



Mainstreaming Gender: The case of Indonesia's State Electricity Company (PLN)

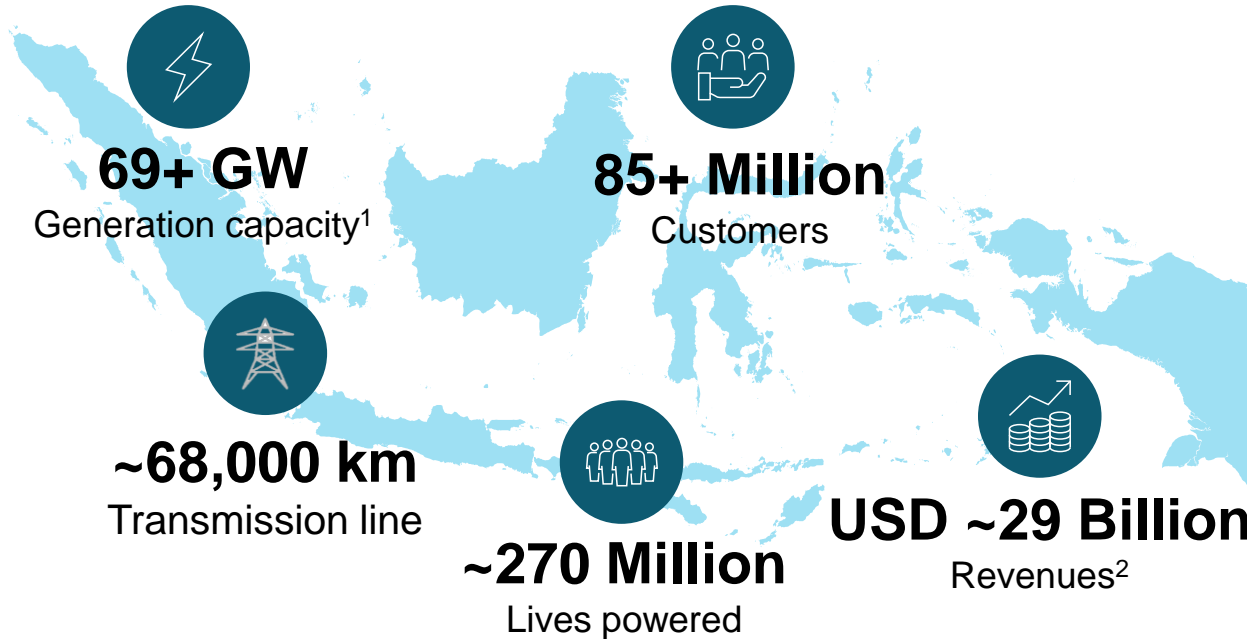
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PLN will continue to power millions of lives in Indonesia while embarking on a journey towards sustainability

DRAFT – FOR DISCUSSION



1. Including Independent Power Producers
2. 2022 Consolidated Financial Statements of PLN, equivalent to 441 Tn IDR



PLN is on a journey to become a clean power company

PLN will ensure that social impact will be created throughout its journey

PLN to ensure sustainable good corporate governance in the execution

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



Policies and regulation

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



Statement of Corporate Intent No 0056.P/DIR/2023 on gender mainstreaming has been updated (2023)

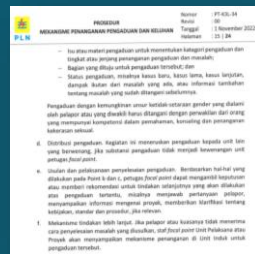


BOD Regulation no 0015.P/DIR/2020 on sexual harassment protection, prevention, and management



Manual and procedures

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



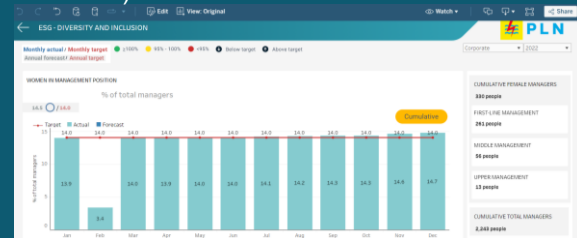
Grievances related to gender issues is regulated on Grievance Redress Mechanism Procedure

Procedures are being prepared to implement gender mainstreaming across PLN operational units



Gender is a part of monitored KPIs

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



Women in nominated talent is one of the corporate KPIs on Talent Management

E	Pengembangan Talenta				
14	Pengembangan Talenta Pegawai	S	-	%	9
	a. Talenta milenial (<=42 tahun)			%	22
	b. Perempuan dalam nominated talent			%	22

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



Women are involved and empowered to improve gender mainstreaming towards energy transition programs – PLN to launch Gender Academy on 14 December 2023



Upper Cisokan Pump Storage Hydro (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



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



Sustainable and Reliable Energy Access Program — Western and Central Java

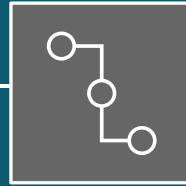
- Minimum 11,038 PLN staff trained (at least 23% of those trained are women) nationwide demonstrate improved understanding and application of emerging technologies
- Participants (at least 30% women) in the consumer education workshops in PLN units demonstrate increased knowledge on safe and productive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

Next steps



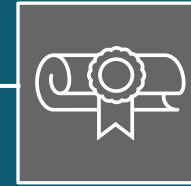
GENDER EQUALITY BENCHMARKING

PLN will conduct benchmarking of gender mainstreaming implementation with relevant organizations and evaluate gender mainstreaming achievements within PLN group.



GENDER ROADMAP

Prepare a roadmap to address emerging needs prioritizes for both men and women



EDGE CERTIFICATION

To advance PLN's dedication on promoting gender equality and fostering an inclusive workplace



PLN