

# KONTRIBUSI PERTAMINA MENDUKUNG TPB TUJUAN 5 KESETARAAN GENDER

***PERTAMINA'S CONTRIBUTION TO SUPPORT  
SDGs GOAL 5 GENDER EQUALITY***

**F**akta bahwa Perserikatan Bangsa-Bangsa telah memperingati Hari Perempuan Internasional 2021 dengan *“Women in Leadership: Achieving an equal future in a COVID-19 world”* memperlihatkan bahwa inisiatif kesetaraan *gender* dan pemberdayaan perempuan semakin mendapat perhatian khusus berbagai organisasi secara global, tidak terkecuali Pertamina.

Dukungan Pertamina untuk TPB (Tujuan Pembangunan Berkelanjutan) Tujuan 5 Kesetaraan Gender sebagai salah satu dari 10 prioritas TPB tercermin melalui implementasi LST (Lingkungan, Sosial, Tata Kelola) yang telah dijalankan perusahaan. Pertamina memastikan tidak adanya batasan bagi kandidat perempuan untuk diikutsertakan dalam setiap proses seleksi untuk mengisi posisi manajemen atau senior yang lowong, menaikkan jumlah talenta perempuan untuk direkrut terutama

**T**he fact that the United Nations has made 2021 'International Women's Day about *“Women in leadership: Achieving an equal future in a COVID-19 world”* pays heed to the fact that gender equality and women empowerment initiatives are increasingly receiving special attention from various organization globally including Pertamina.

*Pertamina's support for the SDGs (Sustainable Development Goals) Goal 5 Gender Equality as one of the 10 SDGs priorities is reflected in the implementation of ESG (Social Environment Governance) program that has been carried out by the company. Pertamina ensures that there are no restrictions for female candidates to be included in any selection process to fill vacant management or senior positions, increase the number of female talents to be recruited, especially in areas where the number of women is still small, prepare facilities for breastfeeding*



di area yang jumlah perempuan masih sedikit, menyiapkan fasilitas untuk ibu menyusui dan *childcare* di kantor, kebijakan cuti ibu hamil dan melahirkan, dan kebijakan *paternity leave* bagi pekerja laki-laki yang istrinya baru melahirkan.

Sampai dengan akhir tahun 2020, ada 131 pekerja perempuan yang menduduki jabatan di tingkat manajer ke atas, atau 16% dari total pekerja di tingkat manajemen. Angka ini meningkat 5% dari tahun sebelumnya yaitu 11%. Selain itu, saat ini terdapat 2 BoD perempuan di antara 6 orang BoD, atau sekitar 33,33% dari total BoD. Angka tersebut telah melampaui target 15 persen porsi pimpinan perempuan di BUMN yang ditetapkan oleh Kementerian Badan Usaha Milik Negara (BUMN) untuk direalisasikan pada 2021.

Selain inisiatif di internal perusahaan, Pertamina turut berkontribusi pada berbagai program pemberdayaan

*mothers and childcare in the office maternity leave policy, and paternity leave policy for male workers whose wives have recently given birth.*

*By the end of 2020, 131 female employees held managerial positions (manager and above) or 16% of total employees at the management level. This figure was an increase of 5% from the previous year which was 11%. Furthermore, currently, there are 2 women out of 6 members of BoD or around 33.33% of BoD members. This figure has exceeded the target of 15 percent of the share of female leadership in State-Owned Enterprises set by the Ministry of State-Owned Enterprises to be realized in 2021.*

*In addition to initiatives within the company, Pertamina also contributes to various women's empowerment programs through CSR (Corporate Social Responsibility) programs to improve the*

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perempuan melalui program CSR (*Corporate Social Responsibility*) untuk peningkatan ekonomi, kesehatan, dan pendidikan perempuan, termasuk kerja sama dengan IWAPI (Ikatan Wanita Pengusaha Indonesia) berupa pinjaman usaha senilai Rp8,5 miliar untuk 55 UMKM perempuan, serta bantuan untuk 1.500 perempuan melalui kelompok pemberdayaan perempuan ekowisata Laut labuhan.

Upaya Pertamina untuk mengembangkan inisiatif kesetaraan gender (keragaman dan inklusif) dan pemberdayaan perempuan pun semakin diperkuat melalui pembentukan PERTIWI (PERempuan Pertamina Tangguh Inspiratif Wibawa Integritas) pada tanggal 21 April 2021 yang mengusung program-program diantaranya peningkatan kemampuan pekerja Pertamina (*cross-exposure mentoring, webinar series, sharing session*), persiapan kader pemimpin di Pertamina (*Coaching for Aspiring Female Leaders, Focus Group Discussion, dan PERTIWI Award*), dan kontribusi sosial baik nasional maupun global melalui pengembangan *womenpreneur, beasiswa, voluntary days*, serta eksternal dan internal *partnership*.

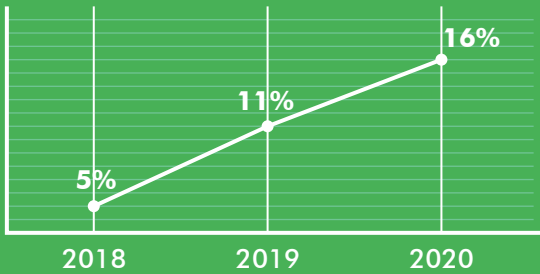
Semua inisiatif yang telah dilakukan Pertamina diharapkan akan semakin membantu perusahaan dalam hal pengembangan *talent*, performa dan kinerja dari perusahaan,serta sinergi internal dan eksternal untuk mendukung implementasi LST dan TPB. ▀

*economy, health, and education of women, including cooperation with IWAPI (Indonesian Entrepreneurs Association) in the form of business loans worth IDR 8.5 billion for 55 MSMEs for women, as well as assistance for 1500 women through women's empowerment groups for Ecotourism in Laut Labuhan.*

*Pertamina's efforts to develop gender equality initiatives (diversity and inclusion) and women's empowerment have also been strengthened through the formation of PERTIWI (PERempuan Pertamina Tangguh Inspiratif Wibawa Integritas) on April 21, 2021, which carries out programs including increasing the capacity of Pertamina's employees (cross-exposure mentoring, webinar series, sharing sessions), preparation of leadership cadres at Pertamina (Coaching for Aspiring Female Leaders, Focus Group Discussion, and PERTIWI Award), and social contributions both nationally and globally through the development of womenpreneur, scholarships, voluntary days, as well as external and internal partnerships.*

*All initiatives that have been carried out by Pertamina are expected to further assist the company in terms of talent development, company performance, and internal and external synergies to support the implementation of ESG and SDGs. ▀*

By the end of 2020, 131 female employees held managerial positions or **16%** of total employees at the management level (manager and above). This figure was an **increase of 5%** from the previous year.



The fact that the United Nations has made 2021's International Women's Day about 'Women in leadership: Achieving an equal future in a COVID-19 world' pays heed to the fact that gender equality and women empowerment initiatives are increasingly receiving special attention from various organization globally, including PERTAMINA.



## PERTIWI Formation (PERempuan Pertamina Tangguh Inspiratif Wibawa Integritas)

### PERTIWI Vision & Mission:

1. Encouraging the equality of female officers by increasing their abilities and preparing a cadre of leaders to contribute to society, companies and the world
2. Creating gender equality in the work environment and career development
3. Building leadership skills in preparing future leaders and supporting the achievement of corporate and Ministry of SOE's targets at the national and global levels
4. Increase internal and external synergy to support the implementation of ESG and SDGs
5. Optimizing the contribution of female officers in creating a prosperous social environment

### PERTIWI's Program:

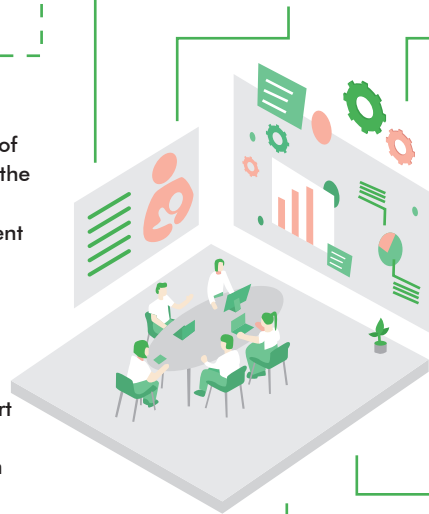
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2. Preparation of leadership cadres at PERTAMINA
3. Social contributions both nationally and globally through the development of womenpreneur, scholarships, voluntary days, as well as external and internal partnerships



**Childcare Facility** in Head Office & **28 Breastfeeding Facilities** in Pertamina Group



**2 women out of 6** members of **BoD** or around **33.33%** of BoD members.



**Increase member of female talents and no restriction for female candidates in any selection**



Assistance for **1500** women through **women's empowerment groups** for Ecotourism in Laut Labuhan

Business loans worth **IDR 8.5 billion** for **55 MSMEs** for women