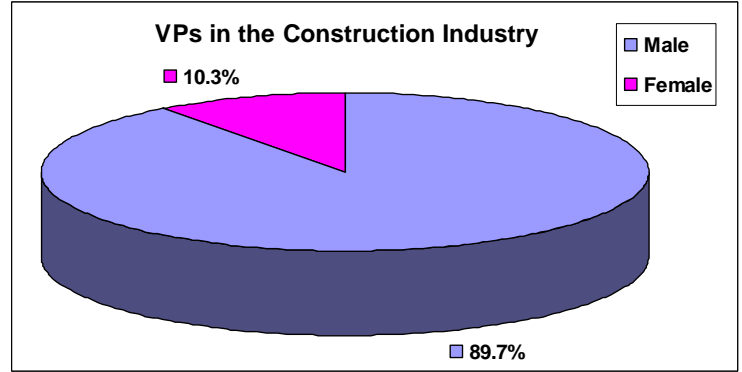


Figure 9 illustrates the balance of male and female VPs in the construction industry.

Figure 10 provides additional data on the number of women holding a sampling of executive titles within the construction industry.

- Out of 53 CTOs employed in the construction industry, ZoomInfo identified only one female CTO.
- While only 7.4% of the CEOs are female, women represent 9% of presidents and 12% of founders.
- Out of this sampling, the largest representation of female executives is within the vice president of marketing role.

Figure 10: Gender in Construction's Executive Suite

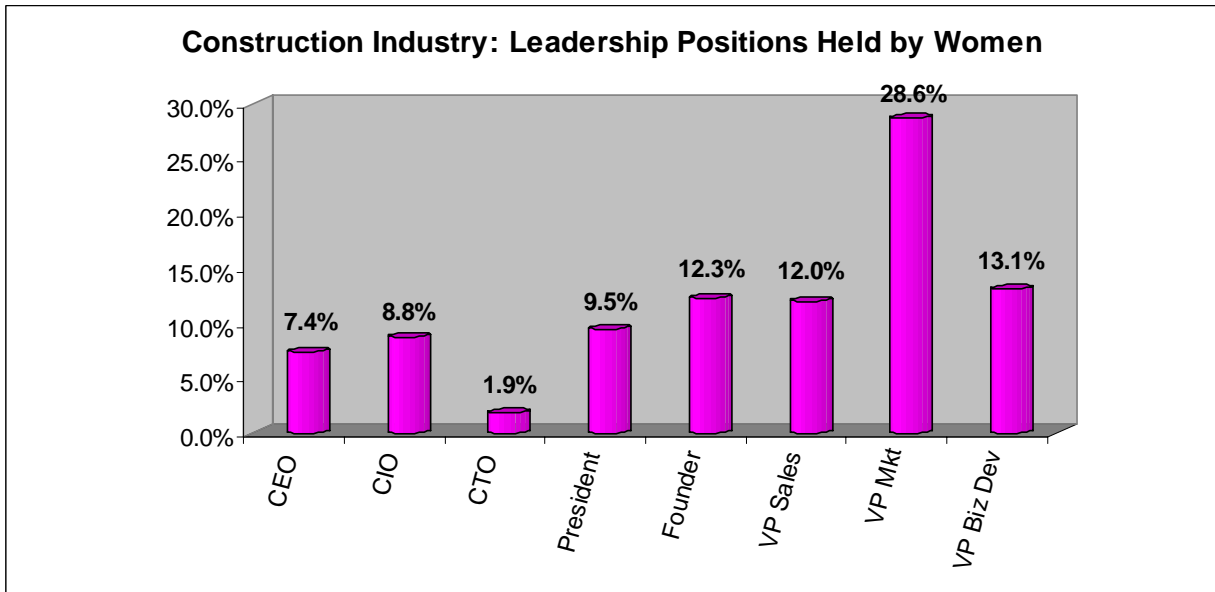


Figure 10 shows the percentage of various executive positions held by women in the construction industry.

# Healthcare Scorecard

Within the healthcare industry, ZoomInfo has identified 1,900 female CEOs, which represents 22.1% of all CEOs identified in that industry.

Figure 11: Healthcare CEOs

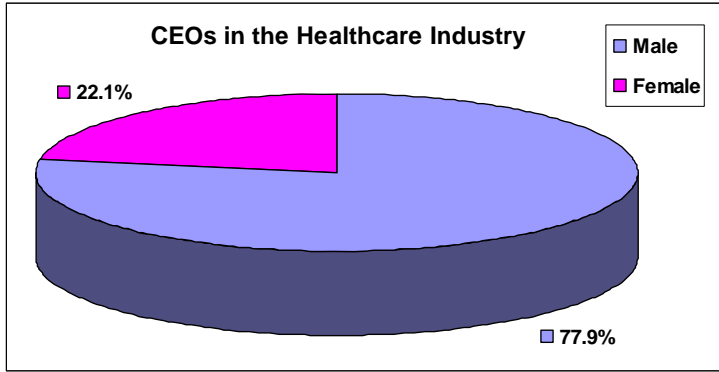


Figure 11 illustrates the balance of male and female CEOs in the healthcare industry.

Figure 12: Healthcare VPs

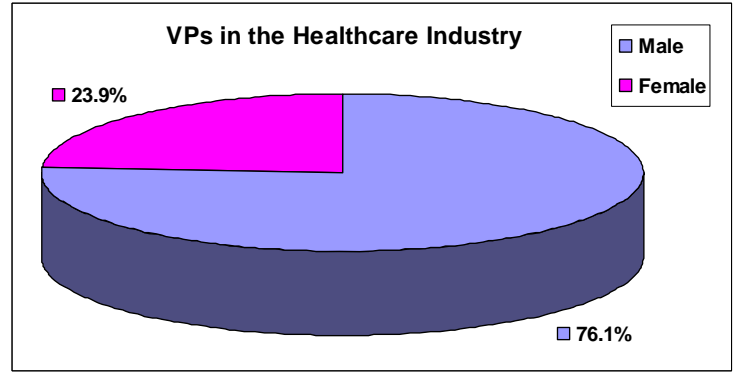


Figure 12 illustrates the balance of male and female VPs in the healthcare industry.

Figure 13 provides additional data on the number of women holding a sampling of executive titles within the healthcare industry.

- Combined with the 1,700 female presidents and the 710 female founders within the healthcare industry, women account for 23% of corner-office executives in this field.
- Out of 185 CTOs in the healthcare industry, 21 are women.
- As with the construction industry, the largest representation of female executives is within the vice president of marketing role.

Figure 13: Gender in Healthcare's Executive Suite

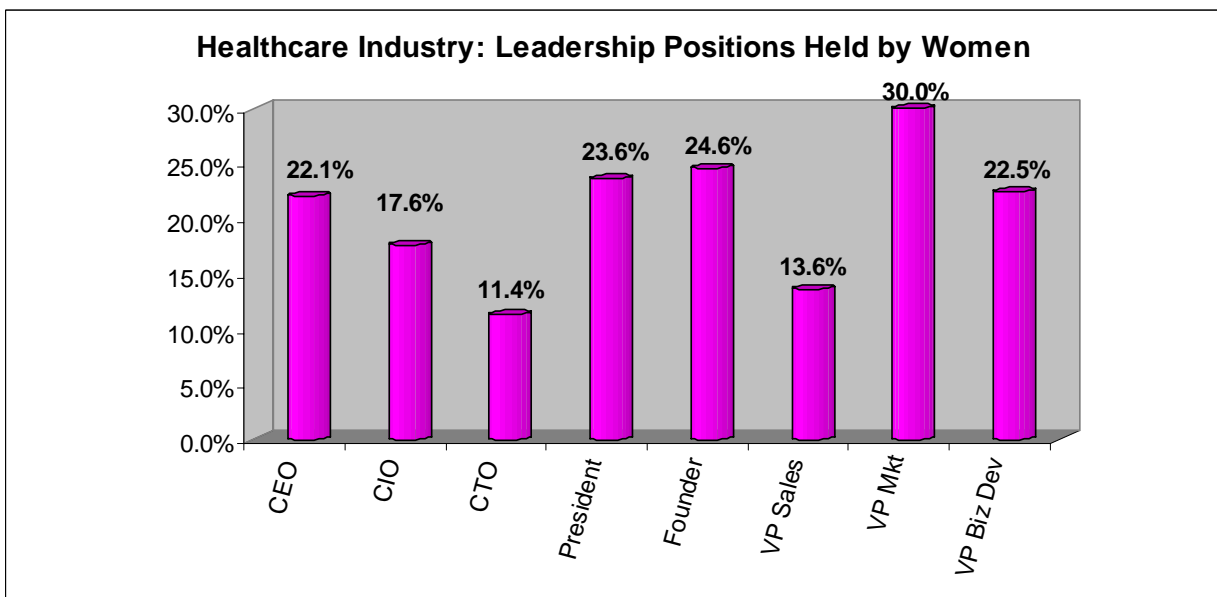


Figure 13 shows the percentage of various executive positions held by women in the healthcare industry.

# Semiconductor Scorecard

Of the 13 industries analyzed, the semiconductor industry has the lowest percentage of female CEOs.

Figure 14: Semiconductor CEOs

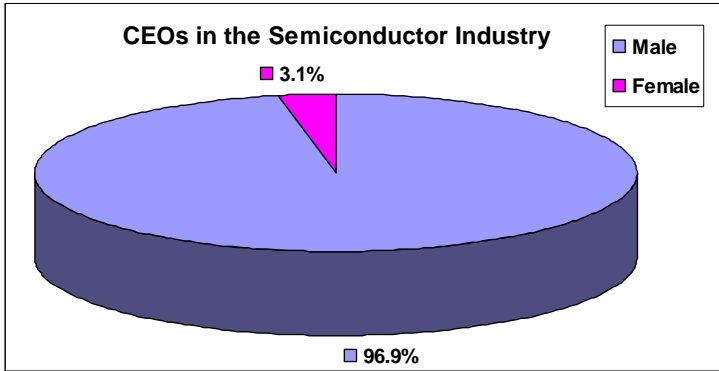


Figure 14 illustrates the balance of male and female CEOs in the semiconductor industry.

Figure 15: Semiconductor VPs

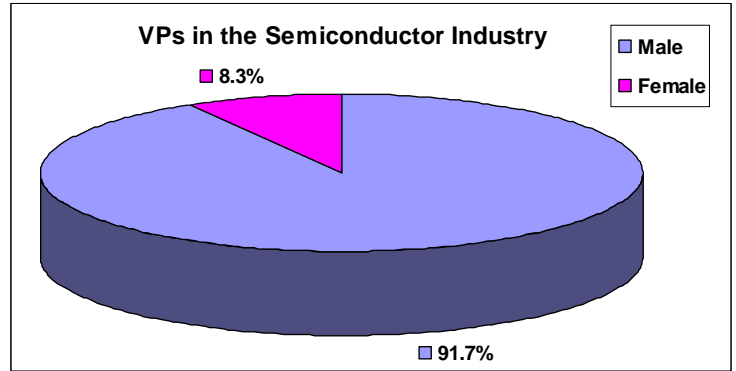


Figure 15 illustrates the balance of male and female VPs in the semiconductor industry.

Figure 16 provides additional data on the number of women holding a sampling of executive titles within the semiconductor industry.

- The CTO title has the lowest representation of female executives at 2%.
- As with the construction and healthcare industries, the largest representation of female executives is within the vice president of marketing role.

Figure 16: Gender in Semiconductor's Executive Suite

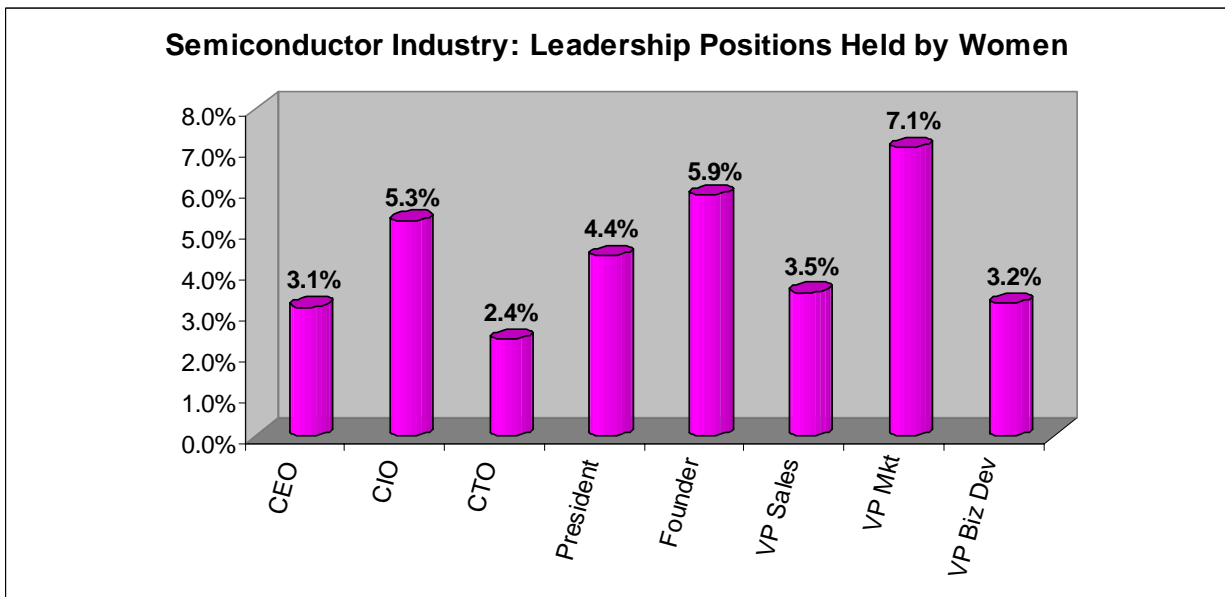


Figure 16 shows the percentage of various executive positions held by women in the semiconductor industry.