

# GSA: Women in the Semiconductor Industry 2020

*Brief Results*

 **accenture**

**GSA**



# Table of Contents of Full Results

---

**3** GSA Women's Leadership Initiative

## Introduction

Introduction to GSA Women's Leadership Initiative (WLI) and the survey statistics

**4** Survey Statistics

**7** Survey Trends

---

**8** Summary: Women in the Semiconductor Industry

## Survey highlights

Breakout of key survey themes and results by company revenue size and region

**13** Summary: Women in Semiconductor Leadership

**21** Summary: Benefits and Programs

---

**24** Learn More

## Learn more

Discover the GSA WLI and learn what's next

# GSA Women's Leadership Initiative (WLI)

In 2020, GSA conducted the 2nd annual study of gender equality in the semiconductor industry, measuring statistics of gender representation throughout all functions and ranks. The annual research will educate audiences on the current status along with practices that are improving the gender gap. Over time, GSA strives to demonstrate progress in the industry, as well as highlight key successes and challenges.

“ 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. ”



# 2020 Survey Statistics

34

Survey questions  
asked

96

Unique survey  
respondents

100%

Participation across  
value chain

4:1

~Ratio of <\$1B revenue  
companies to ≥\$1B revenue  
companies

**Note:** Respondents were not obligated to answer each question therefore total response pool may not be represented in every question

# Survey Trends

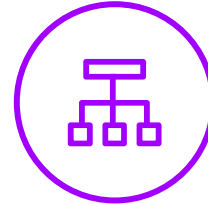
Conducted in 2020, this survey generated results that underscore the significant underrepresentation of women in the semiconductor industry with gender inequality highest in leadership and technical roles.



## Women in semiconductor

Compared to 2019, **less companies cite very low (<10%) women representation** overall as well as in tech roles.

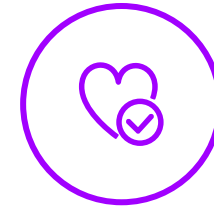
Compared to small companies, **large companies improved hiring** of women.



## Women in semiconductor leadership

Larger companies continue to trend toward more promotion and overall representation of women technical managers.

Also, about half of the sample has 20% or more women in their total workforce, but **less than 10% in director positions and above.**



## Benefits and programs

Telecommuting increased dramatically due to the pandemic, while the offering of **professional development training and fertility benefits improved modestly.**

Except in leadership roles, attrition is higher in larger companies.

# Respondent Demographics

Participants access aggregate demographics, including:

- Respondent Company Type
- Company Size By Headcount
- Company Size By Annual Revenue
- Respondent Headquarters Region



# Women in the Semiconductor Industry

Participants access aggregate results, including:

- **Women in Total Workforce per Company Size (\$)**
- **Recruitment of Women Overall and in Technical Roles**
- **Tenure of Women in Technical Roles**
  - **< 2 years**
  - **2-5 years**
  - **>5 years**
- **Attrition of women overall and in technical roles**



# Women in Semiconductor Leadership

Participants access aggregate results, including:

- **Representation of Women in the Overall and Technical Workforce**
  - Individual Contributors
  - Managers
  - Directors
  - Vice Presidents
- **Promotions of Women in Technical Roles:**
  - Overall
  - Managers
  - Directors
  - Vice Presidents





# Benefits and Programs

Participants access aggregate results, including:

- Overall Offerings
- By Annual Revenue
- By Region



# Connect with GSA

To learn more, visit us at the [GSA Women's Leadership Initiative](#).

Coming soon: Check back for the published study at [accenture.com/semiconductor](https://accenture.com/semiconductor)

Contact GSA Women's Leadership Initiative at [wli@gsaglobal.org](mailto:wli@gsaglobal.org)

