



SEMICON Europa

November 2022

Accelerating Gender Balance in the Semiconductor Talent Pool

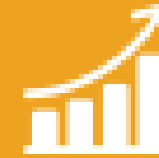
Introducing Melexis



1800 People
50 Nationalities
18 Sites



>30 years of
profitable
growth



Edge sensors &
drivers: 18 in
every new car



Top 2 Belgian
Value Creator
since 2015



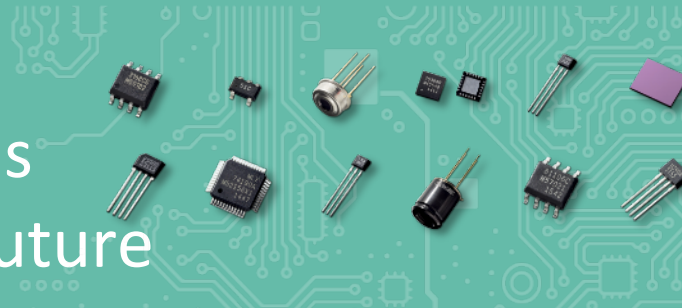
66% sales
outside Europe



Semi company
rooted in Europe



We create innovative
micro-electronic solutions
for the best imaginable future



Françoise Chombar
Co-founder/Chairwoman
#STEMinist
Connector/Director/Investor

Economic, geopolitical & societal backdrop



“Unless Europe catches up with other major regions **on key technologies**, it will be vulnerable across all sectors on growth and competitiveness—compromising the region’s relatively robust record on sustainability and inclusion—as well as security and strategic strength, **hindering long-term resilience**. Given seismic events within its own continent, a robust Europe is arguably needed more than ever.”

Source: Mckinsey Global Institute - Securing Europe's competitiveness: Addressing its technology gap

2022 State of the Union Address by President von der Leyen:

NextGenerationEU
European Green Deal – Fit for 55
2023 the European Year of Skills
European Critical Raw Materials Act
European Battery Alliance
European Chips Act





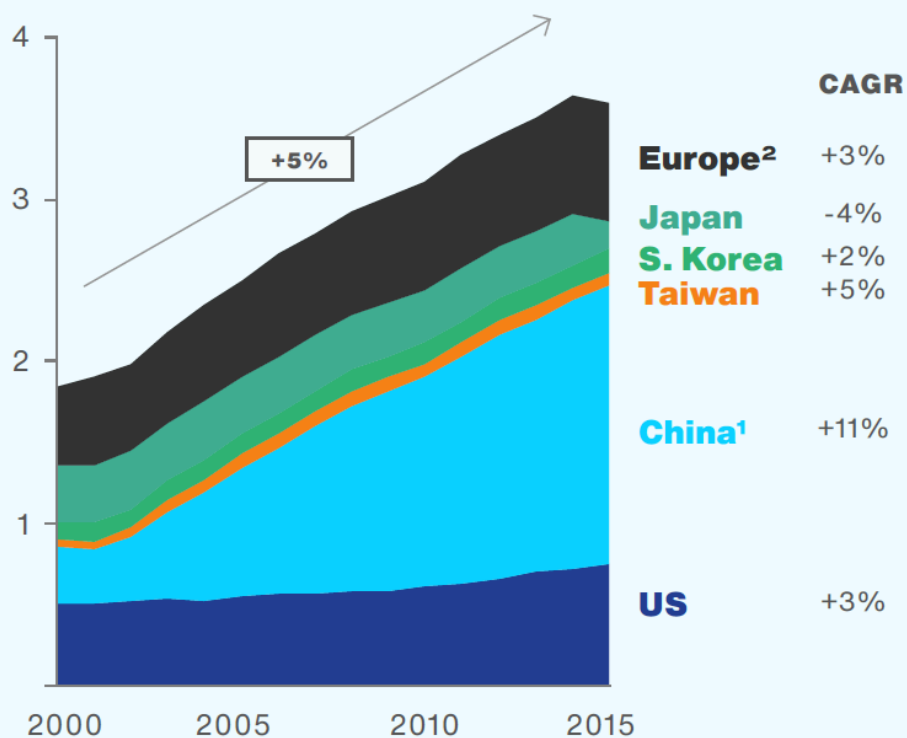
NO **CHIPS**, NO PARTY.



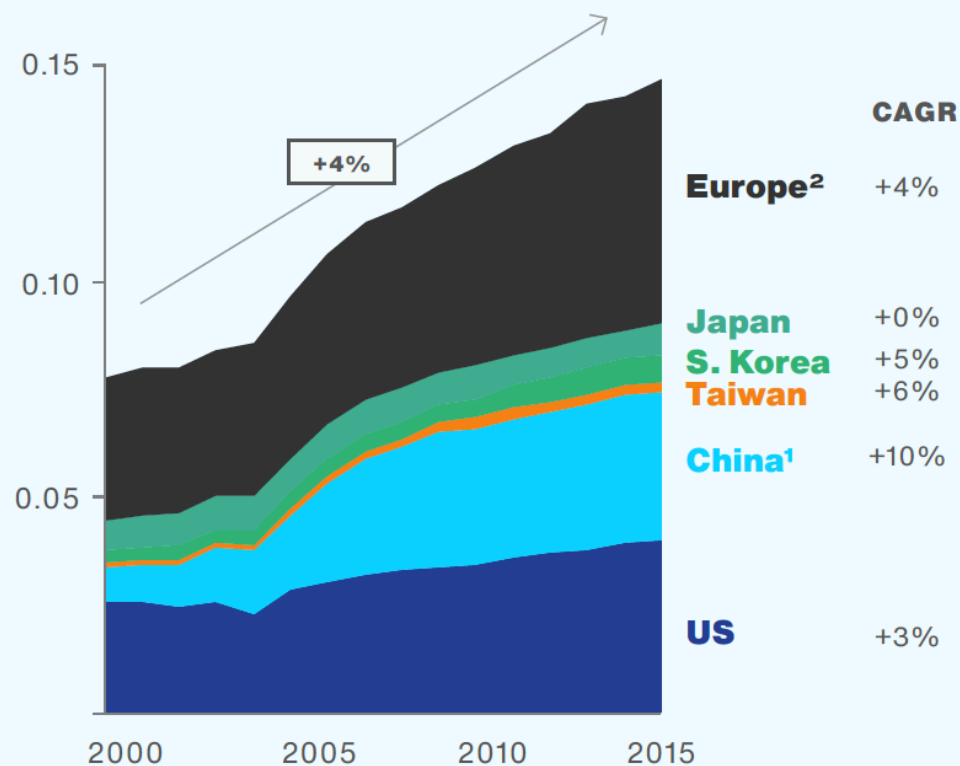
STEM talent growth insufficient to meet tech industry demand

Annual graduates in Science and Engineering (millions)

First university degrees



Doctoral degrees



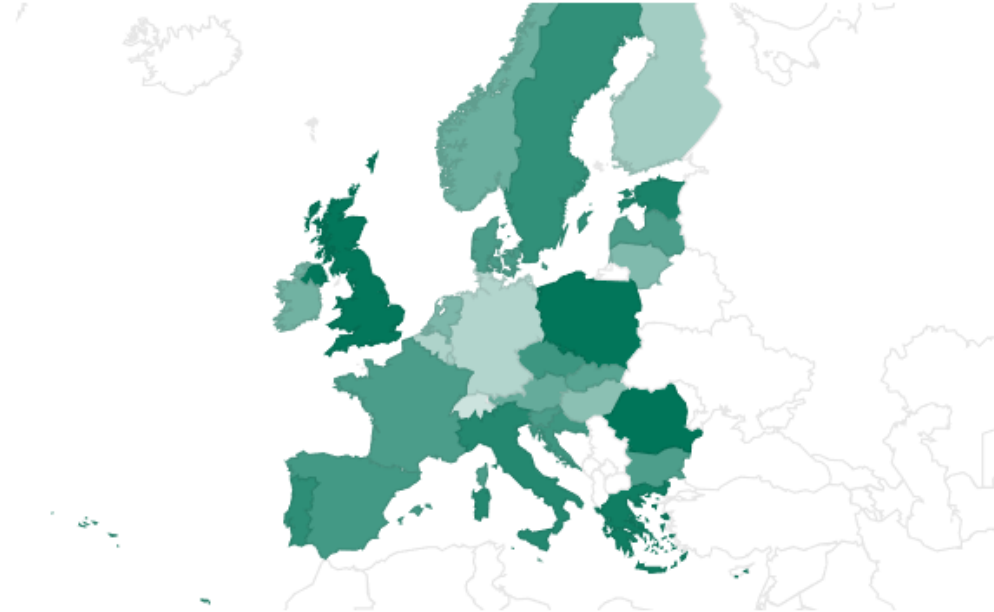
1. Mainland China

2. Top 5 countries

Sources: BCG analysis with data from US National Center for Science and Engineering Statistics (NCSES)

Structural female underrepresentation in STEM fields

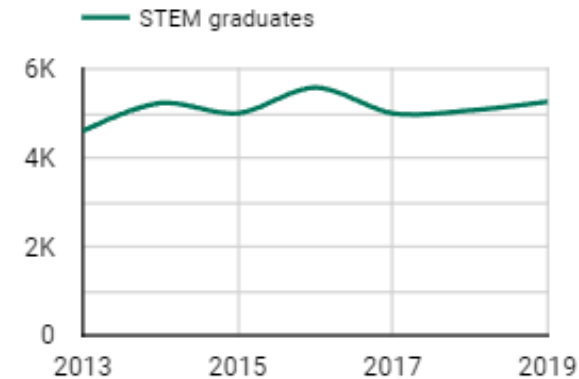
Proportion of females among STEM higher education graduates



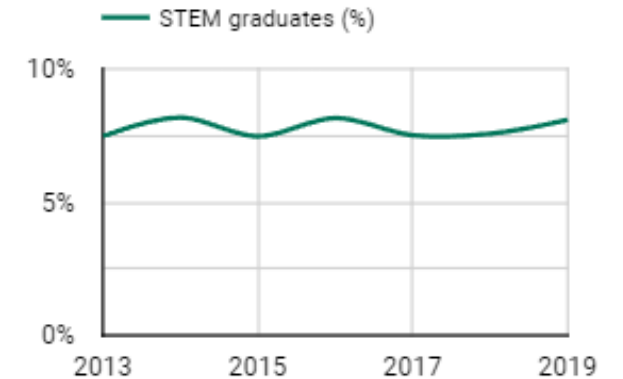
Belgium compared to its neighbours

Country	2015	2016	2017	2018	2019 ▾
1. United Kingdom	39.3%	39.6%	40.1%	41.3%	42.4%
2. France	35.8%	36.4%	37.1%	35.7%	35.6%
3. Ireland	30.1%	30.1%	29.9%	32.3%	32.0%
4. Netherlands	28.1%	28.7%	29.5%	30.9%	30.8%
5. Luxembourg	25.8%	31.0%	24.1%	22.9%	27.0%
6. Belgium	26.6%	27.5%	25.8%	25.6%	26.2%
7. Germany	26.8%	27.1%	27.6%	28.0%	25.8%

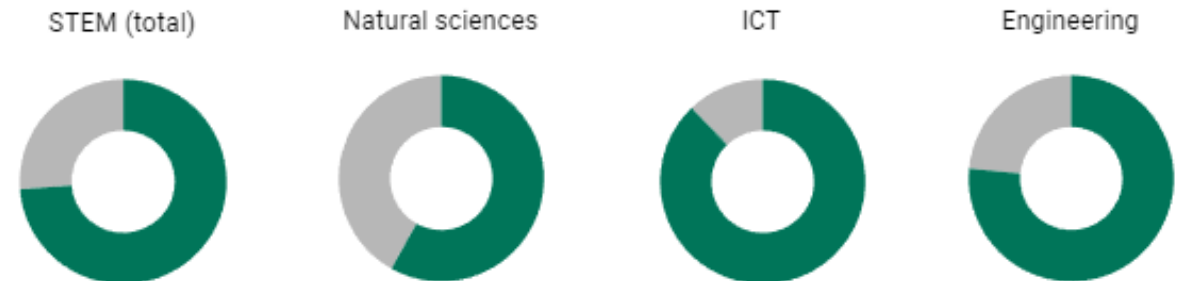
Number female STEM graduates



Proportion of STEM among female graduates

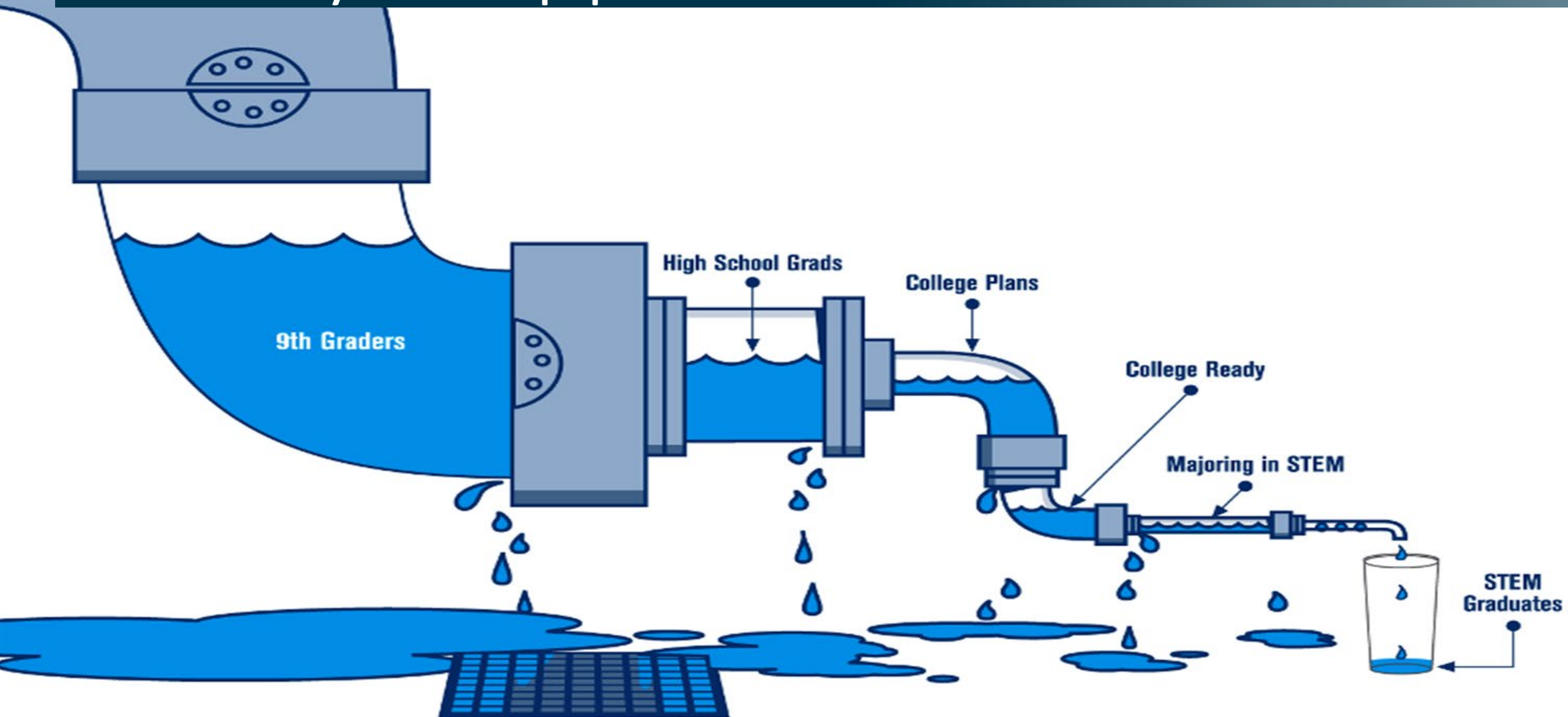


Distribution of male and female STEM graduates field of study in higher education



Source: Eurostat

The leaky STEM pipeline



Source: NCES Digest of Education Statistics; Science & Engineering Indicators 2008



NO TALENT, NO PARTY.



A map of Europe is shown in the background, with various countries shaded in different shades of green. The shading is not uniform, with some countries like France and Germany appearing in a lighter shade, while others like the UK and Spain are in a darker shade. The map is centered on the European continent.

Every challenge is an opportunity

**Europe cannot win
this battle
with just half of the
talent pool.**

Benefits of DEI (1)



“Diverse teams create more diverse and **innovative** ideas resulting in better products and services for clients and the world.”

Sofie Vandebroek, former Xerox CTO & IBM COO

Benefits of DEI (2)

- Strong correlation between
 - Gender balance
 - Competitive advantage
 - GDP
 - Human development (WEF)



Benefits of DEI (3)

DEI + STEM create a better (corporate) world

- Diverse teams are smarter, faster & more effective (INSEAD, MIT, MERCER e.a.)
- Companies with more women in leadership positions score financially better: +47% ROE (McKinsey & Company “Women Matter 2013”)
- Women score better @ 7/10 leadership skills (INSEAD 2009)

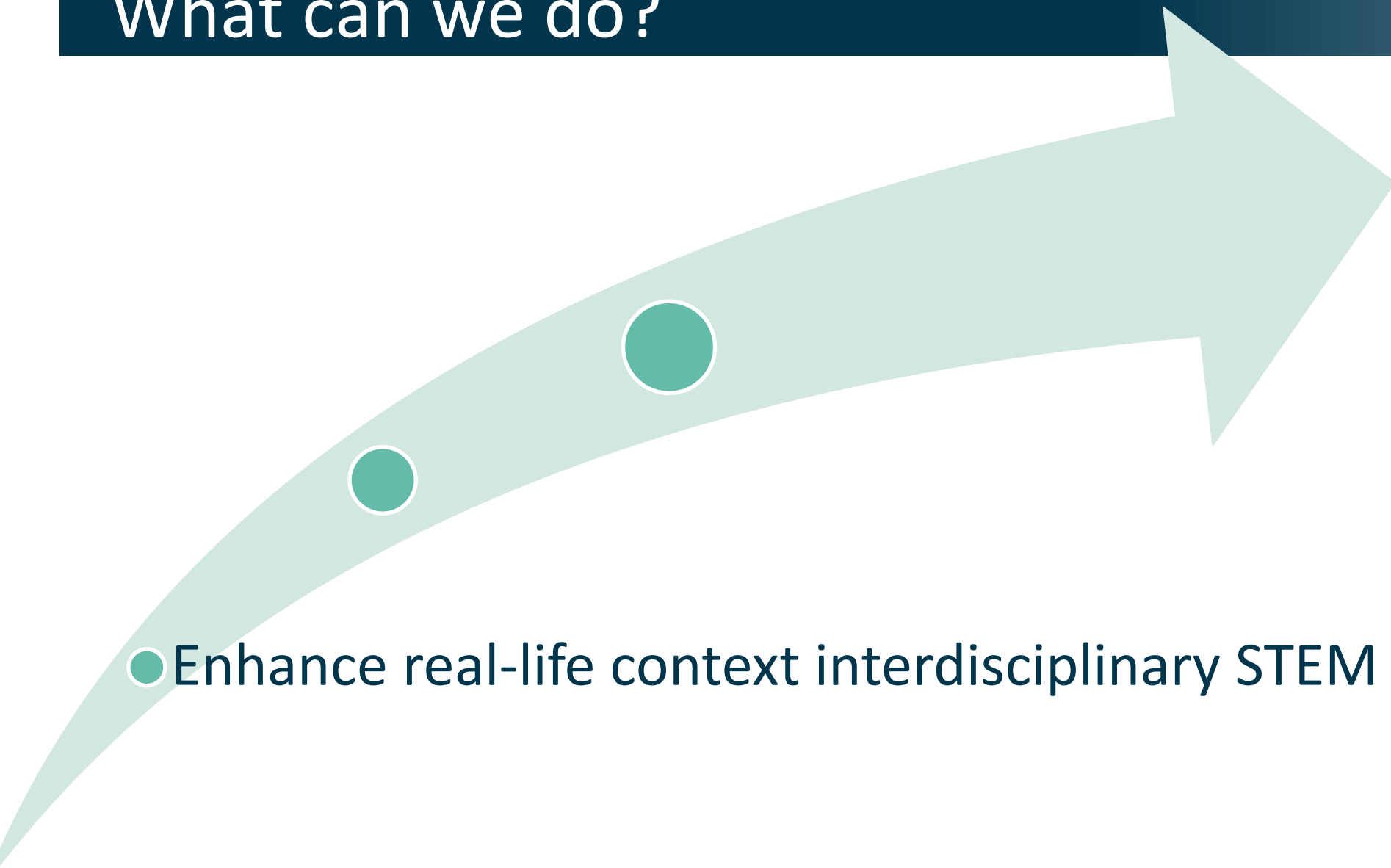




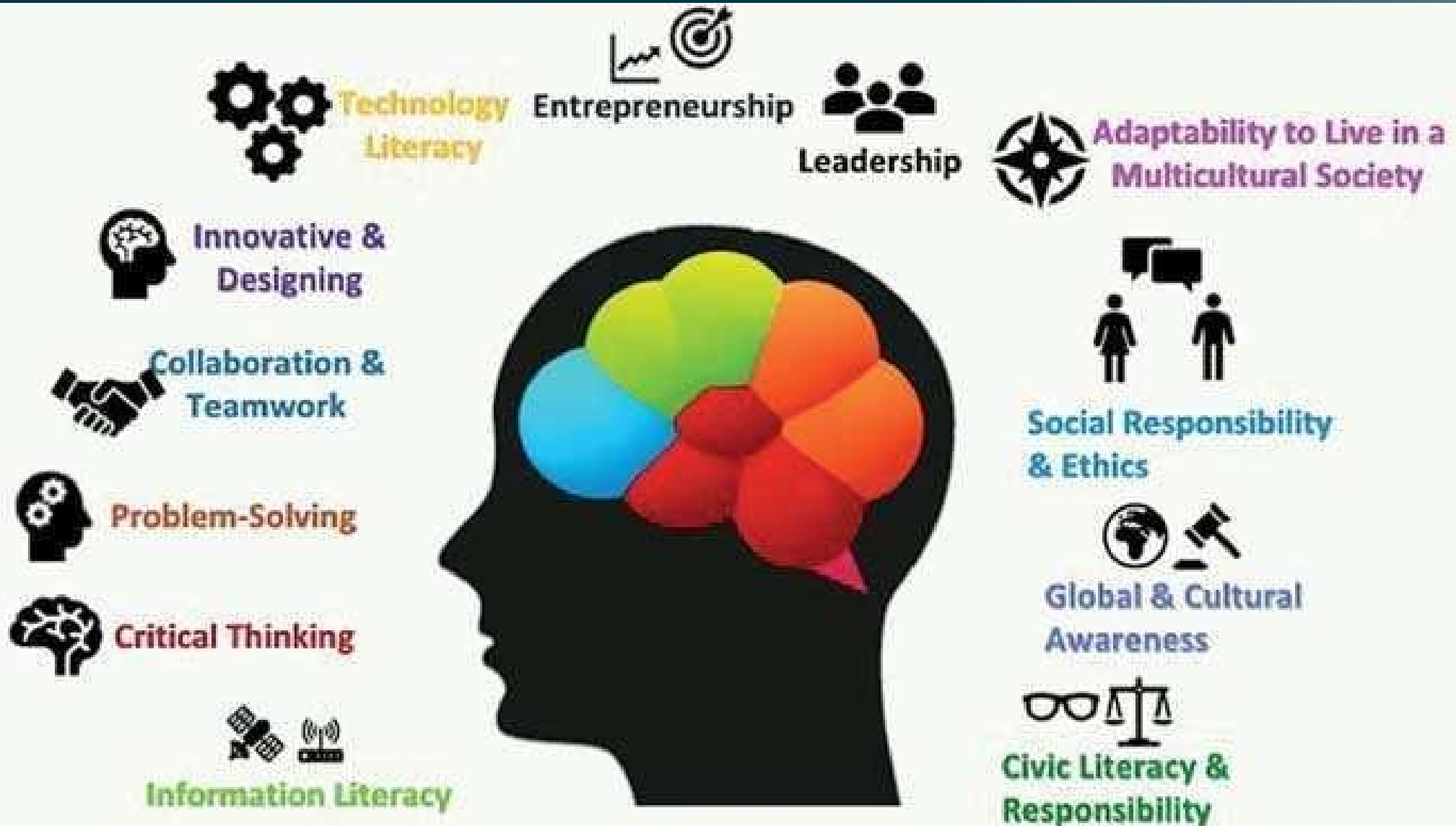
What can we do?

- 
- Address unconscious bias
 - Showcase diverse inspiring role models
 - Enhance real-life context interdisciplinary STEM literacy early on

What can we do?

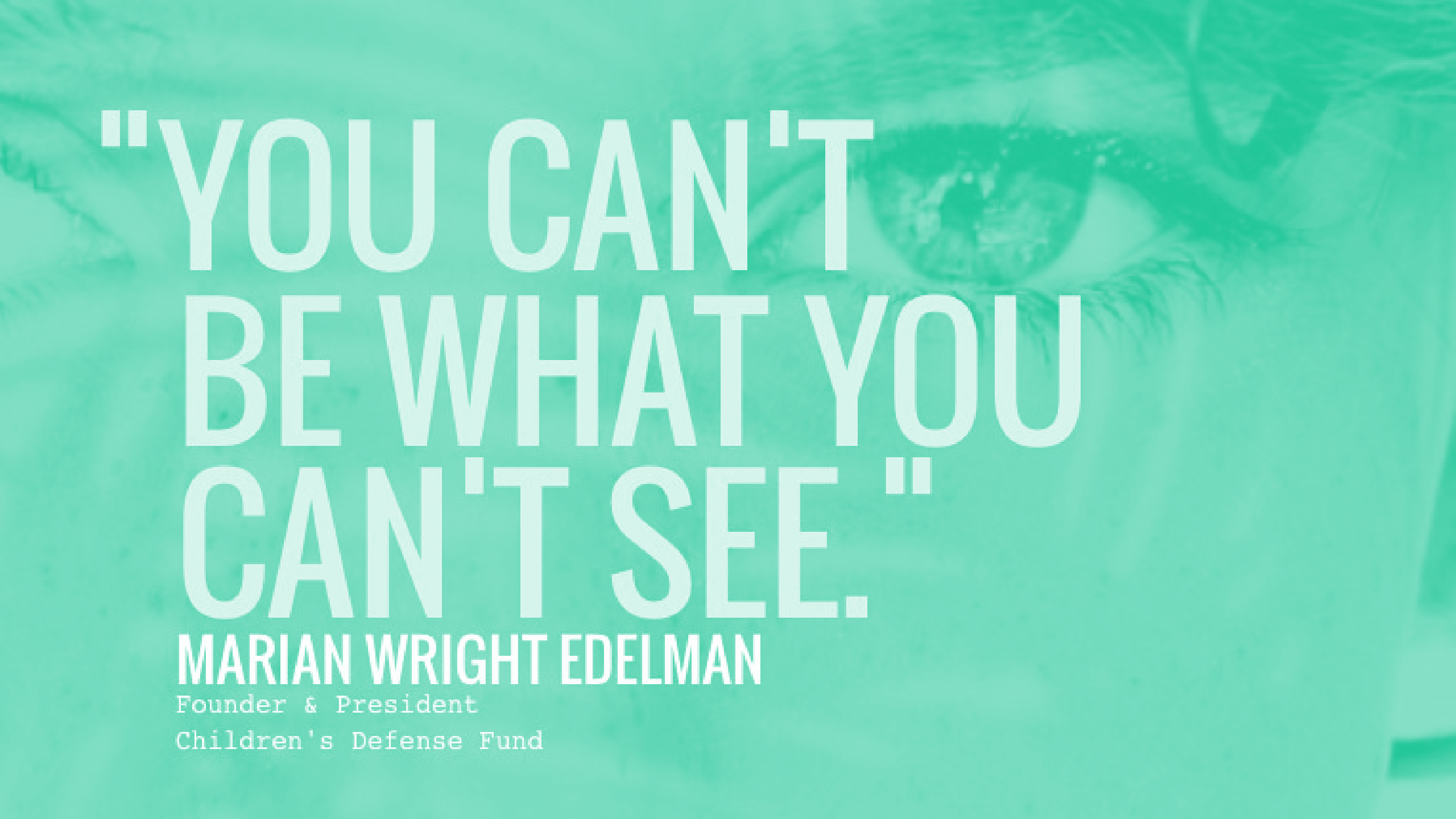
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Real-life context interdisciplinary STEM literacy



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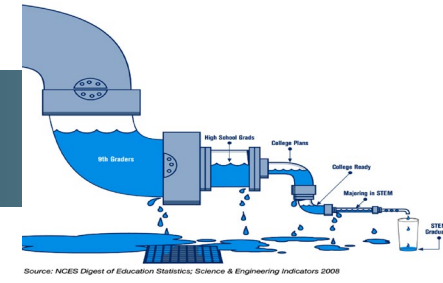


"YOU CAN'T
BE WHAT YOU
CAN'T SEE."

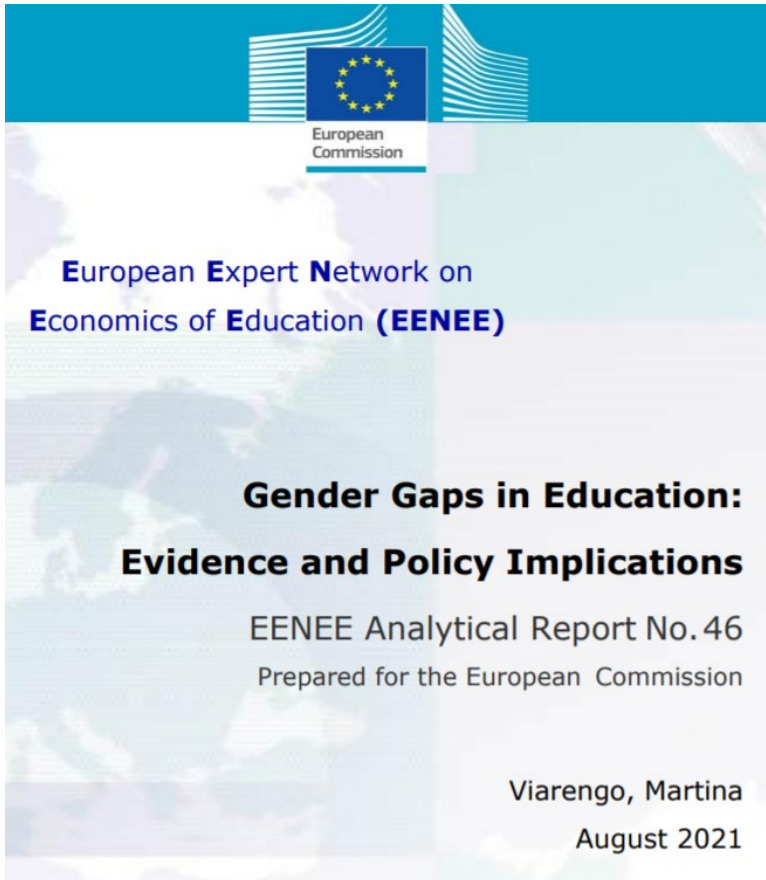
MARIAN WRIGHT EDELMAN

Founder & President
Children's Defense Fund

Showcase diverse inspiring role models



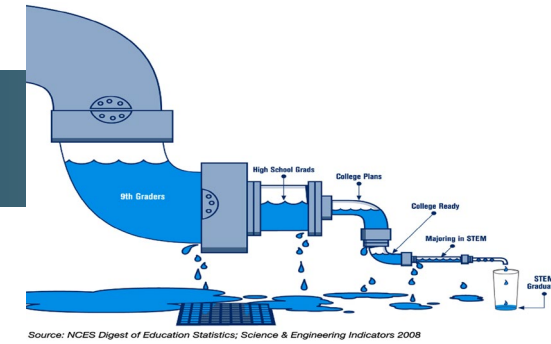
“The **exposure to women with successful professional and personal experience in STEM fields** is associated with increases in girls’ self-reported mathematics enjoyment, the importance they attach to maths and their beliefs that they can be successful in STEM fields, and thus **raises their likelihood of choosing a STEM career**”



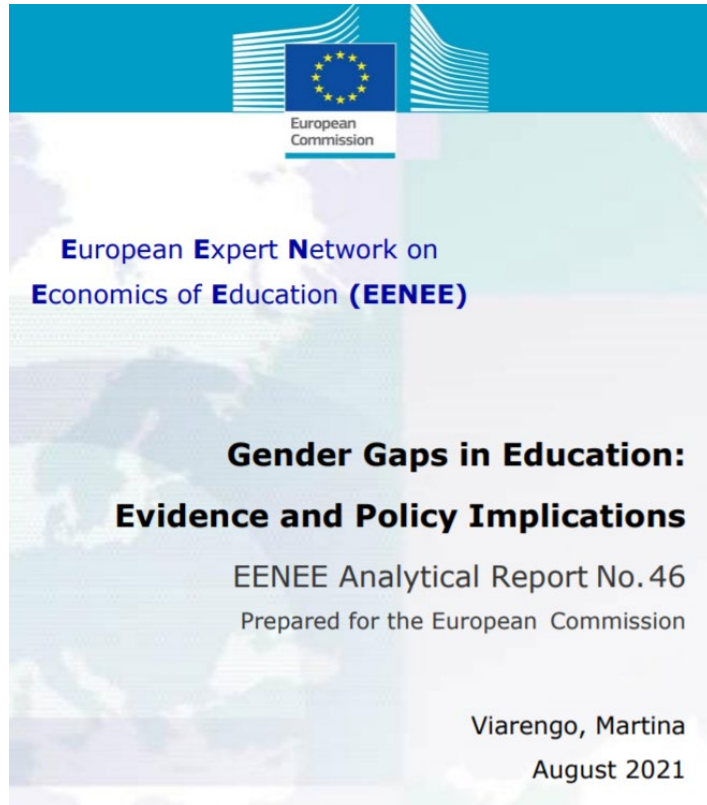
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Address unconscious bias in education ...



“... girls perform below their potential after being exposed to maths teachers with strong gender stereotypes (i.e. teachers having stronger **pro-boy biases**).”



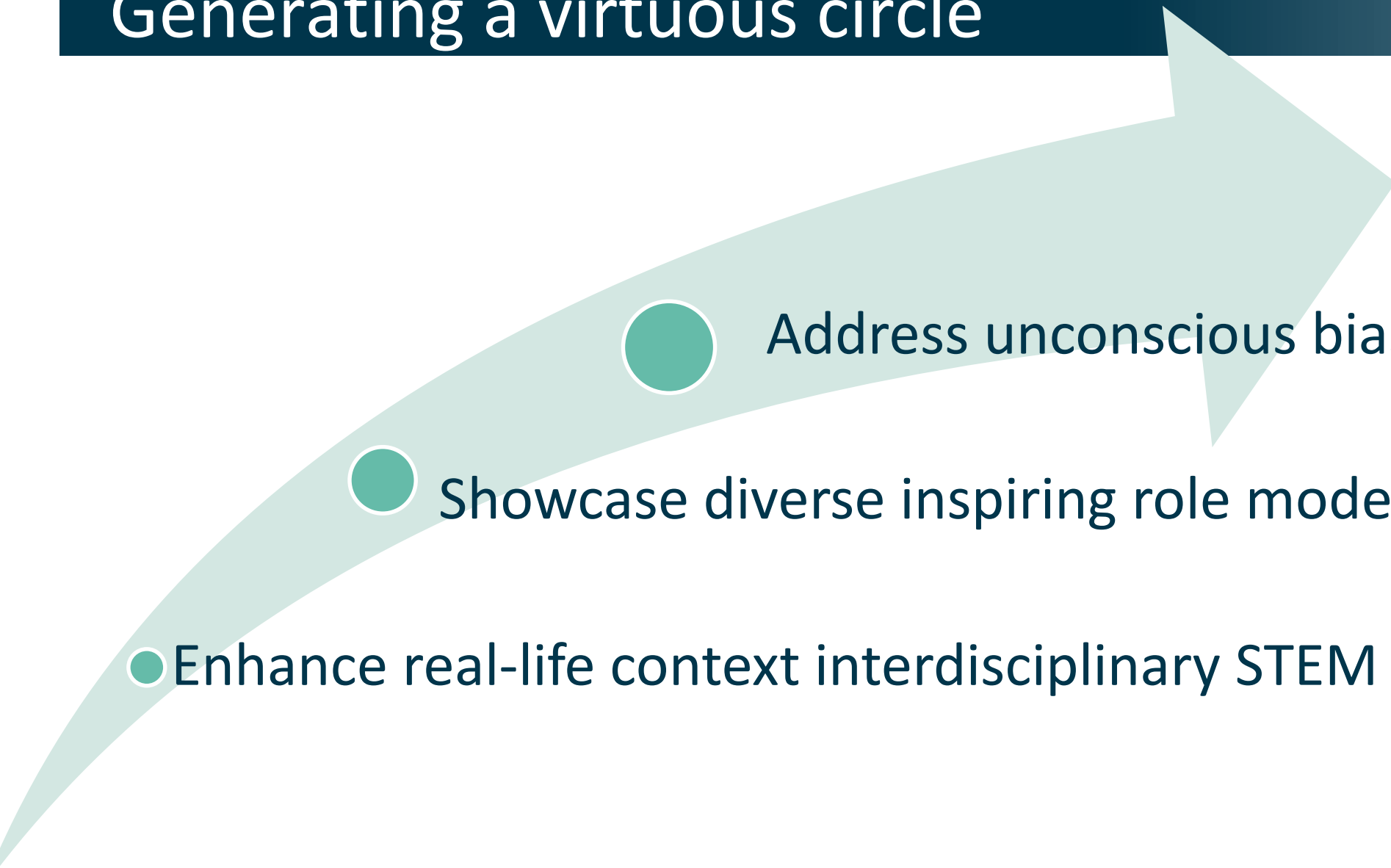
... and in the corporate world



***“Diversity
is being invited to the party.
Inclusion
is being asked to dance.”***

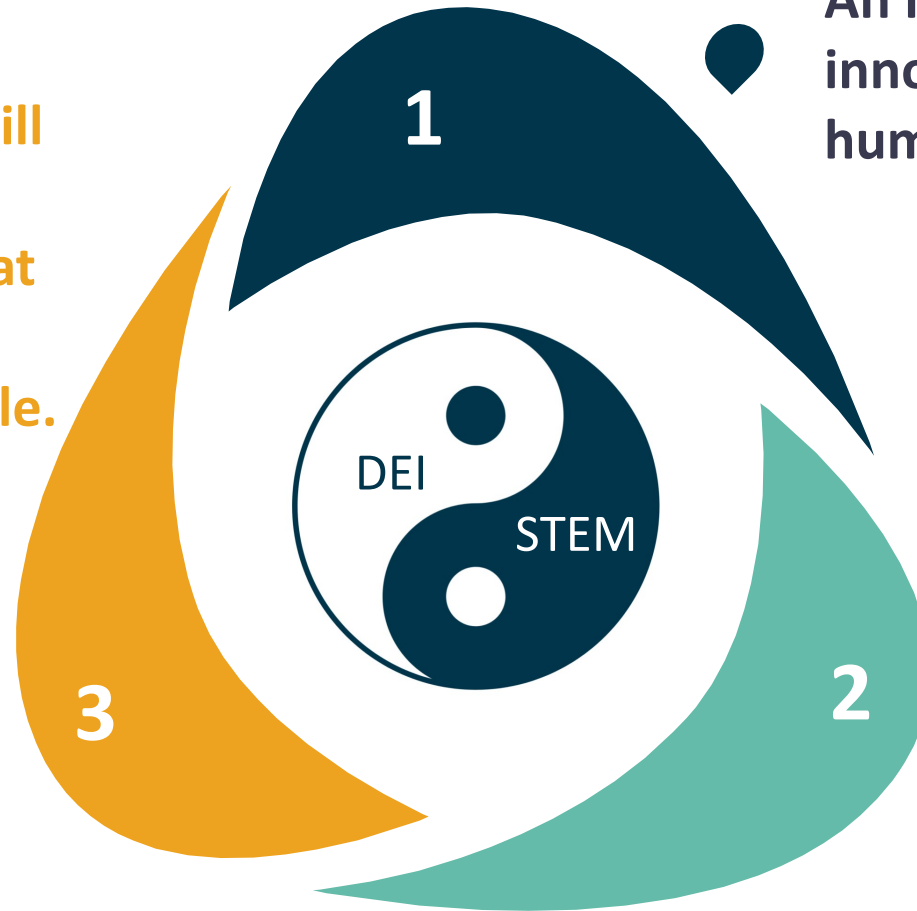
Verna Myers, D&I Expert

Generating a virtuous circle

- 
- Address unconscious bias
 - Showcase diverse inspiring role models
 - Enhance real-life context interdisciplinary STEM literacy early on

3 Takeaways

As DEI champion, a strong semi industry will boost Europe's attractiveness as a great place to live and work, creating a virtuous circle.



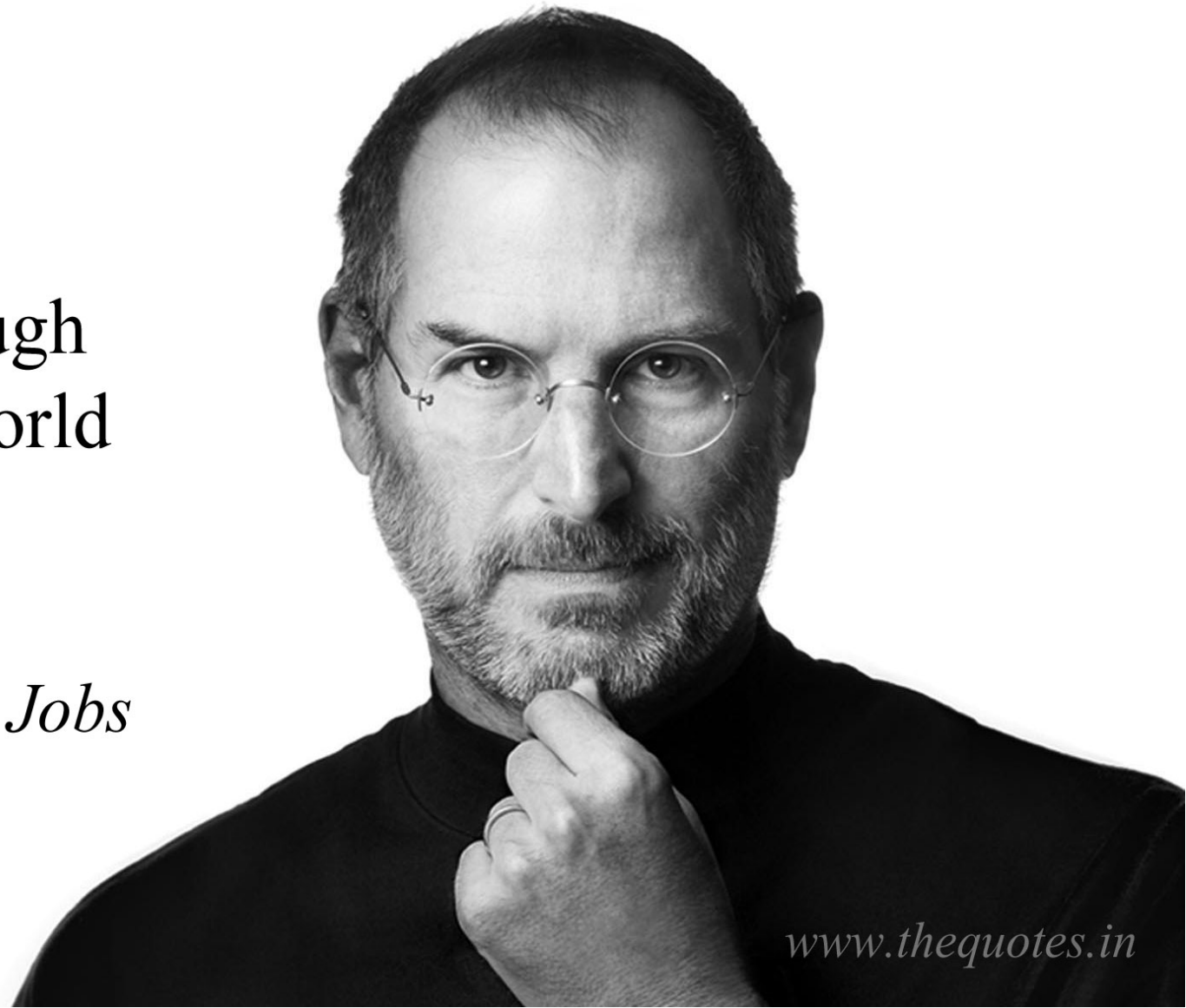
An inclusive culture contributes to innovation, economic, societal & human development ...

3 concrete actions to stop the STEM pipeline from leaking ...

One
Last
Thing

The people who are crazy enough
to think they can change the world
are the ones who do.

Steve Jobs



A full-page image of Rey from Star Wars: The Force Awakens. She is standing in a desert landscape under a large, bright sun. She is wearing her signature grey dress and has her brown staff slung over her shoulder. The background shows some desert structures and a cloudy sky.

**May the STEMinist force
be with you!**