

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

2021 UN Women
Asia-Pacific WEPs Awards
Regional Awardee Profile



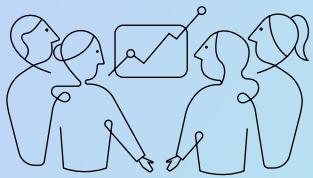
Winner

Intel Malaysia

Intel Malaysia

Country: Malaysia
Employees: 10,001+ employees
Industry: Semiconductor

Website
www.intel.com/content/www/us/en/homepage.html



against the world's critical challenges including climate change, the deep digital divide, lack of inclusion and the global pandemic. The RISE Strategy aims to proactively address challenges through four pillars: responsibility, inclusivity, sustainability, and creating an enabling environment. Harnessing an engineering mindset, Intel achieves its Intel RISE 2030 Inclusive Goals and Strategies by using data to inform decisions and share metrics transparently to drive accountability and deliver results across the company and industry.

Intel Malaysia has mobilized several initiatives to create an enabling and supportive environment that is inclusive of all current and future employees. One of its pillar strategies is focused around gender-inclusive hiring practices. To engage with and diversify future talent, particularly in an industry where women's representation is limited, Intel launched an annual women-led Penang Tech Dome Women in Zcience (WIZ) program, inspiring 100 girls yearly to pursue their interests in STEM. Additionally, Intel partners with women in the industry to mentor secondary school girls in the Penang Science Cluster (PSC) Girls in Engineering & Tech (GET) program.



AK Chong

Vice President, Manufacturing,
Supply Chain and Operations;
Managing Director of Intel Malaysia

About the Company

Intel is a global leader in the design and manufacture of semiconductors. It assists partners across industries and organizations to create industrial IoT solutions to enable systems of intelligence that power smart factories; develop intelligent transportation systems that streamline traffic management; and deliver state-of-the-art healthcare to improve patient outcomes. With its employees and customers, Intel aims to create a world of opportunities.

Gender-inclusive Strategies for Success

Intel Malaysia has a longstanding commitment to diversity and inclusion. Transparency is key to the company's gender-inclusive strategies, and Intel's leadership strives for workplace representation that mirrors the markets and customers it serves. In 2020, Intel launched the 2030 RISE Strategy to accelerate its progress

A dark blue document cover for the "2030 RISE: Inclusive Goals, Initiatives, and Global Challenges" strategy. The Intel logo is at the top left, and the title is at the top right. Below the title, there are sections for "GLOBAL CHALLENGE", "TECHNOLOGY INDUSTRY INITIATIVES", "OPERATIONAL AND SUPPLY CHAIN GOALS", and "Supplier Diversity". Each section contains specific goals and metrics.

By encouraging Intel's women employees to take up leadership positions, the company actively implements initiatives specific to career development and promotion. The Women Leadership Development (WLD) Steering Council promotes career development through mentorship programs such as Mentoring Circles and Pay It Forward, where dialogue on key learnings is encouraged between women at senior management levels and those in junior roles. Additionally, employees are encouraged to rotate jobs internally and to find short-term development projects via Intel's Talent Marketplace to upskill, enabling employees to build their business acumen and expand their network.

These initiatives, in addition to several others, have positively impacted Intel's progress in diversity and inclusion. Intel Malaysia achieved its Intel RISE 2030 Inclusive Goal of exceeding 40% representation of women in technical positions and is on track to double the number of women in senior and executive roles by 2030.



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No One-Size-Fits-All Approach

Intel recognizes that as women employees progress through life, their priorities may change, and there is no 'one-size-fits-all' approach when it comes to leveling the playing field at the workplace. Intel supports women talent through various life stages by continually enhancing gender-inclusive workplace policies and practices.

One such policy includes pay parity, a key metric used to measure D&I progress. In 2019, Intel achieved 100% gender pay equity globally by closing the gap in average pay between employees of different genders in the same or similar roles after accounting for business factors. Intel Malaysia has integrated Intel's global pay equity policy in its compensation practices. Based on a 2020 assessment from Intel's 2020-2021 CSR Report, "on average, women globally made \$1 for every \$1 men made."¹ Intel Malaysia exemplifies the same and continues to evolve its methodology by working with third-party experts to monitor and advance global pay equity.

Family-friendly benefits are instrumental to Intel Malaysia's inclusive strategies. New mothers benefit from a 90-day maternity leave, a policy that exceeds the standard 60-day government mandate for private sector companies.² With a paternity leave policy available for all male employees starting from the first day of employment at Intel, new mothers are further supported through Intel facilities including in-house clinics, lactation rooms, and designated parking. The company also provides generous maternity care coverage from pre-natal, childbirth, to post-natal care for employees or their spouses. Reimbursements are provided for expenses related to backup child/elderly care, and educational resources were also provided during the peak of the COVID-19 pandemic to assist with at-home learning and care when on-site facilities were closed.

Intel Malaysia will continue to evolve and keep its gender-inclusive workplace strategies current to attract, hire, retain, and advance women in technical and senior leadership roles globally.

- AK Chong, Vice President, Manufacturing, Supply Chain and Operations and Managing Director of Intel Malaysia

¹ <http://csrreportbuilder.intel.com/pdfbuilder/pdfs/CSR-2020-21-Full-Report.pdf> (page 46)

² This policy is being revised to align with the changes in the Employment Act beginning in 2023.

