Pacific Women in Power (PWIP)
2023 Baseline Data
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Solomon Islands

GOVERNMENT ENTITY | ENERGY DIVISION - MINISTRY OF MINES, ENERGY AND RURAL ELECTRIFICATION

EMPLOYMENT DATA

By position	Entity				Comparison[1]	
	Men	Women	Total	*% women*	*% country*	*% region*
Board	0	0	0	*n/a*	40.0	*n/a*
Management	2	0	2	*0.0*	19.6	20.0
Technical/Engineering staff[2]	10	1	11	*9.1*	4.4	7.0
Non-Technical staff	0	1	1	*100*	81.0	58.8
Administrative/Support staff	0	0	0	*n/a*	*n/a*	78.6
Other staff	0	0	0	*n/a*	*n/a*	0.0
Non-contractual/Informal worker	0	0	0	*n/a*	*n/a*	*n/a*
Total[3]	12	2	14	*14.3*	20.9	23.8
Headquarters	12	2	14	*14.3*	23.6	23.3
Sub-divisions	0	0	0	*n/a*	8.3	30.0
Total[3]	12	2	14	*14.3*	20.9	25.0

By education level	Men	Women	Total
Primary education	NR	NR	NR
Secondary education	NR	NR	NR
Vocational training	NR	NR	NR
Certificate level	NR	NR	NR
Diploma level	NR	NR	NR
Bachelor's degree level	NR	NR	NR
Master's degree level	NR	NR	NR
Total	NR	NR	NR

ORGANIZATIONAL FRAMEWORK

Gender strategy	
Gender strategy or action plan	No
Gender committee/department	No
Gender focal point (in headquarters)	Yes
Gender focal point (in regional offices)	No
Gender quota/targets	
Gender quota or target for Board members	No
Gender quota or target for senior management	No
Gender quota or target for total company employees	No
Quota or Target for women's employment issued or set by Government	No

Notes: 1. Comparison with the average share of the country and the average share of the region for power utilities. 2. Technical/engineering staff encompasses all individuals in STEM positions, irrespective of grade or education and excludes social scientists (e.g., economists) and those with STEM degrees not currently in STEM roles; 3. Board members and non-contractual/informal workers are excluded from totals; n/a = not applicable; F = female; M = male; NR = no response; P.D. training = professional development training.

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Partnerships	
Collaboration with partner or organization to advance gender equality	No
Part of network or organization focused on gender equality/women's employment	No
Unions	
Company has a union	Yes
Collective bargaining agreement	No
Collective bargaining agreement focused on advancing gender equality	n/a
Monitoring and evaluation	
Regular all staff-employee feedback survey	No
Gender safety audit	No

ATTRACTION, RECRUITMENT AND HIRING POLICIES

Recruitment and hiring	
Company policy allows men and women to equally hold any position or role	Yes
Company has own recruitment policies (not mandated by the government) targeting women's employment	No
Job advertisement specifically targeting or encouraging women to apply for jobs	No
Other efforts to enhance women's recruitment	No
Attraction	
Does your company have any Recruitment relationships with universities?	No
Apprenticeships (TVET Students)	No
# apprentices in the past 12 months (male; female)	n/a
Technical internships	No
# technical interns in the past 12 months (male; female)	n/a
Non-technical internships	No
# non-technical interns in the past 12 months	n/a
Target for minimum share of female apprentices or interns	NR
Targeting of female apprentices or interns	NR

RETENTION POLICIES

Flexible work arrangements	
Flexible work arrangements: - Part-time employment	No
- Teleworking	No
- Flexible hours	No
Flexible work arrangements equally available to male and female employees	Yes
Work From Home (WFH) policy to support employees' care responsibilities	No
Leave	
Paid family and medical leave	No
Maternity leave	Yes
Duration of maternity leave	12 weeks
# employees on maternity leave in the last 12 months	0
Paid maternity leave	Yes
Phased return schedule for returning mothers	Yes
Paternity leave	No
Duration of paternity leave	n/a
# of employees on paternity leave in the last 12 months	0
Paid paternity leave	No

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Childcare support	
Childcare facilities available in the headquarters, field offices, project sites	No
Monetary assistance provided for use at external childcare facilities	No
Collaboration with childcare service providers	No
Workplace bullying & sexual harassment policies	
Rules, regulations, or policies to address workplace bullying and sexual harassment in the workplace	Yes
Educational and awareness training material available to staff on sexual harassment and bullying in the workplace	No
Psychosocial support for employees that may be suffering from the result of workplace bullying and/or harassment	No
Formal grievance procedure in place	Yes
Female grievance focal point	Yes
Domestic and sexual violence policies	
Rules, regulations or policies in support of employees experiencing domestic and sexual violence	Yes
Formal internal referral system to support employees experiencing domestic and sexual violence	No
Focal point for domestic and sexual violence cases that employees can reach out to for help	Yes
Internal communication mechanisms to raise awareness for employees	Yes
Psychosocial support for employees experiencing domestic and sexual violence	No
Other form of support (e.g. safe housing, food and medical support etc.)	No
Policies related to workers personal safety (work, sexual harassment, domestic violence) are available to the public	No
Facilities and equipment	
Separate toilets/ sanitation facilities for men and women in the offices	Yes
Separate toilets/ sanitation facilities for men and women at the project sites	Yes
Separate toilets/ sanitation facilities for men and women for field crews	Yes
All facilities used by women have safe locks and adequate lighting	Yes
All facilities used by women have hand-washing facilities and disposal bins	Yes
All parts of headquarters and sites are well lit	No
Separate lodging quarters for men and women at the field sites/plants	No
Lactation room in all facilities	No
Specific transportation arrangements available to women to/from offices that make them feel comfortable and safe	No
Specific transportation arrangements available to women to/from project sites making them feel comfortable and safe	Yes
Work overalls/gloves and other equipment appropriately sized for women	Yes
Sufficient stock available of the overalls/gloves and other equipment for women	Yes
Different safety precautions for the type of work male and female employees can engage in	No
Other equipment, services or infrastructure facilities targeting the respective needs of men and women	No
Other work-life balance programs	
Regular family events	No
Services to family members (e.g., health & medical insurance, scholarship for upskilling)	No
Other	Yes
ADVANCEMENT POLICIES	
Job promotion	
Job promotion policies targeting women? (not mandated by the national government)	No
Quota or target on job promotion policies targeting women (not mandated by the national government)	No
Succession planning on job promotion policies targeting women (not mandated by the national government)	No
Other policies on promotion policies targeting women (not mandated by the national government)	No

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Training	
Training/program on STEM-related topics directly related to operations	Yes
# of employees who received STEM training last 12 months (M; F; M managers; F managers)	NR
Scholarships for additional degrees or certifications	Yes
# of employees who received scholarships last 12 months (M; F; M managers; F managers)	4; 0; 0; 0
Leadership training	Yes
# employees who received leadership training last 12 months (M; F; M managers; F managers)	4; 2; 4; 2
Professional Development Training for staff to maintain credentials (i.e. continuous learning credits)	NR
# of employees who received P.D. training in last 12 months (M; F; M managers; F managers)	NR
Anti-harassment & bullying/anti-discrimination training	No
# employees who received anti-harassment/discrimination training last 12 months (M; F; M managers; F managers)	n/a
Training for one gender only	No
# employees who received training for one gender only in the past 12 months	n/a
Other training/program	Yes
# employees who participated in other training in the past 12 months (M; F; M managers; F managers)	20; 10; 5; 3
Mentorship	
Mentorship programs	No
Number of employees who received Mentorship programs in last 12 months (M; F; M managers; F managers)	n/a

GENDER-INCLUSIVE PROCUREMENT

Procurement policies that target women-owned or led businesses in procurement activities	No
Targets for procuring goods and services from women-owned or led businesses	No
Information session for local business on goods and service tenders	No
Areas where women-owned and led businesses could play a large role in the procurement of goods and services	Yes

COMMUNITY CORPORATE SOCIAL RESPONSIBILITY (CSR)

Community CSR initiatives	Yes
Investments which are accompanied by a Community Benefit Sharing Project	Yes
Community CSR initiatives or investments contributed to:	
Decrease carbon emissions	Yes
Adapt to climate change	Yes
Helped people to be better prepared to deal with climate change, extreme weather events, sea level rise or similar	No
Helped people improve their access to food, health services and similar necessities	No
Support people access sustainable jobs and /or livelihoods	No
Helped the government, private sector and civil society to work together	Yes
Support the use of traditional knowledge or nature-based solutions	No
Other	No
Considerations for Gender Equality included	Yes
Identified areas where company would like to do more on with regards to customer or community facing projects and programs with a gender focus	Yes