

# **GSA: Women in the semiconductor industry 2021**

*Brief Results*



# Table of contents

## Introduction

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

- GSA Women’s Leadership Initiative ..... **3**
- Survey statistics ..... **5**
- Survey trends ..... **9**

## Survey highlights

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

- Summary: Women in the semiconductor industry ..... **10**
- Summary: Women in the semiconductor leadership ..... **15**
- Summary: Benefits and programs ..... **24**
- Summary: Impact of COVID-19 ..... **29**

## Learn more

Discover the GSA WLI and learn what’s next

- Learn more ..... **31**

# GSA Women's Leadership Initiative

In 2021, the Global Semiconductor Alliance (GSA) and Accenture conducted the 3<sup>rd</sup> annual study of gender equality 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.



“

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 female candidates joining the industry.

# 2021 survey statistics

**41**

**Survey  
questions asked**

**98**

**Unique survey  
responses**

**100%**

**Participation across  
value chain**

**1:3**

**~Ratio of ≥\$1b revenue  
companies to <\$1b  
revenue companies**

**Note:** Respondents were not obligated to answer each question. Therefore, the total response pool may not be represented in every answer

# 2021 survey trends

Conducted in 2021, this survey generated results that underscore the significant underrepresentation of women in the Semiconductor industry with gender inequality highest in leadership and technical roles.

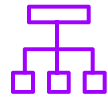


## Women in semi

The median of women representation in the total semiconductor workforce lies in the **20-25%**. In 2021, very low ( $\leq 10\%$ ) representation of women regressed in small companies, while **large companies saw an improvement in mid-range (30-50%) women representation.**

For technical roles, the share of companies with sizeable ( $>20\%$ ) representation of women has increased across most job levels.

**Asian and White ethnicities** represent the majority of technical women while **Gen Y/Millennials** is the largest generation represented.



## Women in semi leadership

**Women representation falls to under 10% as leadership roles progress from managers to board-level positions.** In director and above leadership roles, fewer women were represented in the very low ( $\leq 10\%$ ) bracket with greater women represented in the  $>40\%$  bracket.

In 2021, women account for less than 10% of technical director roles in nearly 3 out of 4 companies (74%).

While some roles saw improvement in attrition, **overall attrition declined in 2021.**



## Benefits and programs

In 2021, improvements in company programs include **68% offer Professional Development Events / Training and 50% offer Mentorship.**

However, larger companies saw a **year-over-year decline** in several programs such as **women's professional network, mentorship, and sponsorship.**

**APAC**-based companies have significantly improved their programs and benefits such as professional development events/training, lactation rooms, and paid paternity leave.

# Respondent demographics

Participants access aggregate demographics, including:

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

# Diversity of Women in Technical Roles

Participants access aggregate results, including:

- Representation of Women in Technical Roles
  - By Race/Ethnicity
  - By Generation
  - By Disability



# 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
- 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

# Effects of COVID-19 Pandemic

Participants access aggregate results, including:

- Representation of Total Workforce and Women Overall
  - Change in Job Status
- Representation of Total Workforce
  - Flexible Schedule
  - Work Environment Offered

# Connect with GSA

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

**Check here for the 2020 study on [Doubling Women in Semiconductor Leadership](#)**



## About Accenture

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services—all powered by the world’s largest network of Advanced Technology and Intelligent Operations centers. Our 624,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Visit us at [www.accenture.com](http://www.accenture.com).

### Disclaimer:

This content is provided for general information purposes and is not intended to be used in place of consultation with our professional advisors. This document refers to marks owned by third parties. All such third-party marks are the property of their respective owners. No sponsorship, endorsement or approval of this content by the owners of such marks is intended, expressed or implied.