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WV

GSA Brief: Women in the semiconductor industry 2022



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GSA Women's Leadership Initiative

In 2022, the Global Semiconductor Alliance (GSA) and Accenture conducted the 4th 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.



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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.

2022 survey statistics

36

Survey questions asked

56

Unique survey responses

100%

Participation across value chain

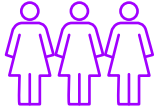
1:3

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

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

2022 survey key findings

Key findings are captured below.



Women in semi

Overall Representation:

The **median of women representation** in the total semiconductor workforce lies in the **20 – 25% range**.

Technical Representation:

The **median of technical women representation** in the total semiconductor workforce lies in the **10 – 15% range**.

Recruitment:

One-third of large companies reported 30-40% of all new hires are women, while over half of large companies reported 10-20% of new technical hires are women.



Women in semi leadership

Technical Representation:

Over half of companies report **<5% representation** of women in **technical director roles**, while nearly **two-thirds of companies** have **<5% in technical VP roles**.

Technical Tenure:

37% of companies reported **>50% of women** in technical roles have reached **5+ years in tenure**.

Technical Promotions:

Nearly one-third of companies report **<5% of total technical role promotions** go to women.



Benefits and programs

Flexibility:

The majority of companies offer flexibility benefits such as **paid maternity leave, telecommuting, and hybrid work environment**.

Development:

However, **development programs, such as mentorship, sponsorship, and women's professional network** are offered by **less than half of companies**.

Region:

Apart from professional development events/training and mentorship programs, **APAC led in subsidized and on-site childcare benefits**.

Respondent Demographics

Participants access aggregate results, including:

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

Diversity of Women in Technical Roles

Participants access aggregate results, including:

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

Women in the Semiconductor Industry

Participants access aggregate results, including:

- Women in Total Workforce per Company Size (\$ Revenue)
- Recruitment of Women Overall and in Technical Roles
- Tenure of Women in Technical Roles
- Attrition of Women Overall and in Technical Roles

Women in the Semiconductor Leadership

Participants access aggregate results, including:

- Representation of Women in the Overall and Technical Workforce
 - Total
 - Individual Contributors
 - Managers
 - Directors
 - Vice Presidents
- Promotions of Women in Technical Roles
 - Total
 - 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 [Design the Solution](#).
To participate in future WLI surveys, contact us at research@gsaglobal.org.

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