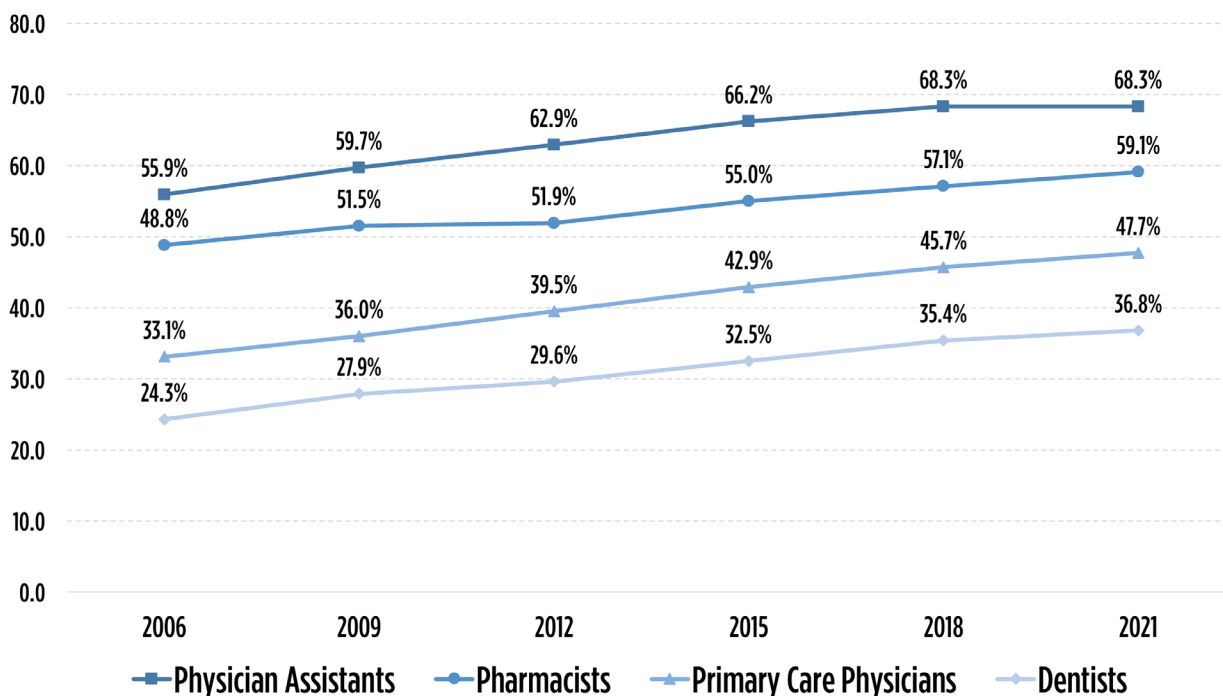


FEMINIZATION¹ OF THE HEALTHCARE WORKFORCE 2006-2021²

Percent of Women in Select Healthcare Professions



Physician assistants and pharmacists are professions that are now predominately practiced by women, while women comprise almost half of all primary care physicians³ and over a third of dentists⁴.

- The largest increase in female practitioners from 2006 to 2021 occurred in primary care physicians (14.6 percentage points). The other professions increased by 12.5 percentage points in dentists, 12.4 percentage points in physician assistants, and 10.3 percentage points in pharmacists.
- The Health Professions Resource Center, Texas Department of State Health Services, Center for Health Statistics, and Statewide Health Coordinating Council collaborated to publish reports on this phenomenon in 2006 and 2011^{5,6}. At the time of publishing, the reports communicated concerns over gendered salary wage gaps and deprofessionalization of female-dominated health care fields.
- As women increasingly enter healthcare professions, and even outnumber men in enrollment in Texas medical schools⁷, creating structural protections for pregnancy⁸, parental leave, and professional development will help ensure that gender wage gaps⁹ and lack of professional connections do not limit opportunities for advancement in their fields.

¹Feminization refers to a process in which more women become involved in societal spaces typically occupied predominately by men defined by the Cambridge Dictionary: <https://dictionary.cambridge.org/us/dictionary/english/feminization>
²Texas Department of State Health Services, Health Professions Resource Center (HPRC). Licensure data from Texas Medical Board, Texas State Board of Medical Examiners, and the Texas State Board of Pharmacy as geocoded and processed by HPRC, 2006-2021. www.dshs.texas.gov/chs/hprc

³Primary Care Physicians include physicians indicating a primary specialty in family medicine or practice, general practice, geriatrics, internal medicine, obstetrics and/or gynecology, or pediatrics.

⁴Dentists include those with a primary specialty in either general or pediatric dentistry.

⁵Texas Health Professions Resource Center, Center for Health Statistics, Texas Department of State Health Services, and Statewide Health Coordinating Council. 2006. "The Feminization of the Health Care Workforce: Implications for Texas." Publication # 25-12508. Available by request by emailing hprc@dshs.texas.gov.

⁶Texas Health Professions Resource Center, Center for Health Statistics, Texas Department of State Health Services, and Statewide Health Coordinating Council. 2011. "The Feminization of the Health Care Workforce: Implications for Texas - 2011." Publication # 25-12508. Available by request by emailing hprc@dshs.texas.gov.

⁷Price, Sean. 2018. "Women Outnumber Men in Texas Med Schools' Class of 2021." *Texas Medical Association*. Retrieved from <https://www.texmed.org/Template.aspx?id=46704>

⁸Armijo, Priscilla Rodrigues et al. "Fertility and Reproductive Health in Women Physicians." *Journal of women's health* (2002) vol. 30,12 (2021): 1713-1719. doi:10.1089/jwh.2020.8671

⁹Schwartz, Jamie McElrath et al. "Empowering Women as Leaders in Pediatric Anesthesiology: Methodology, Lessons, and Early Outcomes of a National Initiative." *Anesthesia and analgesia* vol. 133,6 (2021): 1497-1509. doi:10.1213/ANE.0000000000005740

¹⁰Only 63.7% of pharmacist licensure data on gender were available in 2012.