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.

Tonga

POWER UTILITY | TONGA POWER LIMITED

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]	9	5	**35.7**	*+16.7% (+2)*	*+16.7% (+2)*	*+25.0% (+1)*	*0.0% (0)*	▲ *+2.4*	▼ *-6.0*
Technical/engineering staff[2]	169	20	**10.6**	*+1.1% (+2)*	*+3.3% (+6)*	*-9.1% (-2)*	*-16.7% (-4)*	▼ *-1.2*	▼ *-2.5*
All staff total	201	71	**26.1**	*-1.8% (-5)*	*+0.7% (+2)*	*-10.1% (-8)*	*-4.1% (-3)*	▼ *-2.4*	▼ *-1.3*
Apprentices	23	5	**17.9**	*-42.9% (-21)*	*+33.3% (+7)*	*-64.3% (-9)*	*+25.0% (+1)*	▼ *-10.7*	▼ *-1.2*
Technical interns	23	5	**17.9**	*-15.2% (-5)*	*+2,700.0% (+27)*	*-50.0% (-5)*	*n/a (+5)*	▼ *-12.4*	▲ *+17.9*

▲ *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	0	1	▲ +1
# staff participating in PWIP HR coaching program (F; M)	3; 1	2; 1	▼ -1; 0
# staff that have completed the PWIP (or PWIP-like) HR coaching program (e.g. unconscious bias) (F; M)	2; 1	3; 1	▲ +1; 0
# staff certified as PWIP unconscious bias trainer (F; M)	2; 0	3; 1	▲ +1; +1
# staff that have completed training on respectful workplace and/or GBV (F; M)	29; 17	4; 11	▼ -25; -6
SCHOOL TO WORK PROGRAMS			
# MOU signed with education institutions	0	0	=
# apprenticeship/internship/scholarship programs targeting to increase the pipeline of female technical staff launched	0	0	=
# technical staff that received a scholarship (F; M)	0; 0	0; 0	=
# outreach events targeting STEM students/graduates (from TVET or university) conducted (e.g. line worker day, field trips)	0	2	▲ +2
# marketing material targeting STEM students/graduates adopted (e.g. talking points, posters, flyers, brochures, videos)	0	1	▲ +1
# HR/engineering staff trained as outreach team targeting STEM students/graduates (from TVET or university) (F; M)	0; 0	0; 0	=
# champions trained to advocate for women in STEM careers in utility (F; M)	0; 0	0; 0	=
# social media posts from above-mentioned champions	0	0	=
# speaking events above-mentioned champions participated in	0	0	=
WOMEN'S LEADERSHIP AND SUCCESSION PLANNING			
# HR policy changes made to strengthen focus on women's leadership and set targets	0	0	=
Targets established for women's leadership	No	No	=
# female technical staff participating in PWIP mentorship program	0	0	=
# staff serving as mentor in PWIP mentorship program	0	2	▲ +2
GENDER SAFETY AUDIT, WORKPLACE EQUIPMENT AND FACILITIES AUDIT			
# gender safety, workplace equipment and facility audit initiated	0	0	=
# gender safety, workplace equipment and facility audit completed	0	0	=
# adjustments made to workplace equipment and/or facilities based on gender audit	0	0	=
COMPANY GENDER PROFILE			
Adoption of communication strategy for internal and external stakeholders on gender equality and women's employment	No	No	=
# promotional material developed for internal and external outreach programs (e.g., posters, flyers, videos)	0	1	▲ +1
# PR/HR staff trained on communication strategy, plan and messages on gender equality and women's employment (F; M)	0; 0	0; 0	=
# champions coached and engaged on promotion of women's employment (e.g. board members, male allyship) (F; M)	1; 0	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.

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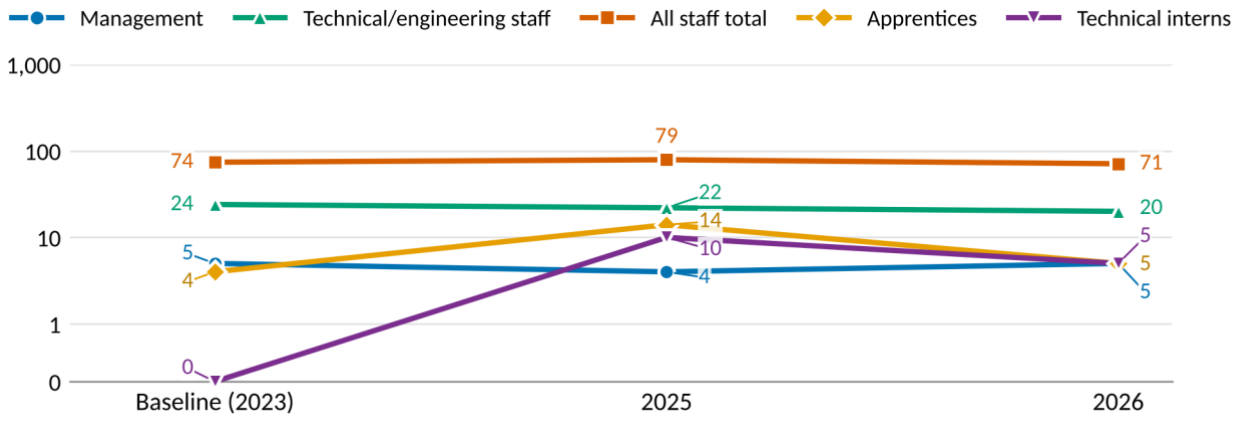
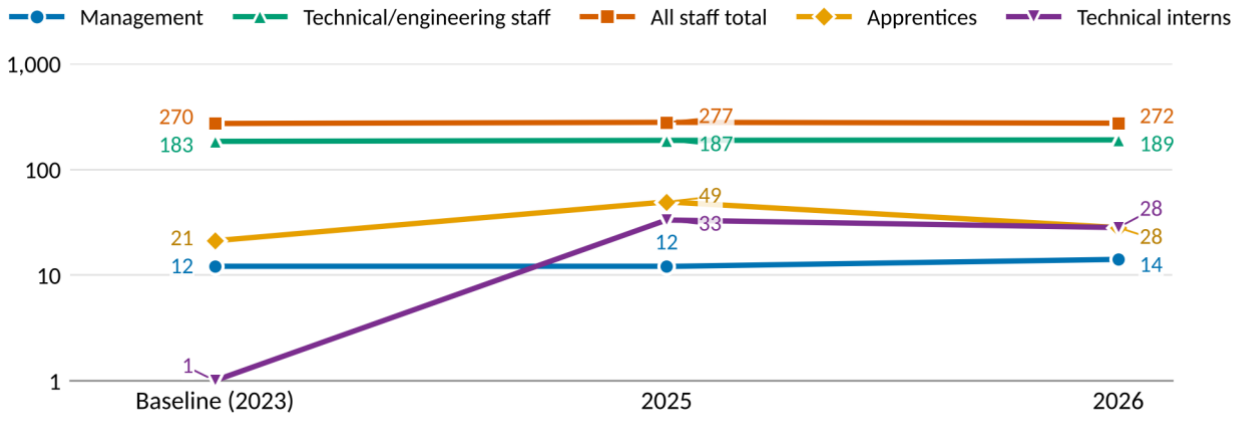
FEMALE HEADCOUNT BY POSITION



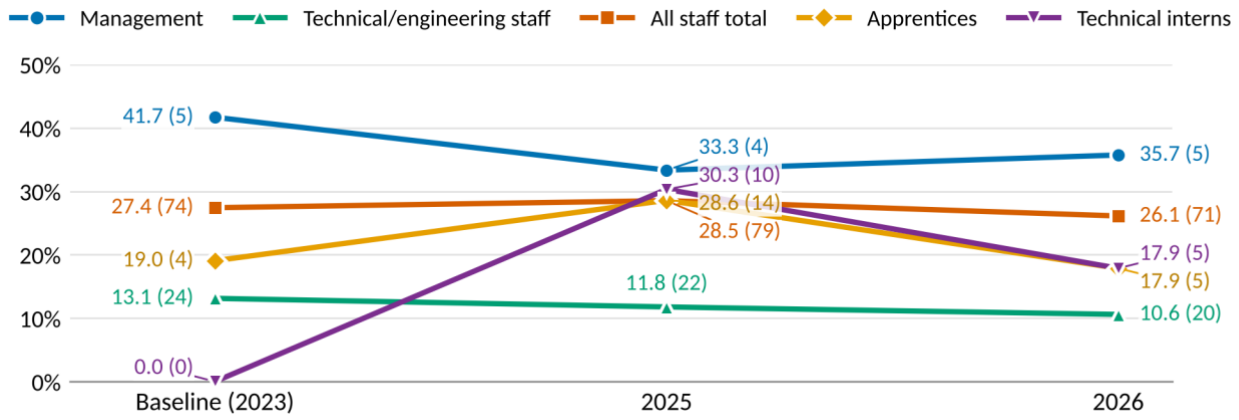
Number of women in each position at baseline (2023), August 2025 and August 2026. Logarithmic scale with zero at the bottom.

TOTAL HEADCOUNT BY POSITION



Total number of staff (women and men) in each position at baseline (2023), August 2025 and August 2026. Logarithmic scale, so that small and large groups are both readable.

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.

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.

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