

# 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



**AK Chong**

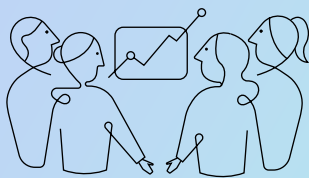
Vice President, Manufacturing,  
Supply Chain and Operations;  
Managing Director of Intel Malaysia

### Intel Malaysia

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

### Website

[www.intel.com/content/www/us/en/homepage.html](http://www.intel.com/content/www/us/en/homepage.html)



### 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

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.

**Intel RISE**  
2030 RISE: Inclusive Goals, Initiatives, and Global Challenges

**GLOBAL CHALLENGE:**  
Make technology fully inclusive and expand digital readiness.

**TECHNOLOGY INDUSTRY INITIATIVES:**

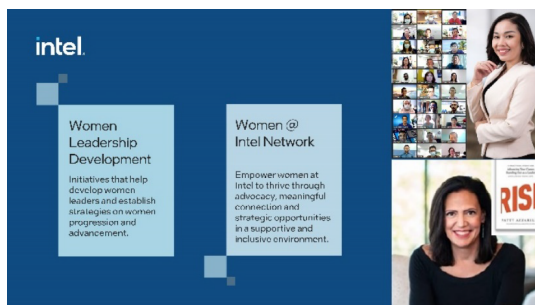
- Inclusion Index.** Drive full inclusion and accessibility across the technology industry by creating and implementing a Global Inclusion Index with common metrics to advance progress.
- Inclusive Pipeline.** Expand the inclusive pipeline of talent for our industry through innovative global education initiatives and STEM programs for girls and underrepresented groups.

**OPERATIONAL AND SUPPLY CHAIN GOALS:**

- Senior Leadership.** Double the number of women and underrepresented minorities in senior leadership roles.
- Technical Roles.** Exceed 40% representation of women in technical positions.
- Inclusive Leadership.** Ensure that inclusive leadership practices and accountability are embedded in our culture globally by creating and adopting an inclusive leader certification program.
- Accessibility and Disability Inclusion.** Advance accessibility and increase the percentage of employees who self-identify as having a disability to 10% of our workforce.
- Supplier Diversity.** Increase global annual spending with diverse suppliers by 100% (to \$2 billion).

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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***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.***

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

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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."<sup>1</sup> 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.<sup>2</sup> 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.

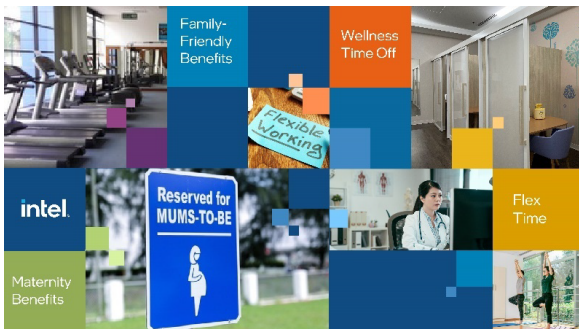
<sup>1</sup> <http://csrreportbuilder.intel.com/pdfbuilder/pdfs/CSR-2020-21-Full-Report.pdf> (page 46)

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

## Results and Sustainability

Intel Malaysia has seen a positive trend in women's progress at all levels of the organization. Shown in Intel's 2019-2021 workforce data, women represent 38% of the workforce, with 40% in technical roles and 40% in managerial and leadership positions. On promotion rates, women surpassed men for the first time in three years with senior women promotions at 25% compared to men at 18.5% in 2021.

While there is widespread support for building an inclusive workplace at Intel, a persistent challenge that exists is ensuring men do not see 'including women as excluding men.' In supporting women's advancement and progression, Intel continues to strive to ensure that women who advance in their careers are not perceived as being favored due to their gender, but due to the progress made towards addressing structural inequalities in the workplace. Key initiatives at support of breaking the gender bias include Intel's 'The Managers Matter Forum' and 'Inclusive Leader Series' that ensures leadership advocacy in creating gender-inclusive workplaces that encourages women's career advancements through conversations on best practices and commitment to taking action.



Looking ahead, Intel aims to continue its work in launching more women into senior leadership.

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*A key lesson learned from all the initiatives is realizing that there is no one-size-fits-all when it comes to leveling the playing field at the workplace. Intel strives to ensure support for our women employees through the different stages of their life and career.*

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

## Women's Empowerment Principles



High-Level Corporate Leadership



Treat all Women and Men Fairly at Work without Discrimination



Employee Health, Well-Being and Safety



Education and Training for Career Advancement




Enterprise Development, Supply Chain and Marketing Practices




Community Initiatives and Advocacy



Measurement and Reporting

 [asiapacificwepsawards.org](https://asiapacificwepsawards.org)

   [@unwomenasia](https://www.instagram.com/unwomenasia)

 [linkedin.com/showcase/weprinciples/](https://www.linkedin.com/showcase/weprinciples/)

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