Pacific Women in Power (PWIP)

# 2026 PROGRESS REPORT

PWIP 2026 Data provides an important update to the initial metrics and findings in 2023, detailing the subsequent progress and changes, as directly self-reported by the participating power utilities.

**Kosrae (FSM)**

## POWER UTILITY | KOSRAE UTILITY AUTHORITY

### EMPLOYMENT DATA

| By position | 2026 Men | 2026 Women | 2026 % women | Total headcount growth: % (#) vs 2025 | Total headcount growth: % (#) vs Baseline | Female headcount growth: % (#) vs 2025 | Female headcount growth: % (#) vs Baseline | Change in female share (pp) vs 2025 | Change in female share (pp) vs Baseline |
|---|---|---|---|---|---|---|---|---|---|
| Management[1] | 5 | 0 | **0.0** | *n/a* | *+66.7% (+2)* | *n/a* | *n/a (0)* | *n/a* | *= 0.0* |
| Technical/engineering staff[2] | 10 | 2 | **16.7** | *n/a* | *-33.3% (-6)* | *n/a* | *0.0% (0)* | *n/a* | *▲ +5.6* |
| All staff total | 20 | 9 | **31.0** | *n/a* | *-9.4% (-3)* | *n/a* | *-10.0% (-1)* | *n/a* | *▼ -0.2* |
| Apprentices[3] | 0 | 0 | **n/a** | *n/a* | *n/a* | *n/a* | *n/a* | *n/a* | *n/a* |
| Technical interns[3] | 0 | 1 | **100.0** | *n/a* | *n/a* | *n/a* | *n/a* | *n/a* | *n/a* |

[3] *Because Kosrae did not submit August 2025 data, comparisons are unavailable. Additionally, baseline figures for apprentices and technical interns were not reported, preventing baseline comparisons.*

▲ *increase / improvement* ▼ *decrease / deterioration* *= no change*

| GENDER EQUALITY POLICIES AND PROCEDURES | New in 2025 | New in 2026 | Change |
|---|---|---|---|
| # policies, strategies, guidelines and/or practices drafted/under review or adopted/enhanced to focus on women's employment in the energy sector | n/a | 1 | n/a |
| # staff participating in PWIP HR coaching program (F; M) | n/a | 5; 1 | n/a |
| # staff that have completed the PWIP (or PWIP-like) HR coaching program (e.g. unconscious bias) (F; M) | n/a | 5; 1 | n/a |
| # staff certified as PWIP unconscious bias trainer (F; M) | n/a | 0; 1 | n/a |
| # staff that have completed training on respectful workplace and/or GBV (F; M) | n/a | 5; 1 | n/a |
| **SCHOOL TO WORK PROGRAMS** | | | |
| # MOU signed with education institutions | n/a | 2 | n/a |
| # apprenticeship/internship/scholarship programs targeting to increase the pipeline of female technical staff launched | n/a | 0 | n/a |
| # technical staff that received a scholarship (F; M) | n/a | 0; 0 | n/a |
| # outreach events targeting STEM students/graduates (from TVET or university) conducted (e.g. line worker day, field trips) | n/a | 0 | n/a |
| # marketing material targeting STEM students/graduates adopted (e.g. talking points, posters, flyers, brochures, videos) | n/a | 0 | n/a |
| # HR/engineering staff trained as outreach team targeting STEM students/graduates (from TVET or university) (F; M) | n/a | 0; 0 | n/a |
| # champions trained to advocate for women in STEM careers in utility (F; M) | n/a | 0; 0 | n/a |
| # social media posts from above-mentioned champions | n/a | 0 | n/a |
| # speaking events above-mentioned champions participated in | n/a | 0 | n/a |
| **WOMEN'S LEADERSHIP AND SUCCESSION PLANNING** | | | |
| # HR policy changes made to strengthen focus on women's leadership and set targets | n/a | 0 | n/a |
| Targets established for women's leadership | n/a | No | n/a |
| # female technical staff participating in PWIP mentorship program | n/a | 0 | n/a |
| # staff serving as mentor in PWIP mentorship program | n/a | 1 | n/a |
| **GENDER SAFETY AUDIT, WORKPLACE EQUIPMENT AND FACILITIES AUDIT** | | | |
| # gender safety, workplace equipment and facility audit initiated | n/a | 0 | n/a |
| # gender safety, workplace equipment and facility audit completed | n/a | 0 | n/a |
| # adjustments made to workplace equipment and/or facilities based on gender audit | n/a | 0 | n/a |
| **COMPANY GENDER PROFILE** | | | |
| Adoption of communication strategy for internal and external stakeholders on gender equality and women's employment | n/a | Yes | n/a |
| # promotional material developed for internal and external outreach programs (e.g., posters, flyers, videos) | n/a | 1 | n/a |
| # PR/HR staff trained on communication strategy, plan and messages on gender equality and women's employment (F; M) | n/a | 0; 1 | n/a |
| # champions coached and engaged on promotion of women's employment (e.g. board members, male allyship) (F; M) | n/a | 0; 1 | n/a |

**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, 2026.

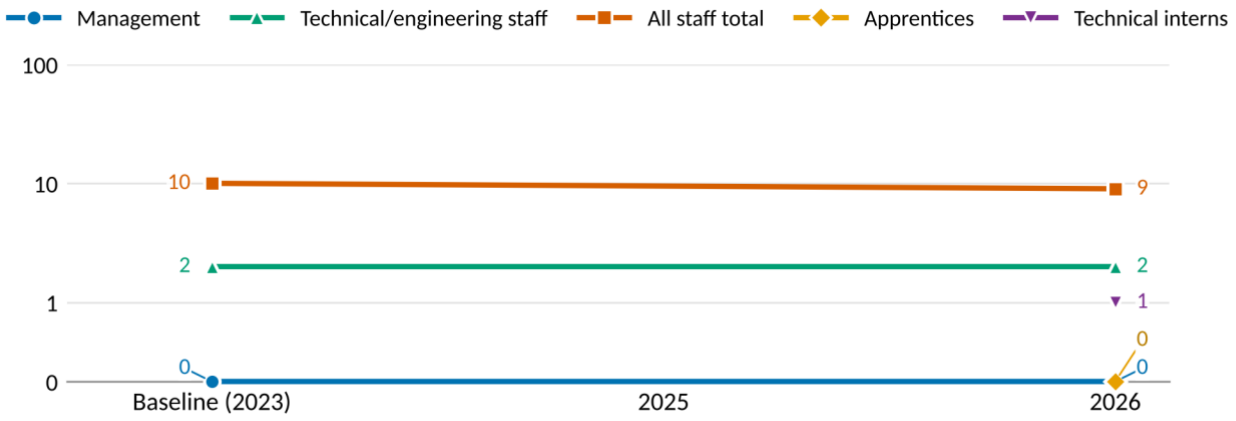
Pacific Women in Power (PWIP)

# 2026 PROGRESS REPORT

PWIP 2026 Data provides an important update to the initial metrics and findings in 2023, detailing the subsequent progress and changes, as directly self-reported by the participating power utilities.

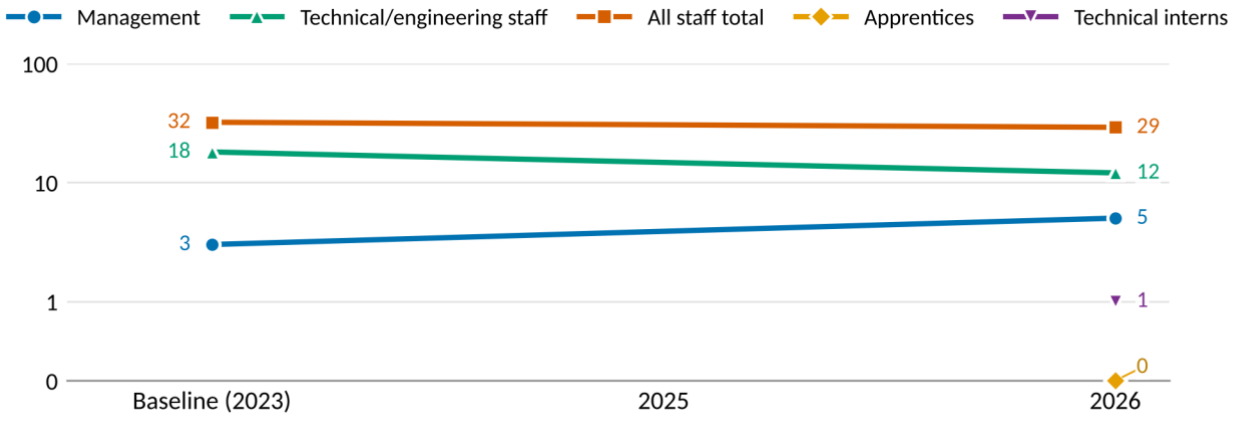
## Kosrae (FSM)

## FEMALE HEADCOUNT BY POSITION



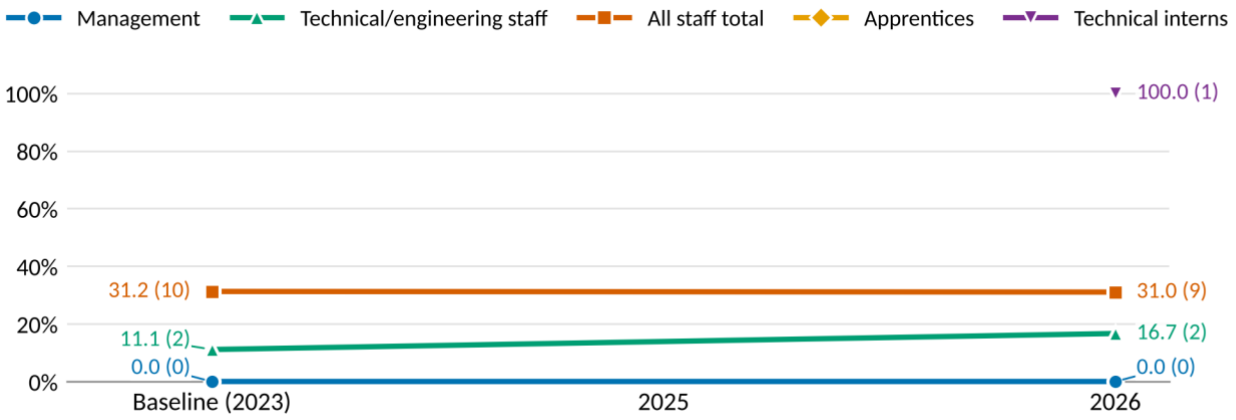

*Number of women in each position at baseline (2023), August 2025 and August 2026. Logarithmic scale with zero at the bottom. No August 2025 data submitted.*

## TOTAL HEADCOUNT BY POSITION




*Total number of staff (women and men) in each position at baseline (2023), August 2025 and August 2026. Logarithmic scale with zero at the bottom. No August 2025 data submitted.*

## SHARE OF WOMEN BY POSITION (%)




*Share of women (%) in each position at baseline (2023), August 2025 and August 2026, with the number of women in brackets. No baseline figures for apprentices and technical interns. No August 2025 data submitted.*

**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, 2026.