



Tonga

POWER UTILITY | TONGA POWER LIMITED

EMPLOYMENT DATA

By position	2025			Comparison with 2023 Baseline		
	Men	Women	% women	% total headcount growth (#)	% female headcount growth (#)	Change in female share (pp)
Management ¹	8	4	33.3	0.0 (0)	-20.0 (-1)	-8.3
Technical/engineering staff ²	165	22	11.8	2.2 (+4)	-8.3 (-2)	-1.4
All staff total	198	79	28.5	2.6 (+7)	6.8 (+5)	1.1
Apprentices	35	14	28.6	133.3 (+28)	250.0 (+10)	9.5
Technical interns	23	10	30.3	3,200.0 (+32)	n/a (+10)	30.3

Color Key

Improvement

Deterioration

No change

GENDER EQUALITY POLICIES AND PROCEDURES

# policies, strategies, guidelines and/or practices drafted/under review or adopted/enhanced to focus on women's employment in the energy sector	0
# staff participating in PWIP HR coaching program (F; M)	3; 1
# staff that have completed the PWIP (or PWIP-like) HR coaching program (e.g. unconscious bias) (F; M)	2; 1
# staff certified as PWIP unconscious bias trainer (F; M)	2; 0
# staff that have completed training on respectful workplace and/or GBV (F; M)	29; 17

SCHOOL TO WORK PROGRAMS

# MOU signed with education institutions	0
# apprenticeship/internship/scholarship programs targeting to increase the pipeline of female technical staff launched	0
# technical staff that received a scholarship (F; M)	0; 0
# outreach events targeting STEM students/graduates (from TVET or university) conducted (e.g. line worker day, field trips)	0
# marketing material targeting STEM students/graduates adopted (e.g. talking points, posters, flyers, brochures, videos)	0
# HR/engineering staff trained as outreach team targeting STEM students/graduates (from TVET or university) (F; M)	0; 0
# champions trained to advocate for women in STEM careers in utility (F; M)	0; 0
# social media posts from above-mentioned champions	0
# speaking events above-mentioned champions participated in	0

WOMEN'S LEADERSHIP AND SUCCESSION PLANNING

# HR policy changes made to strengthen focus on women's leadership and set targets	0
Targets established for women's leadership	No
# female technical staff participating in PWIP mentorship program	0
# staff serving as mentor in PWIP mentorship program	0

GENDER SAFETY AUDIT, WORKPLACE EQUIPMENT AND FACILITIES AUDIT

# gender safety, workplace equipment and facility audit initiated	0
# gender safety, workplace equipment and facility audit completed	0
# adjustments made to workplace equipment and/or facilities based on gender audit	0

COMPANY GENDER PROFILE

Adoption of communication strategy for internal and external stakeholders on gender equality and women's employment	No
# promotional material developed for internal and external outreach programs (e.g., posters, flyers, videos)	0
# PR/HR staff trained on communication strategy, plan and messages on gender equality and women's employment (F; M)	0; 0
# champions coached and engaged on promotion women's employment (e.g. board members, male allyship) (F; M)	1; 0

Notes: 1. Non-executive Board members are excluded; 2. Technical staff encompasses all individuals in STEM positions, irrespective of grade or education - this excludes social scientists (e.g., economists) and those with STEM degrees not currently in STEM roles; - = not applicable; F = female; M = male.

License and Attribution: This work is licensed under the Creative Commons Attribution 4.0 International License (CC BY 4.0). All data must be attributed as follows: Pacific Women in Power survey, 2025.

