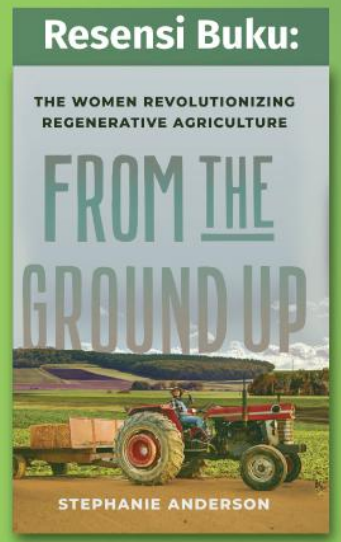
SIRD #77
SOCIAL INVESTMENT ROUNDTABLE DISCUSSION

Social Investment Indonesia

Mother Earth, Our Mother

Women's Role and Contribution to Sustainability

Resensi Buku:





Tria Mutiari Meilan
Vice President of Sustainability
PT Kereta Api Indonesia (Persero)



Prima Interpares
Global Monitoring, Evaluation & Learning
Rikolto



Lucia Karina
Vice President of Sustainability
Coca-Cola Europacific Partners



Eri Trinurini Adhi
Pengurus Yayasan Bina Trubus Swadaya
Ketua Asian Solidarity Economy Council

Host:



W. Aris Darmono
Senior Advisor
Social Investment Indonesia

socialinvestment.id

0812-3383-8463

Jumat, 25 April 2025

15.00-17.00 WIB

Via zoom @SocialInvestment_Id

s.id/daftarSIRD77

Women as Catalysts for Sustainable Change

CCEP Indonesia
April 2025



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We do not own the earth. We borrow it from future generation.

Let us be the generation that builds a future where women lead the change for the people, planet, prosperity, peace and through partnership.





Women from Traditional Wisdom to Modern Change Making

From traditional wisdom to modern change-making.
Across generations, women have protected water, food, and energy.
They have nurtured communities, often unseen by formal systems,
yet central to ecological resilience.

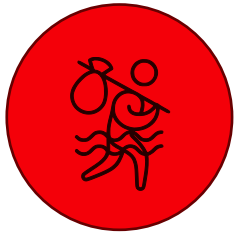
Despite their important role, women still face hurdle in today's society



Women and girls around the world spend a collective **200 million hours collecting water each day**[1]



Women produce **60 – 80% of food** in developing countries yet own less than 20% of land[2]



80% of people displaced by climate change are women[3]



Only 27 % of parliamentary seats globally are held by women[4]

ZOOM IN: INDONESIA

#100

out of 146 countries in Global Gender Gap Index 2024

Score: 0.686

Economic Participation and Opportunity	89th
Educational Attainment	105th
Health and Survival	72nd
Political Empowerment	107th

1 Women and girls bear brunt of water and sanitation crisis – new UNICEF-WHO report
2 Women produce up to 80% of food in developing countries | FAO
3 Climate Change's greatest victims are women and girls | UNICEF South Asia
4 Facts and figures: Women's leadership and political participation | UN Women – Headquarters

A Just System Requires Gender – Inclusive Design

Understanding systemic barriers in through a system thinking.

Events

- Only 27% of parliamentary seats globally held by women
- Gender wage gap of 23% in Indonesia
- Underrepresentation in technical fields: Engineering (24.9%) and ICT (34.7%)
- Women's innovations often missing from formal sustainability solutions
- Low female participation in renewable energy sector
- Limited involvement of women in environmental decision-making bodies

Patterns

- Slower career progression for women in sustainability fields
- Lower rates of publication and grant acceptance
- Reduced representation at higher leadership levels
- Consistent exclusion from high-level environmental decision-making
- Intergenerational impact

Structure

- Gender-unresponsive policies across sustainability sectors
- Education systems that discourage girls from STEM subjects
- Organizational policies designed without women's needs in mind
- Economic systems limiting women's access to land and financing
- Lack of mentorship and support networks in sustainability professions
- Inflexible work arrangements incompatible with caregiving responsibilities

Artifacts

- Cultural assumptions about women's capabilities in technical fields
- Traditional mindsets separating "women's work" from environmental leadership
- Beliefs that sustainability is a technical rather than social challenge
- Undervaluation of traditional ecological knowledge historically held by women

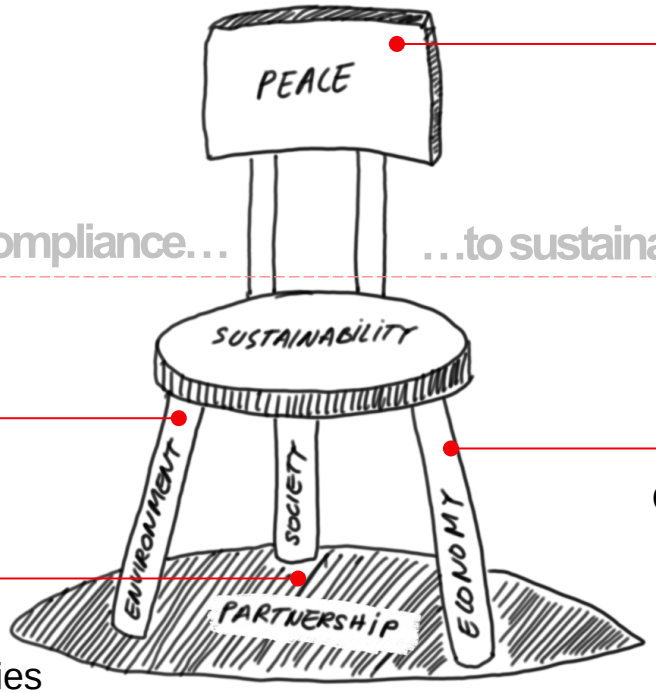
From underrepresentation in leadership to cultural norms and policy blind spots, women face systemic exclusion in sustainability fields. These are not isolated issues, but part of interconnected structures.

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No Equity – No Sustainability

Sustainability efforts fail when women are left out of design, leadership, and implementation.

When One Leg Fails, the System Collapses



Peace
Establishing stability and just governance that enables sustainable practices to flourish

Moving us from sustainability as compliance…

…to sustainability as transformative change for all.

Environment
Protecting natural systems, biodiversity, and resources that all life depends on

Social
Ensuring fair access to resources and opportunities while fostering inclusive communities

Economy
Creating prosperity that operates within planetary boundaries and benefits everyone

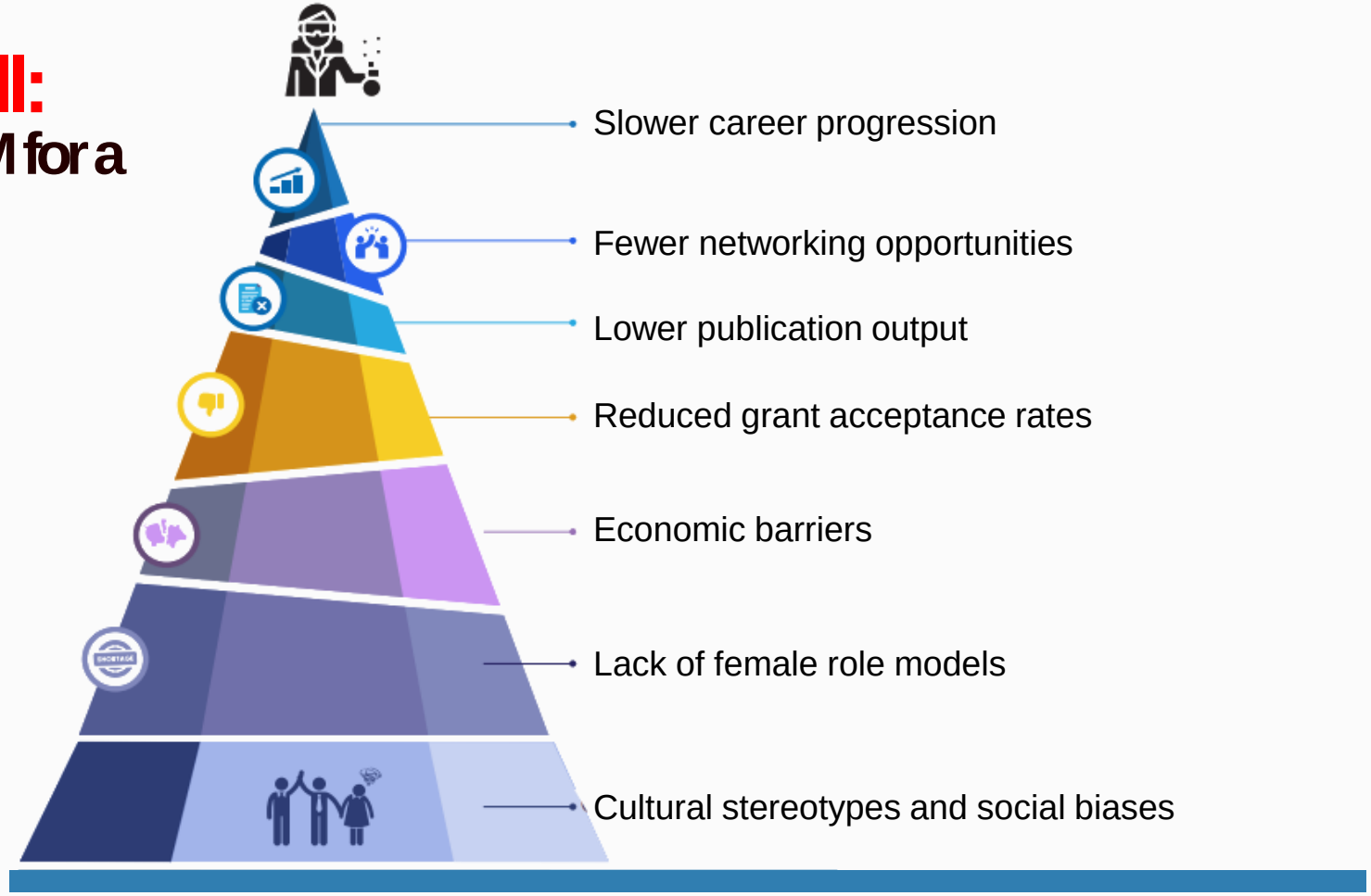
Partnership
Building collaborative networks across sectors to coordinate effective action

A truly sustainable solution must address all elements simultaneously rather than solving one problem by creating another.

Breaking the Invisible Wall:

Advancing Gender Equality in STEM for a Sustainability in Indonesia

- Low female representation in Engineering (24.9%) and ICT (34.7%)
- Gender gap in workforce participation: Women (52.7%) vs Men (80.6%)
- Gender wage gap at 23%



Invisible mountain of barriers for women in science

Women in STEM Asia Pacific Study, UNDP

A comprehensive strategy is essential to eliminate systemic and socio-cultural barriers to gender equality in STEM.

From Barriers to Breakthroughs: Unlocking Women's Power For Inclusive Sustainability

INSIGHTS	ACTION
Women are underrepresented in strategic sustainability roles.	Implement leadership development and women empowerment programs.
Work systems remain male-dominated (long hour, bias, safety concerns).	Foster inclusive workplace cultures and channels for reporting gender-based issues.
Informal sector women unrecognized in official frameworks.	Integrate waste pickers (Punaryodha) and entrepreneurs into circular economy frameworks.
STEM participation is limited due to deep-rooted social and cultural barriers	Expand STEM education access and elevate female role models.

From structural bias to social exclusion, women face many barriers in leading sustainable efforts. By shifting from awareness to action, we can unlock their full potential and drive inclusive, for long-term impact.

CCEP Commitment: Driving Inclusive Leadership and Gender Equality

This is Forward.

We are moving forward in sustainability by using our businesses and brands to build a better future together. For people. For the planet.

GREAT BRANDS



Drinks

We are committed to reducing the sugar in our drinks and offering low or no sugar options – giving consumers even more choice.

GREAT PEOPLE



Society

We take care of our talented, passionate and committed people and support our suppliers, customers and communities.

GREAT EXECUTION



Supply Chain

We believe that the quality and integrity of our products and services depend on sustainable global supply chains, where human rights are respected and protected.

DONE SUSTAINABLY



Climate

We aim to decarbonise our business to reach net-zero emissions by 2040



Packaging

Achieve a world without waste by removing unnecessary packaging and making beverage packaging part of the circular economy.



Water

We have adopted a value chain approach to water stewardship, focusing on water efficiency within our own operations and working to protect the sustainability of the water sources

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CDP Climate A List 2024

MSCI ESG RATINGS AAA

CCC B BB BBB A AA AAA

FTSE4Good

PLATINUM Top 1% 2023 ecovadis Sustainability Rating

At CCEP Indonesia, we invest in long-term community resilience initiatives through skill building, empowering women to unlock greater opportunities and lead local change.

We protect human rights and create economic opportunities for informal waste workers.

We provide entrepreneurship training that enables women to achieve financial independence.

We promote cleaner neighborhoods while developing circular economy opportunities

We expand access to clean water and sanitation fore healthier and more self-reliance communities.

Empowering informal sector through Mahija Parahita Nusantara



Supporting **>60k punaryodhas** across Indonesia

MSMEs development



57% participants are women entrepreneurs

Community-Based Waste Bank



Advancing localized circular solutions with community ownership.

WASH+



~90% of high-priority households gained proper sanitation access

By breaking down systemic barriers, we enable women to lead sustainable transformation in their communities economically, socially and ecologically.

We promote wellbeing, inclusion, equity, and professional growth, ensuring all employees can be heard, thrive, and lead with purpose

1

COMMITMENT TO GENDER EQUALITY

Signed with Indonesia Ministry of Manpower in 2023, which includes:

- Foster gender equality with equal career opportunities and training for women leaders.
- Protect employees from workplace violence, sexual harassment, and discrimination.



37.7%
women in management in 2024

13.8%
of total employees are women in 2024

2

ENHANCING LEADERSHIP SKILLS FOR WOMEN

Implement various leadership training programs for female employees, such as: **Female Acceleration and Empowerment (FACE), Achieve Your Best Self (AYBS) and the Women Leading program**.



Launched **Sustainability Academy** training platform in 2024

3

BUILDING AN INCLUSIVEAND SAFE WORKPLACE CULTURE

We create an environment where women feel supported, respected, and safe to grow:

- **Women Warrior** program for female engagement.
- **Anti-Violence and Harassment Program**.
- **Whistleblower** confidential reporting system.
- **IDN Suara Perempuan** channel for workplace issues.



4

LED BY WOMEN LEADERS DRIVING SUSTAINABILITY INITIATIVES IN INDONESIA

Our women leaders drive transformation within our workplace and across the value chain, including expediting our progress toward achieving the '**This is Forward**' target

Personal Reflection: Crossing disciplinary and sectoral boundaries to continuously create positive impact for sustainable future

Foundation at ITS







- Applying engineering knowledge in business contexts
- Building resilience and problem-solving skills

Initial Career - Bridging Theory and Practice

- Using technical knowledge in business contexts
- Learning the "language" of industry and market needs

Pivot from Technical to Strategic:



- Using technical analysis to formulate business strategies in marketing and business development
- Connecting engineering innovations with consumer and societal needs

Advocating at National Level

- Advocating for technical understanding in national policymaking
- Ensuring technical considerations are incorporated into public policy development



Recognition as SDG Pioneer



- Acknowledged by United Nations for leadership in advancing sustainable development
- Demonstrating how business leadership can accelerate SDG implementation

Women-Led Sustainability: From Personal Growth to System Leadership

Empowering women to lead change through competence, collaboration, and community-rooted innovation.

Navigating Challenges and Building Leadership

Women often face higher bars and hidden barriers, but by reframing challenges into steppingstones, they become architect of change.

Build trust through integrity, empathy, credibility, leadership, and technical excellence.

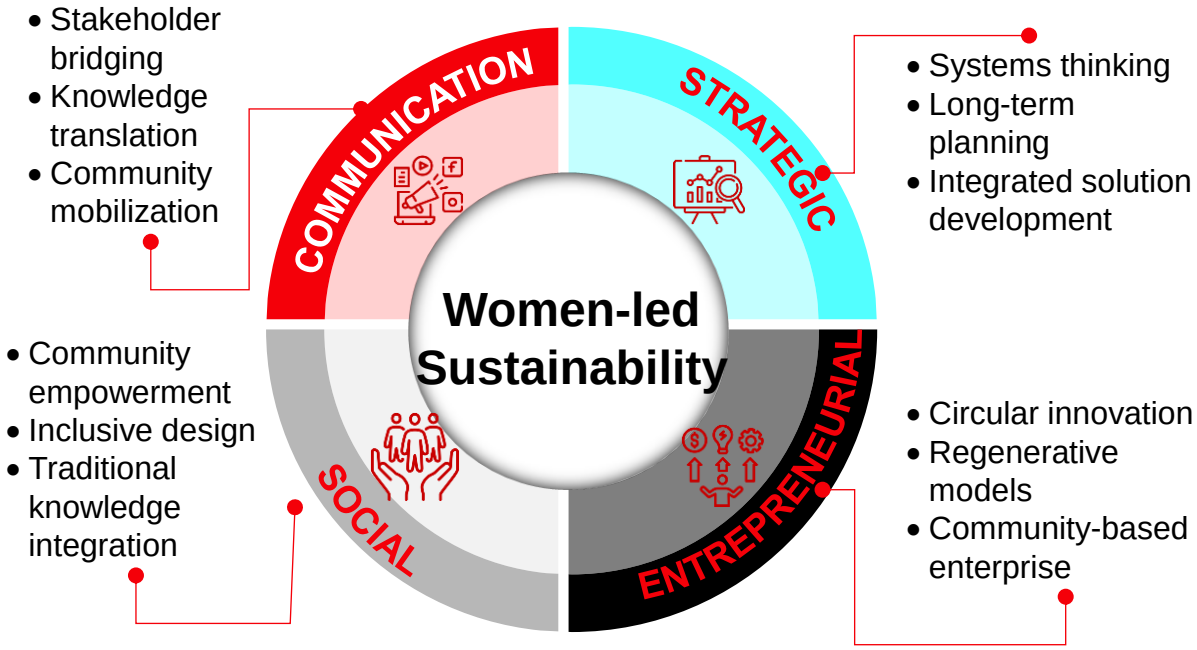
Develop cross-gender and intergenerational networks for sponsorship and support.

Master communication to connect across technical and societal boundaries.

Champion and drive inclusive innovation using lived experiences and unique perspectives.

The System Connector: A New Sustainability Leader

The sustainability leader of the future is not siloed, she connects communities, knowledge, and action across domains.



By investing in women's capabilities and system leadership, we unlock the future of inclusive sustainability, local rooted, globally connected.

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Empowered Women for Inclusive and Regenerative Future

Women at the Center of Sustainability Transformation



Mainstream gender equity in all sustainability planning, policies, and governance structures.



Recognise women as co-creator of solutions, not merely beneficiaries.



Channel funding and incentives to women-led initiatives in climate action, circular economy, and community development.



Invest in inclusive leadership by nurturing women changemakers through education, mentorship, and enabling policies.



Track and report progress using gender disaggregated data and measurable impact indicators.

Let us shape a future that is not only greener, but more just, resilient, agile, and inclusive.

This is the moment to align sustainability with gender equity and shared purpose.

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Our-Shared Future Begins Now



Sustainability without inclusion is incomplete.

When women lead, communities thrive, and system transform.

Let us move forward, not only with innovation and ambition, but with empathy, equity, and collective purpose.

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