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GSA:
Women in the
semiconductor
industry 2024

GSA Women's Leadership Initiative

In 2024, the Global Semiconductor Alliance (GSA) and Accenture conducted the 6th 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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2024 survey statistics

34

Survey questions administered

59

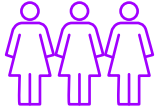Unique responses received

100%

Participation across value chain

2:3

Approximate ratio of ≥$1b revenue companies to <$1b revenue companies

Note: Fewer companies shared data this year due to increased scrutiny on sharing of public data.

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
Over 50% of companies report having <20% of their technical roles filled by women.

Recruitment
59% of companies have programs to attract women talent. 49% 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
72% of companies report **<20% representation** of women in **technical director roles**, while **57% of companies** have **less than 10% in technical VP roles**.

Technical Tenure
Across the manager, senior manager, and senior director levels, **40%+ of women report staying in their role for 5+ years** without promotion.

Technical Promotions
57% of smaller revenue (<$1B) companies promoted less than 15% of women in the workforce during the last performance cycle, while 69% of larger (≥$1B) companies promoted 15% or more.

Benefits, programs, and DEI

Support of Women Talent
Majority of companies support women talent by committing to equality measures, hosting events for International Women's Day, and acknowledging roles outside of work.

Addressing Attrition
27% of companies report that family and caregiving was a main reason why employees left, and **Manager / Leadership and Culture are the largest reasons** for attrition that are being addressed by employee programs.

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
- 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
    - Methods to increase the talent pipeline of women

Advancement: Women in the Semiconductor Industry

Participants access aggregate results, including:

- Percentage of respondent companies using methods to address unconscious bias in performance decisions
- Average duration women stay in leadership roles:
    - Individual Contributor
    - Manager
    - Director
    - Senior Director
- Promotion of women during the previous year's performance cycle

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:
    - Women employee resource group (ERG)
    - Women mentorship program
- 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
- 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

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.

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