

# Women in semiconductor 2024 Study

Accenture and GSA conducted the **6th Annual Study** to explore leading practices, identify areas for improvement and provide actionable steps to ensure advancement opportunities.

## Exploring the survey

Focused on three key areas:

### Recruitment

Networking and recruiting events are the top methods for increasing talent and expanding the talent pipeline.

### Retention

Between 40-50% of women spend five or more years before advancing to managerial roles. Women attrition rates have decreased according to 44% of respondents.

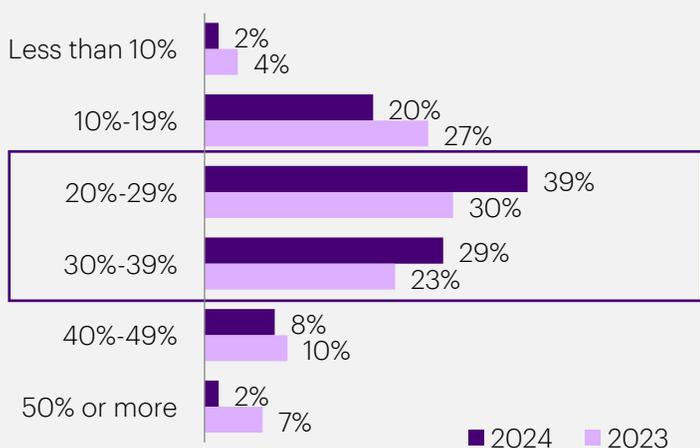
### Advancement

Recognition and mentorship programs are prevalent, but sponsorship and allyship initiatives lag.

## Key findings 2024

### Women in the workforce

Women as % of total global permanent workforce



**20-29%**

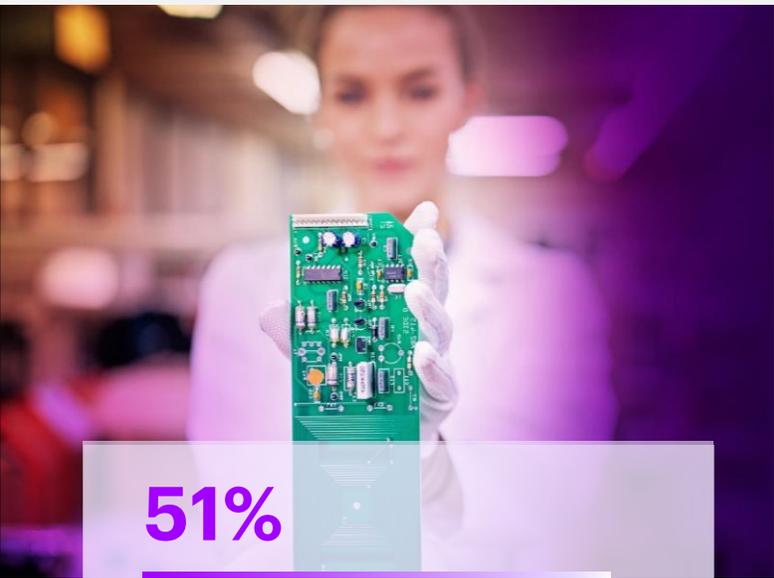
Median representation for women in the total semiconductor workforce



### Women in technical leadership

**72%**

of companies report <20% representation of women in technical director roles, while 57% of companies have <10% in technical VP roles

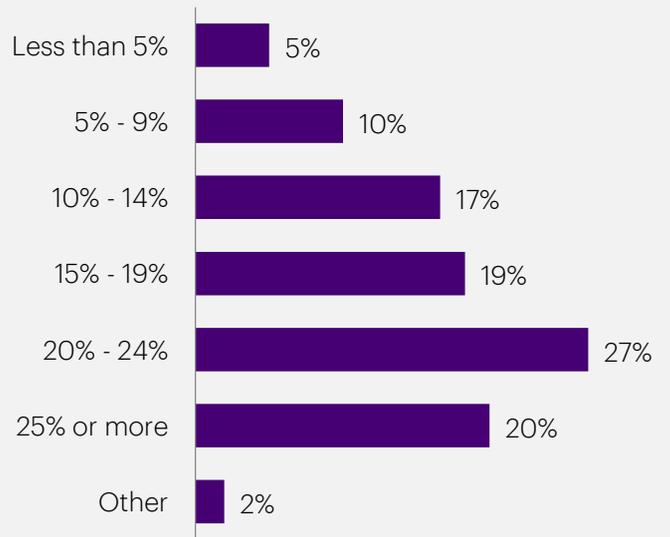


**51%**

**of companies' report having less than 20% of their technical roles filled by women**

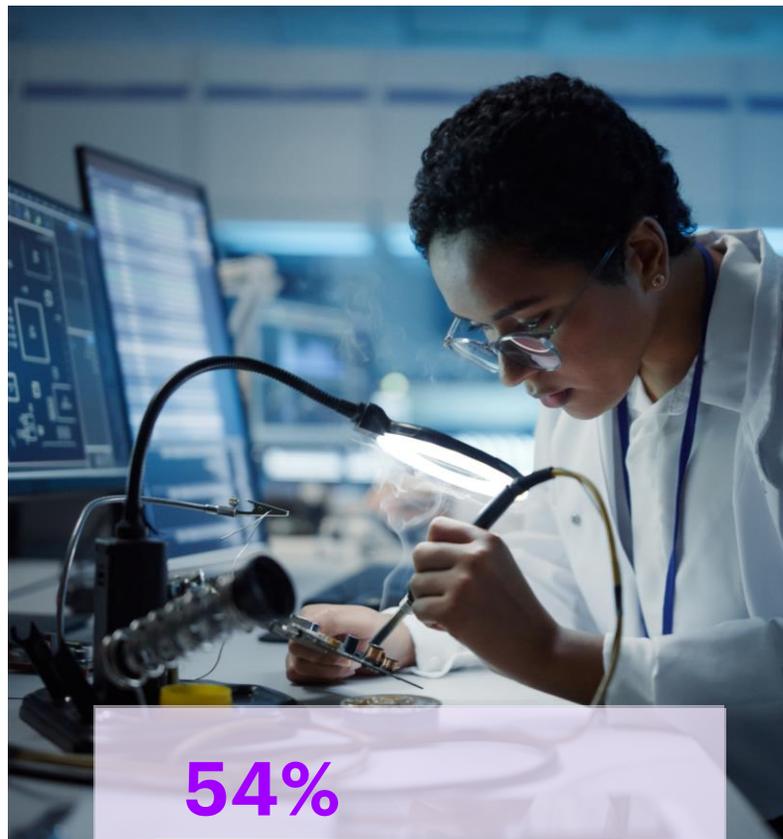
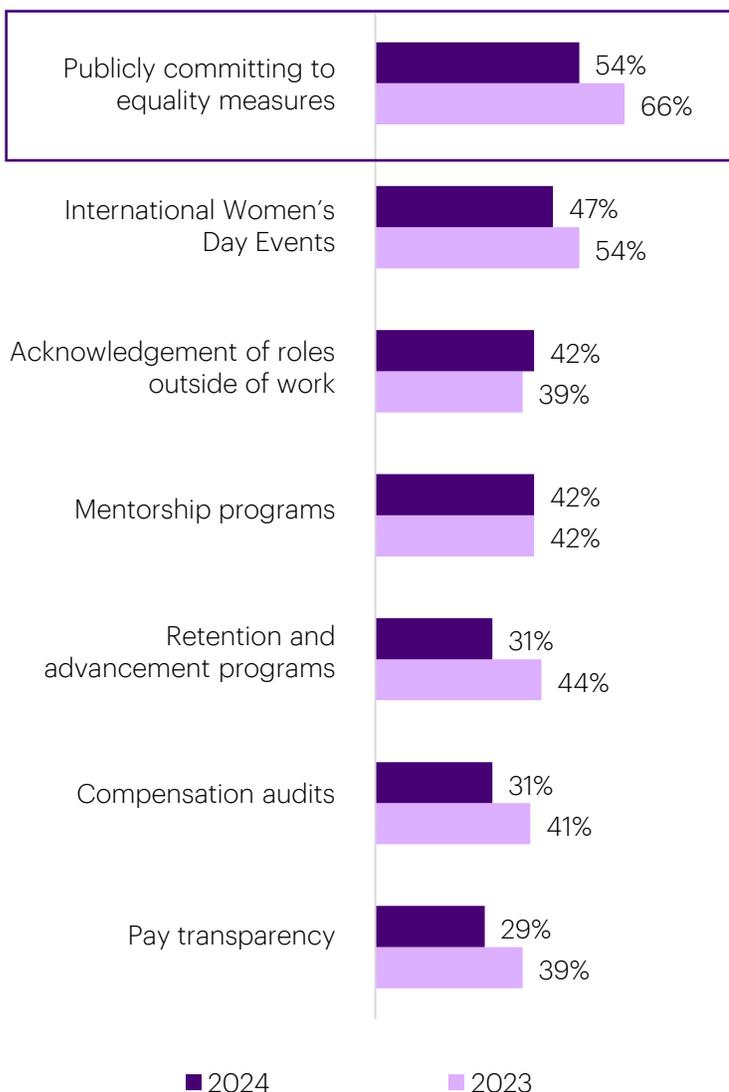
## Technical representation

Women in technical\* roles as % of total global permanent workforce



## Company support

Ways in which managerial / division / C-Suite show its support of women talent



**54%**

**of companies support women talent by publicly committing to equal opportunity measures**

### Women in semiconductor research

Accenture and the [Global Semiconductor Alliance \(GSA\)](#) have conducted the 6th annual study on women in the semiconductor industry. This research aims to explore leading practices, identify areas for improvement, and provide actionable steps to promote access to opportunities.

### The Women's Leadership Initiative (WLI)

Recognizing the need for more inclusive leadership development, GSA launched the Women's Leadership Initiative (WLI) to expand the pipeline of high-potential candidates and address the industry's talent shortage, ensuring long-term success.