

Congreso de Industriales: Fabricando Futuro

Cámara de Industrias de Costa Rica

Equidad de Género en el Mercado Laboral

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Perspectivas sobre equidad de género



50.5 % hombres
49.5% mujeres



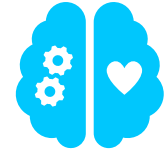
49.8% hombres
50.2% mujeres



15% cargos directivos³
14% dueñas de
empresas³
60% desempleadas¹



30% carreras STEM²
35% utiliza tecnología avanzada
11% egresadas técnicas
30% egresadas universitarias
28% egresadas con experiencia



15% analiza brechas
60% sin beneficios

Panorama complejo

3 995 millones de mujeres
versus
2 400 millones de mujeres

¿Por qué importa la diversidad?

- Es un tema de Derechos Humanos.
- Es una ventaja competitiva:
 - Nuevas perspectivas en los negocios.
 - Experiencia de vida para ser considerada.
- McKinsey indica hasta un 20% de probabilidad de mejorar el rendimiento de las organizaciones.
- Es una responsabilidad personal para el reto social.



Buenas prácticas para la equidad de género: el hoy

▪ Intel

- Es una historia de casi 3 décadas.
- Son parte fundamental de nuestros valores.
- Es un compromiso traducido en estrategia.
- Se extiende a nuestra cadena de suministros.
- Es una herramienta fundamental para la innovación.

▪ ¿Qué pueden hacer?

- El liderazgo debe asumir este compromiso.
- Fortalecer capacidades para integrar el tema de diversidad e inclusión.
- Habilitar oportunidades de manera transparente y justa.
- Cultura de cero tolerancia.
- Capacitación para toda la población.
- Establecer objetivos ambiciosos para elevar el estándar a través de iniciativas específicos.

Buenas prácticas para la equidad de género: el mañana

- Es un trabajo en conjunto.
- Trabajar el modelo de varias hélices.
- Sistemas correcto de gobernanza y visibilidad para el cierre de brechas salariales.
- Es un tema fundamental del negocio. La diversidad y la inclusión no es algo de un área específica.
- Seguir discutiendo el tema.
- Se estima que si las mujeres son parte activa de la economía mundial el PIB aumentaría en 28 billones de dólares para el 2025.

Fuentes Bibliográficas

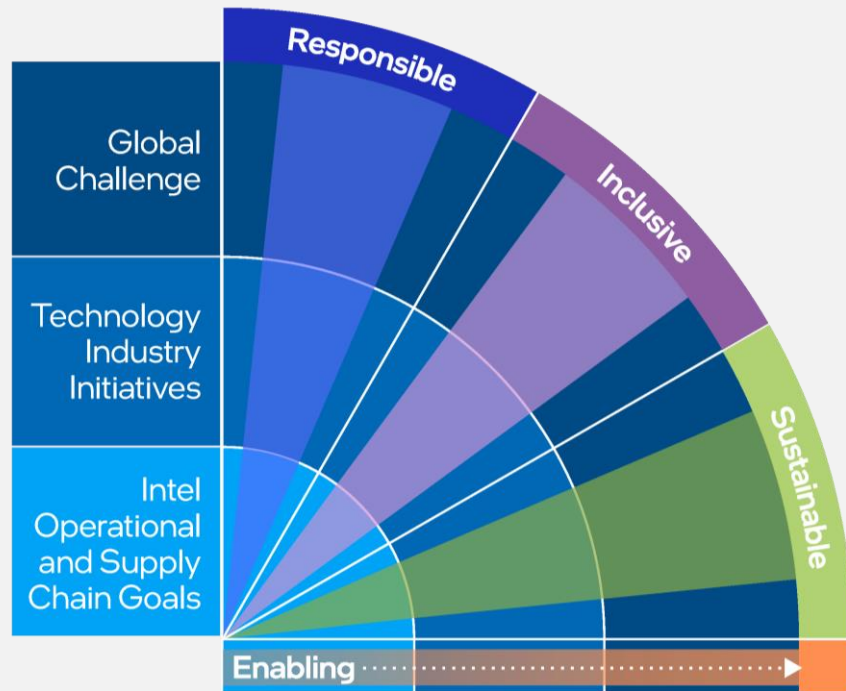
- ¹<https://estadonacion.or.cr/informes/>
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- ³[https://www.iadb.org/es/noticias/estudio-revela-alta-desigualdad-de-genero-en-empresas-de-america-latina-y-el-caribe#:~:text=Existen%20grandes%20brechas%20de%20g%C3%A9nero,Interamericano%20de%20Desarrollo%20\(BID\).](https://www.iadb.org/es/noticias/estudio-revela-alta-desigualdad-de-genero-en-empresas-de-america-latina-y-el-caribe#:~:text=Existen%20grandes%20brechas%20de%20g%C3%A9nero,Interamericano%20de%20Desarrollo%20(BID).)

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Comprehensive ESG Strategy: RISE

Intel's Purpose: To create world-changing technology that improves the life of every person on Earth



RISE is a unified 'One Intel' ESG framework that directly supports our purpose, creates value for our customers, and enables others to collectively solve key global challenges using the power of technology

Responsible

Lead in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain and beyond

Inclusive

Advance inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives

Sustainable

Be a global leader in sustainability and enable our customers and others to reduce their environmental impact through our actions and technology

Enabling

Through innovation technology and the expertise and passion of our employees, we enable positive change within Intel, across our industry and beyond

Corporate Responsibility at Intel: Recent Highlights and Impact



13 CONSECUTIVE
YEARS

On Ethisphere's list
of the world's most
ethical companies



Tripled

The membership in
Alliance for Global
Inclusion, since
launch in 2021



93% RENEWABLE
ELECTRICITY

globally, including 100% in U.S.,
Europe, Israel, Malaysia and
nearly 100% in Costa Rica
operations in 2022



~1,010,000
HOURS

Volunteered by
Intel employees and
retirees in 2022



\$ 2.2

BILLION SPENT

With diverse-owned suppliers;
Achieved RISE 2030 Goal
eight years early



**Net Positive
Water**

In the U.S. and India

Corporate Responsibility at Intel | Report Highlights



Responsible

- Continued to expand our work on responsible minerals sourcing
- As a result of our efforts, suppliers in our global supply chain have returned more than \$26 million in fees to their workers.
- Issued further transparency around our Responsible AI pillars

Inclusive

- Achieved our 2030 RISE goal to double annual spending with diverse suppliers* to \$2B 8 years ahead of schedule (\$2.2B annual spend in 2022)
- Tripled membership in the Alliance for Global Inclusion since it launched and kicked off the second Inclusion Index in October 2022

Sustainable

- 93% of global electricity from renewable sources with 100% renewable electricity achieved in US, EU, Israel, and Malaysia in 2022
- Achieved net positive water in US and India in 2022
- Reduced S1 and S2 GHG emissions 4% against 2019 baseline

Enabling

- **1 million+ volunteer hours** by employees and retirees
- Link a portion of our executive and employee **compensation to various ESG metrics – and have done so since 2008**

*We recognize certified diverse suppliers as businesses that are at least 51% owned, operated, and controlled by any of the following categories: women; minorities as recognized by the country or region where the business was established; veterans/military service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons with disabilities. While Intel recognizes these categories, they may vary in accordance with local law.

RISE | Inclusive | Progress Through 2022

Advance diversity and inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives



Product, Ops & Supply Chain

- Representation of US URM senior leaders increased 14.9% from 444 in 2021 to 510 in 2022
- 4.9% of Intel's US workforce self-identified as having a disability in 2022, up from 3.8% in 2021, a year-over-year increase of 1.1%
- Exceeded \$2.0 billion annual spending with diverse suppliers meeting our RISE goal ahead of schedule



Industry Initiatives

- Tripled membership in Alliance for Global Inclusion, which committed inclusive leadership training to be obtained by CEO staff by 2025 and 5%+ employees to be hired from nontraditional pathways by 2030
- Scaled programs and collaborations to bridge the gap in STEM fields, including our work with [#AlforWomenInitiative](#)



Global Challenges

- Launched Intel-wide Accessibility Innovation Campaign resulting in ~170 crowdsourced assistive tech ideas from across the globe
- We scaled our digital readiness programs by working with more than 27 governments with more than 50 public-private collaborations, enabling 23,000 institutions and training more than 4 million people.



Inclusion

At Intel we recognize and respect the worth and dignity of every employee. We strive to build a fair system, allowing each of us to contribute at our full potential. We promote and sustain a sense of belonging, valuing diverse talents, beliefs, backgrounds, and experiences to help Intel win.

