GENDER MAINSTREAMING IN POWER SYSTEM OPERATOR: PLN CONTEXT

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• PLN’s company profile
• Transition energy initiatives
• Gender mainstreaming in PLN
PLN Company Profile

**Company name**
PT Perusahaan Listrik Negara (Persero)  
*Translated : State Electricity Company*

**Line of business**
End to end Electricity business; Generation, transmission, distribution, retail and other electricity related services throughout Indonesia’s archipelago

**Total customers***
85.6 million

**Total asset***
IDR 1,638 Trillion / USD 109 Billion

**Installed Capacity***
69 GW

**Number of employees***
51,477 employees (PLN Group)

*Note: As of 2022
PLN has been focusing on energy transition initiatives and currently has the greenest RUPTL* which is already planned until 2030 with a total project value of USD ~47 billion+

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<tr>
<th>Projects under RUPTL until 2030</th>
<th>Scale</th>
<th>Investment required** (in Bn USD)</th>
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<tbody>
<tr>
<td>Additional renewable baseload</td>
<td>~15.7 GW</td>
<td>PLN: 12, IPP: 18, Total: 29</td>
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<tr>
<td>Green enabling transmission and distribution lines</td>
<td>~5,986 Kmc</td>
<td>PLN: 13, IPP: 13</td>
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<td>Dedieselization</td>
<td>~1 GW</td>
<td>PLN: 1, IPP: 2, Total: 4</td>
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<td>Additional variable renewable energy (VRE)</td>
<td>~5.2 GW</td>
<td>PLN: 13, IPP: 13</td>
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Total Investment required |
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<td>PLN: 26, IPP: 21, Total: 47</td>
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* Rencana Usaha Penyediaan Tenaga Listrik (Electricity development plan)
** scale and investment above exclude fossil fuel projects
In the context of financing energy transition, PLN has been working on ESG rating improvement, including gender mainstreaming program. Gender as part of ESG rating indicator. ESG rating improvement is a key to increase access to low-cost financing and ESG linked loan. To fulfil Disbursement Linked Indicator (DLI) target or program-based loan. To meet safeguard requirements.
PLN high level management commitments on gender mainstreaming initiatives through leadership, policy, infrastructure and programs

“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.”

PLN CEO’s statement of support for the Women’s Empowerment principles

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Leadership

Policy

Infrastructure

Programs
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- **Statement of Corporate Intent on gender mainstreaming policy** that aims to ensure sustainable corporate practices including equal access for leadership, remuneration and equality of women participation in decision making positions.
- **BOD Directive on Protection, Prevention and Treatment of Sexual Harassment.**
- **Gender mainstreaming procedures.**
- **Frameworks**: ESG, sustainability financing, green financing, sustainability linked financing.

- **a new Division formed, Energy Transition and Sustainability**, that responsible for ESG implementation, including women empowerment and gender mainstreaming programs.
- **Employee Assistance Center (EAC) as tools/channel to report sexual harassment incident.**
- **BOD Directive on work facilities and infrastructure that stipulates standard for work facilities, including lactation and childcare facilities.**
- **Srikandi PLN**, a task force that formed to assist organization to ensure the implementation of women empowerment program.
- **Gender mainstreaming policy analysis and recommendation.**
- **Training, Formal education, Capacity building.**
- **Corporate culture program to improve gender mainstreaming awareness.**
- **Outreach program: guest lecture at universities across Indonesia.**
- **Social responsibility that targeted women community.**
PLN has in-house training held by PLN corporate university to improve technical and soft skills, including leadership. In addition, PLN has partnerships with organizations in 33 countries, including ADB, G-PST, NREL and USAID

**PLN Corporate University** had over 206,000 participants for the in-house trainings in 2022 and **20% of the participants are women.**

1. **Gender Up-skilling:**
   - Gender Equality Awareness Training
2. **PLN Female Bootcamp:**
   - Women Leadership Program for PLN Top Youth Female Employees
3. **PLN Group Women Summit**
4. **Asia Women Leadership Program**

1. **Power System sharing sessions**
2. **Self-Empowerment and The Self-Empowerment and Equity for Change Initiative (SEE Change) training**
3. **Empowered Employee Trainer Certification for NREL G-PST**
4. **USAID’s Workforce Gender Equality Accelerated Training**
PLN Cooperation with GPST

1. Self-Empowerment and The Self-Empowerment and Equity for Change Initiative (SEE Change) training
   • Attended by 8 participants from PLN, 2 of the participants was PLN’s internship program participants in CAISO.
   • Housed in the Department of International Health at the Johns Hopkins Bloomberg School of Public Health, SEE Change is led by Anita Shankar, PhD, an associate scientist in International Health at the Bloomberg School.

2. Empowered Employee Trainer Certification for NREL G-PST
   • Attended by 2 participants from PLN, is an advance course of SEE Change Training.
   • Also delivered by Anita Shankar, PhD.

3. USAID’s Workforce Gender Equality Accelerated Training
   • Attended by 15 participants, representatives and talent development Division.
   • In Vienna, Austria from November 14th - November 19th, 2022.
PLN Cooperation with G-PST: Webinar of Power System Sharing Series
Webinar PLN IGNITION: #womenseries

International Women’s Day Conversation on Women and Leadership in Time of Crisis

#STRONGERTHANBEFORE

RABU, 17 MARET 2021
15.30 - 17.00 WIB
Women summit and webinar series
PLN is committed in formal education, short courses and internship for woman employees

PLN has a scholarship program for employees to pursue higher education or to gain specific skillset through short courses. There is also internship program available to attain knowledge and skills from benchmarks.

32%* of woman employees got the opportunity to take part in the program.

*) From Total PLN Employees Learning Assignment 2010-2021
Gender risk and impact mitigation during project development is one of PLN financing’s safeguard in upper Cisokan pump storage

Potential impact (during construction)

• Risk of exclusion, additional hardship on women
• Health and safety risks from labor influx (including sexual harassment risk)
• Loss of land or restricted to have an access
• Waterborne diseases (i.e. pregnant women could be more vulnerable)
• Lack of information about the project and its impacts

Gender Action Plan

• Meaningful consultation with only women's groups on economic empowerment program projects
• Strategic engagement with women's groups
• Community meetings that involve and consider women's needs and aspirations
• Increase knowledge of and access to jobs and opportunities in projects
• Increasing women's knowledge regarding the migration process
• Household energy use in the project area
• Increasing access to Health and Education facilities for women
• Education for women in rural/isolated areas
• Awareness for women (and men) regarding Gender based Violence and sexual harassment.
Disbursement linked indicators for Result Based-Lending (RBL) from ADB boost gender targeted program

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**.

Sustainable and Reliable Energy Access Program — Western and Central Java

Participants (at least **30% women**) in the consumer education workshops in PLN units demonstrate increased knowledge on safe and productive energy use
Concluding remarks

1. Energy transition requires huge capital, global support and collaboration are essential to support energy transition initiatives.

2. Energy transition efforts require specific attention to “just” element (inclusivity), which include gender aspect (both affected and contributor).

3. Sharing practices in gender mainstreaming in various institutions would benefit corporation as PLN.

4. Support from global community, including financial and multilateral institution such as ADB and USAID is a key to promote and boost gender mainstreaming initiatives.

5. PLN will continue to push gender mainstreaming program within corporation, nationally and globally.
THANK YOU
Terima kasih