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GSA

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GSA: Women in the semiconductor industry 2023



GSA Women's Leadership Initiative

In 2023, the Global Semiconductor Alliance (GSA) and Accenture conducted the 5th annual study of women in the semiconductor industry, measuring statistics of gender representation throughout all functions and ranks. The annual research will help educate audiences on the current status along with practices that are decreasing the gender gap. Over time, GSA strives to demonstrate progress in the industry, as well as highlight key successes and challenges.



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WLI's vision is to apply the spirit of Moore's Law which catapulted innovation by doubling the performance of electronics to double the number of women in leadership roles in the industry, double the capital dedicated to women-led start-ups and double the number of STEM-focused women candidates joining the industry.

2023 survey statistics



43

Survey questions administered

71

Unique responses received

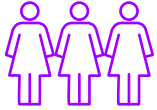
100%

Participation across value chain

1:2

Approximate ratio of \geq \$1b revenue companies to $<$ \$1b revenue companies

Key Findings



Women in semi

Overall Representation

The **median of women representation** in the total semiconductor workforce lies in the **20 – 29% range**.

Technical Representation

The **median of technical women representation** in the total semiconductor workforce lies in the **10 – 19% range**.

Recruitment

51% of companies have programs to attract women talent. 54% of companies have programs to attract technical women talent.

Attrition

Over half of the companies have reported that **the voluntary attrition of women has decreased** in the past year.



Women in semi leadership

Technical Representation

Over half of companies report **<10% representation** of women in **technical director roles**, while **over half of companies** have **<5% in technical VP roles**.

Technical Tenure

Across the manager, senior manager, and VP levels, **over 50% of women report staying in their role for 5+ years** without promotion.

Technical Promotions

55% of smaller revenue (<\$1B) companies promoted less than 15% of women in the workforce during the last performance cycle, while 75% of larger revenue (≥\$1B) companies promoted over 15%



Benefits, programs, and DEI

Programs

The majority of companies offer programs such as **telecommuting, professional development events, and employee recognition**.

Support for Women Talent

66% of companies are committing to equality measures. Other programs to support women talent include **international women's day events and retention and advancement programs**

DEI

54% of the companies hold management accountable for reaching their diversity, equity, and inclusion goals.

Respondent Demographics

Participants access aggregate results, including:

- Respondent Revenue Size
- Respondent Headquarters Region
- Respondent Company Type
- Respondent Number of Employees



Representation & Leadership: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Women as % of total global permanent workforce
- Women in technical roles as % of total global permanent workforce
- Percentage of respondent companies with the goal to increase the percentage or actual number of women in the total global workforce
- Difference in percentage of women in temporary / contract staff versus permanent staff
- Representation of women in technical workforce leadership
 - First-line Manager
 - Director-level
 - Vice president-level



Recruitment: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Percentage of respondent companies with:
 - Dedicated recruitment efforts to attract women at all levels
 - Dedicated recruitment efforts to attract technical women at all levels
 - Programs or partnerships with higher education providers to attract more technical women
 - Annual performance bonus metrics tied to meeting diversity goals such as attracting women talent
 - Bonuses for employee referrals of women candidates
 - Data collection of the gender of job applicants to measure progress of recruiting methods of women
 - Diverse job interview panels
 - Methods to increase the talent pipeline of women



Advancement: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Percentage of respondent companies that tie annual performance bonus metrics to goals like promoting women talent
- Methods to address unconscious bias in performance decisions
- Average duration women stay in leadership roles:
 - Manager
 - Director
 - Senior Director
- Promotion of women during the previous year's performance cycle
- Formal programs to measure total compensation to ensure pay equity



Attrition & Retention: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Primary attrition reasons of women employees over the past 12 months
- Employee programs addressing attrition
- Rate of voluntary attrition
- Employee programs offered
- Percentage of respondent companies that offer a women employee resource group (ERG) and / or women mentorship program
- Frequency of employee engagement surveys
- Average tenure of workforce (total and women)



Workforce Enablement: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Remote work policy and percentage of employees working remotely
- Childcare services offerings
- Off-ramp / on-ramp program offering
- Percentage of respondent companies offering extended time off beyond what is legally required for caregiver / paternal leave
- Ways managerial / division / C-Suite show its support of women talent

Diversity, Equity, & Inclusion: Women in the Semiconductor Industry

Participants access aggregate results, including:


- Management accountability for meeting diversity, equity, and inclusion goals
- Formal measurement of implemented diversity, equity, and inclusion strategies
- Formal measurement of effectiveness of the implemented diversity, equity, and inclusion strategies
- Percentage of respondent companies that share their diversity, equity, and inclusion goals and statistics
- Percentage of respondent companies that include women at all levels in the process to shape diversity, equity, and inclusion solutions
- Change in funding and/or staffing of diversity, equity, and inclusion initiatives in the last 12 months



Connect with GSA

To participate in future WLI surveys, contact us at research@gsaglobal.org.
To learn more, visit us at the [Design the Solution](#).

About Accenture

Accenture is a leading global professional  services company that helps the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale. We are a talent- and innovation-led company with approximately 733,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability. We are uniquely able to deliver tangible outcomes because of our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song. These capabilities, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients reinvent and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities. Visit us at www.accenture.com

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