

Takshow Women Dare to Take a Role
PETROKIMIA GRESIK AND SOEs SRIKANDI
PROMOTE WOMEN'S PARTICIPATION IN THE TOP MANAGEMENT LEVEL

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The number of female employees occupying grade three and above or in managerial positions at [Petrokimia Gresik](#) continues to increase every year. This is proof that during its 50 years of existence, Petrokimia Gresik has always provided opportunities for women to contribute more and have a professional career.

This was conveyed by the Director of Operations & Production of Petrokimia Gresik, Digna Jatningsih when She was one of the speakers in the Srikandi BUMN Talkshow entitled "Perempuan Berani Ambil Peran" or Women Dare to Take Roles which was held virtually, earlier this week.

Digna said this increase was in line with the program of the Minister of SOEs of the Republic of Indonesia, Erick Thohir, who continued to encourage the increasing role of women at the top management level of SOE companies. To make it happen, Petrokimia Gresik has recruited female talents who are prepared to fill top management positions .

"The presence of women in top management can give a different perspective. That is why inclusivity is very important in a company, especially for a leader position , in order to create a decision or policy that is more comprehensive or holistic in nature," said Digna.

This was agreed by the Director of HR, Governance & Risk Management of [Pupuk Indonesia \(Persero\)](#), Tina T. Kemala Intan who is also the Head of SOEs Srikandi. She revealed, based on a study, in the business world that has gender diversity in the position of directors, the company's performance is proven to be higher than those that do not have gender diversity in the position of directors.

"Therefore, Srikandi of SOEs together with the Ministry of SOEs are trying to create a comfortable world of work for women, especially in the scope of SOE," said Tina.

She further explained that the Ministry of SOEs last year targeted female SOE directors to reach 15 percent and this year it will increase to 20 percent. According to him, in most companies, the higher the position, the fewer women occupy it. Therefore, this policy is an effort to increase the number of women who occupy top leader positions .

"In terms of policies and opportunities already exist, now it's just a matter of how women in SOEs must continue to improve their competencies and skills so they can improve their careers professionally," said Tina.

In terms of national policy, Daily Implementing Assistant to the Deputy for Gender Mainstreaming for Economic Affairs, Ministry of Women's Empowerment and Child Protection Helsyanita explained, promoting gender equality is one of the national development strategies. The government in the medium term plan has a program called Gender Mainstreaming. This will be the foundation in every development in all fields.

"Gender equality is currently one of the goals of sustainable development. Therefore, the business world must view its employees as the most valuable asset for the sustainability of the company. The empowerment of women workers has also been proven to have a direct impact on the success of the company's business processes," he said.

Meanwhile, Gresik Deputy Regent, Aminatun Habibah revealed that the issues that surfaced within the Gresik Regency Government were women's courage to appear and also their competence.

"Those two things are not an option, so both must be owned," said Bu Min, the nickname of the Deputy Regent of Gresik.

Regarding the mindset that still thinks that women are behind the scenes, Bu Min does not deny that it still exists in society, especially in the regions. However, she believes that with the socialization of Gender Mainstreaming, a common understanding will emerge and how women can take the opportunities that exist.

"Therefore, support from family is also an important factor that encourages women to participate or contribute more in a field," said Bu Min.

Within the Gresik Regency Government itself, Bu Min said that she and the Gresik Regent continue to encourage women to be able to take part in the government. He targets a portion of up to 30 percent.

"When we appointed Echelon II yesterday, we encouraged women to participate in it. We will continue to encourage it, including the position of village head at this time has also been filled by women," she explained.

In addition to explanations from various sources, in this activity awards were also given to female activist who have made major contributions in their respective fields. Among them are Aeshnina Azzahra Aqilani as Hero of the Environment Sector, Farha Ciciek as Hero of Women Empowerment and Child Protection, and the late. Mbah Masmundari who received the Lifetime Achievement award.

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