



Woman in the Energy Workforce and Leadership Roles

13 June 2023

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PT PLN (Persero)

AKHLAK

The New PLN 4.0,
Unleashing Energy and Beyond



Gender equality is mainstreamed through policies, ESG governance, and guidelines

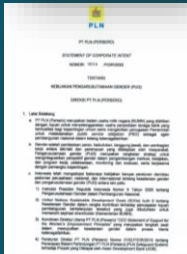


Policies dan regulation

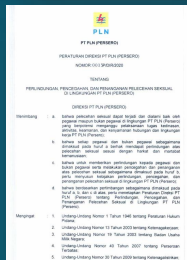
CEO of PLN has a strong commitment on gender equality through *Statement of Support for the Women's Empowerment Principle* (2021)



Statement of Corporate Intent on gender mainstreaming has been established (2022)

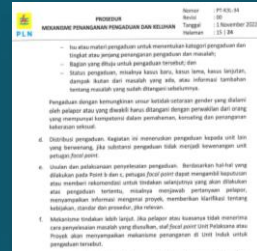


Director Regulation on sexual harassment protection, and management had been issued in 2020.



Manual dan procedures

Environmental and Social Management System as manual to implement safeguard requirements including gender criteria



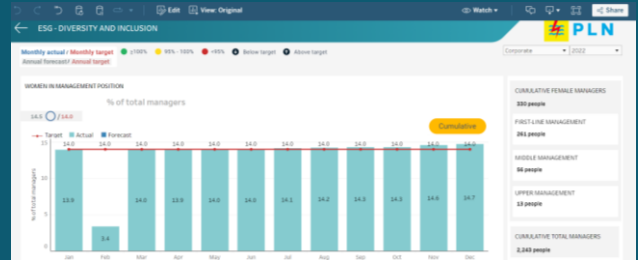
Grievances related to gender issues is regulated on *Grievance Redress Mechanism Procedure*

Procedures are prepared to implement gender mainstreaming across PLN operational units



Gender criteria on ESG

Women representatives on managerial position is one of KPIs on ESG (Diversity and Social Inclusion)



ESG Framework states commitment and target to mainstream gender such as improving childcare and lactation facilities, training on gender issues, awareness on sexual harassment



Gender Equality is mainstreamed through a PLN policy¹ elaborated in 13 focus areas



1. To realize a broad understanding of gender equality throughout PLN Group
2. To ensure PLN policies and programs support Human Rights, non-discriminative, gender inclusive
3. To improve the equality of women's participation
4. To ensure men and women employees have equal access and opportunities
5. To optimize the role and participation of men to support women empowerment
6. To ensure capacity building for all gender
7. To plan, provide budget, implement a comprehensive gender mainstreaming programs
8. To implement business development, supply chain, and marketing related to gender empowerment
9. To ensure equal remuneration
10. To ensure equal access in all project cycles
11. To ensure health and safety for all gender
12. To minimize the gender-related risks of business activities and its unintended impacts
13. To provide gender-responsive facilities and infrastructures

What PLN Do to Support Gender Equality



PLN lead the way in promoting gender equality and employee wellbeing in the workplace. Every employee has an equal opportunity to develop a career based on competency considerations and performance assessments. Two of our nine Board of Directors are female and more than 15% of our senior management level are woman leaders.



PLN guarantees equality in the recruitment process, and that it is carried out free from gender bias. We ensure that there are no restrictions for female candidates to be included in any selection process to fill vacant management or senior positions and increase the number of female talents to be recruited, especially in areas where the number of women is still small.



Employment relations in PLN are built with respect to human rights. We assure a zero percent gender pay gap between male and female in remuneration, guarantees female employees' rights to return to work at the same position or equivalent after completing maternity leave, and facilitates the needs of female employees who carry out double roles as mothers and as workers.



PLN also has its eyes set on the building upon its existing empowerment program, which will pave the way for people with disabilities to join the company through our recruitment program. We recruit new employees that take place transparently, without discrimination on gender or from other diverse backgrounds.

CEO Statement of Support for the Women's Empowerment Principles

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.

CEO Name: ZULKIFLI ZAINI

CEO Signature: 

Name of the company: PT PLN (PERSERO)

Date: 10 September 2021

CEO Statement of Support for the Women's Empowerment Principles

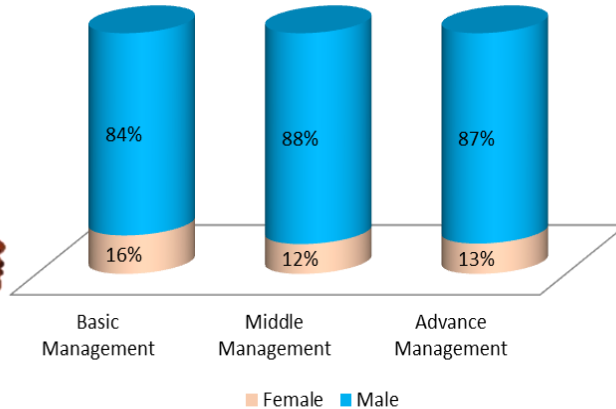
“ We encourage women at PLN to have skills that support their work and roles in the family and society, and believe that they are important and valuable to the company. I believe that modern women today can work and perform optimally in their respective workplaces ”



United Nations Global Compact



Composition of Management by Gender in PLN



Woman Management this current year :

- Advance Management 13% (14 person)
- Middle Management 12% (56 person)
- Basic Management 16% (264 person)



PLN assures to prevent and protect on sexual harrasment¹



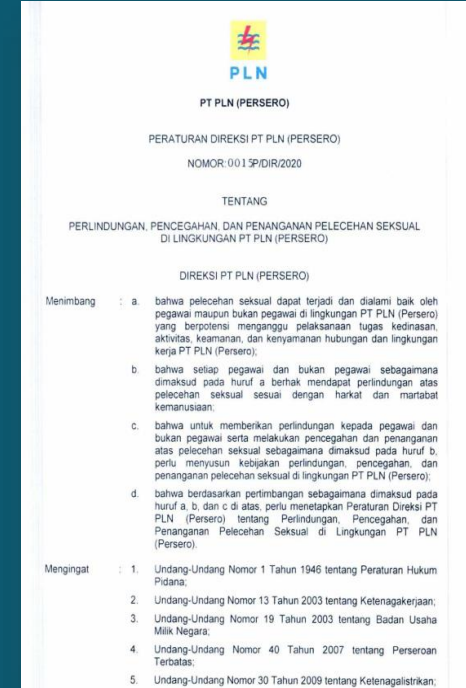
Objectives

1. Provide protection for employees and non-employees for sexual harassment
2. Preventing sexual harassment. Recovering employees and non-employees who have experienced sexual harassment
3. Fostering awareness, understanding, and culture of human dignity
4. Creating a professional, safe and comfortable relationship and working environment for PLN for employees and non-employees in carrying out their official duties and activities



Scope

- a. Protection and prevention of sexual harassment
- b. Forms of sexual harassment
- c. Reporting of sexual harassment
- d. Victim recovery
- e. Imposition of sanctions
- f. Monitoring and evaluation
- g. Mechanisms for dealing with sexual harassment



¹PLN Director Regulation - 2020

PLN forms Srikandi

task force to empower women and build gender equality through Director Decree in 2021



Women Empowerment Strategy



1. To analyse policies related to women's empowerment
2. To provide recommendations to management for improving women's empowerment policies and programs
3. To establish strategic programs for women's empowerment

Women Empowerment Learning and Development



To provide, organize, evaluate, and report on learning and development programs for women's empowerment

Women Empowerment Communication and Public Relation



1. To be spokesperson as Srikandi task force for internal and external stakeholders
2. To document and publish policies, programs and activities that promote women's empowerment
3. To manage information and communication media



PT PLN (PERSERO)

KEPUTUSAN DIREKSI PT PLN (PERSERO)

NOMOR : 0135 /K/DIR/2023

TENTANG

PERUBAHAN ATAS KEPUTUSAN DIREKSI PT PLN (PERSERO)
NOMOR 0136.K/DIR/2022 TENTANG PEMBENTUKAN TIM GUGUS TUGAS
SRIKANDI PT PLN (PERSERO)

DIREKSI PT PLN (PERSERO)

- Menimbang :
- a. bahwa dalam rangka mewujudkan komitmen dalam menciptakan lingkungan kerja yang kondusif terhadap pengembangan peran dan talenta wanita di lingkungan PT PLN (Persero), telah diterbitkan Keputusan Direksi PT PLN (Persero) Nomor 0136.K/DIR/2022 tentang Pembentukan Tim Gugus Tugas Srikandi PT PLN (Persero);
 - b. bahwa sehubungan dengan adanya arahan dan dukungan Direktur Utama terhadap perbaikan struktur dan susunan keanggotaan dalam Tim Gugus Tugas Srikandi PT PLN (Persero), perlu dilakukan penyesuaian Tim Gugus Tugas Srikandi PT PLN (Persero) sebagaimana dimaksud pada huruf a;
 - c. bahwa berdasarkan pertimbangan sebagaimana dimaksud pada huruf a dan huruf b di atas, perlu menetapkan Keputusan Direksi PT PLN (Persero) tentang Perubahan atas Keputusan Direksi PT PLN (Persero) Nomor 0136.K/DIR/2022 tentang Pembentukan Tim Gugus Tugas Srikandi PT PLN (Persero).
- Mengingat :
1. Undang-Undang Republik Indonesia Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara;
 2. Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas;
 3. Undang-Undang Republik Indonesia Nomor 30 Tahun 2009 tentang Ketenagalistrikan;
 4. Undang-Undang Republik Indonesia Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Republik Indonesia Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;

Srikandi empowers and enhance women capabilities



He for She Program

Men support Women (IMPACT Champion)



Empowering Program

Coaching & Women Capacity Building



Advance Community for Women

Diversity & Inclusion Forum



Responsibility

Leaders Commitment & Action



Trustworthy

Building credibility of women in workplace and home

STRONGER THAN BEFORE



STB-1 Webinar & Capacity Building



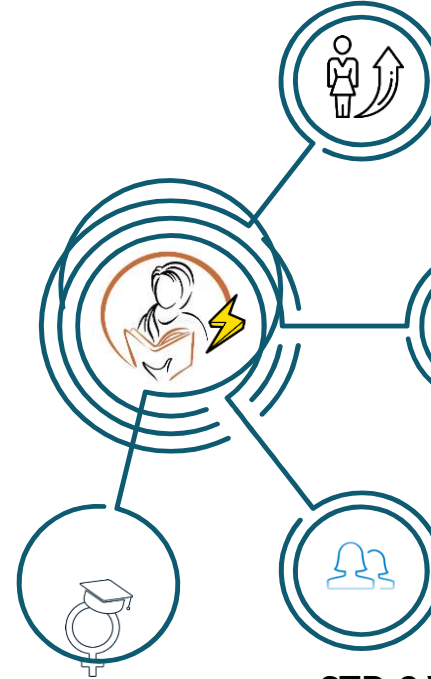
- IGNITION 1.0: Webinar Platform
- IGNITION 2.0: MASTERCLASS Platform: Learning Topic: Women in STEM, Partnership with USAID
- ASIA Women Summit (for ASIA Women in Electricity Industry)

STB-2 Capacity Building



Partnership with ADB

- Gender Up-skilling: Gender Equality Awareness Training
- PLN Female Bootcamp: Women Leadership Program for PLN Top Youth Female Employees
- PLN Group Women Summit



STB-2 Women Support

Scholarships

Scholarship to continue their education to a higher level

Coaching & Mentoring
Program: Woman supports
Woman, He for She Program

Women is involved and empowered to improve gender mainstreaming towards energy transition programs



Upper Cisokan Pumped Storage (project loan)

- Women staff increased from 5% in 2021 to 20% in 2025, specifically for the technical staff
- Gender risk and impact mitigation during project development

1



Result Based-Lending (RBL)/Electricity Grid Development Program-- Kalimantan, Maluku, Papua

- Poor households provided with PLN electricity by 2024 (112,428 households): at least 10% of households to be headed by women
- Pilot community-based training for Solar PV maintenance by remote monitoring to the units and community with a minimum of 30% female participants
- Education workshop to customers related to the safe and productive energy use with a minimum of 30% female participants for each workshop

2

3



Sustainable and Reliable Energy Access Program — Western and Central Java

- Minimum 11,038 PLN staff trained (at least 23% of those trained are women) nationwide demonstrate improved understanding and application of emerging technologies
- Participants (at least 30% women) in the consumer education workshops in PLN units demonstrate increased knowledge on safe and productive energy use



PLN