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**PACIFIC
WOMEN
IN POWER**

From Insight to Action

Women Energizing the Pacific

Pacific Women in Power: Progress from 2023 Baseline to August 2025

PPA 32nd Annual Conference and Trade Exhibition
Palau, 22-25 September 2025



Pacific
Community
Communauté
du Pacifique





PWIP aims to increase the share of women employed in technical and leadership positions in the Pacific energy sector

Aligns with:

- **SPC Pacific Energy Network Strategic Gender Action Plan (PEGSAP)**
- **PPA's Strategy Plan and Implementation Approach September 2025 – August 2029**



PACIFIC WOMEN IN POWER

Women's Employment in the Pacific Power Sector



BASELINE REPORT
October 2024



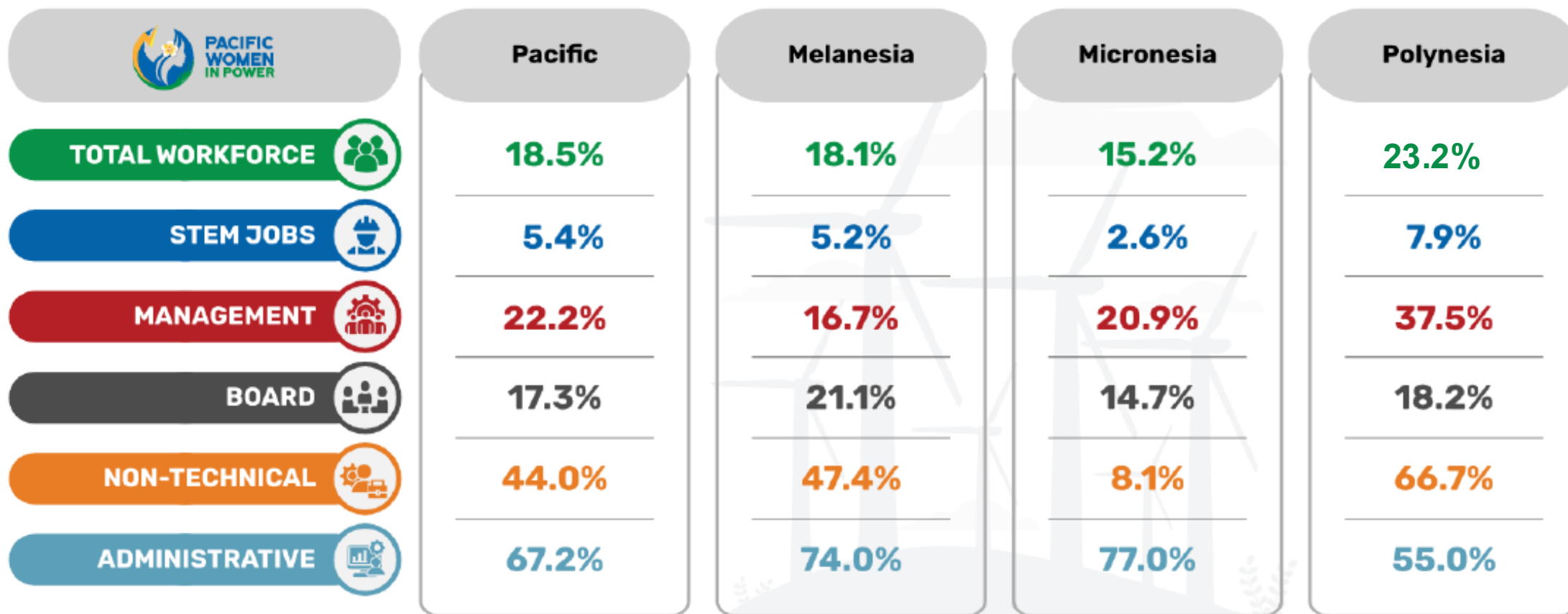


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Source: Pacific Women in Power survey 2023

Why Target Women's Employment?

The Macro Economic Perspective and the Pacific Energy Sector Perspective



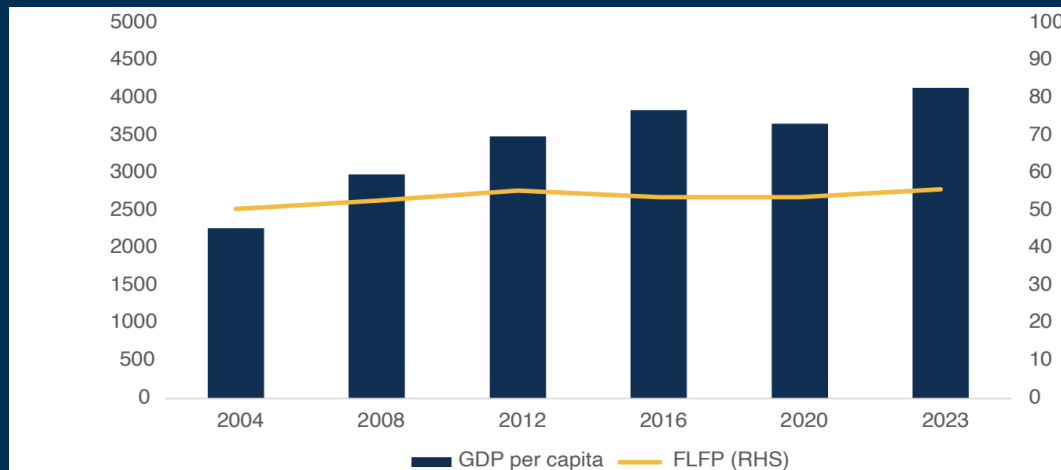
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Pacific Economic Update Employ Women, Empower the Pacific: A Strategy for Uncertain Times



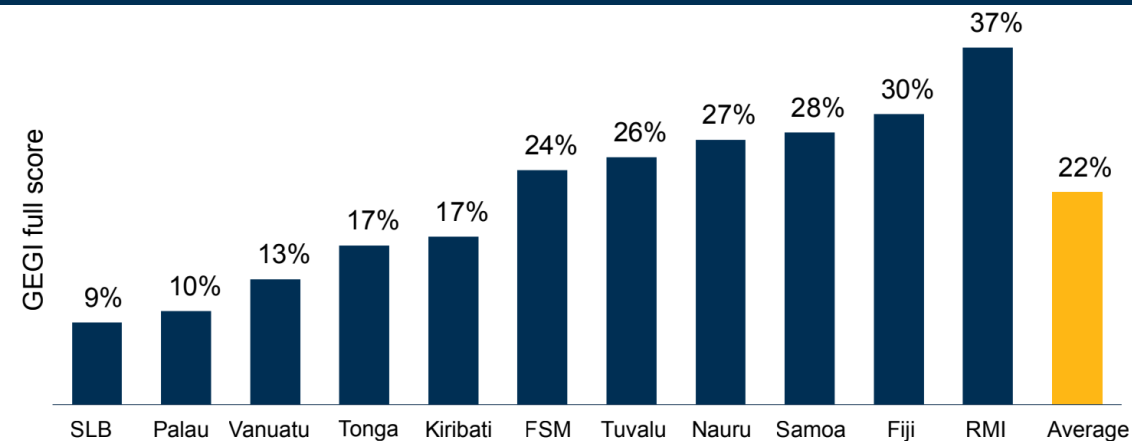
Female labor force participation remains stubbornly low and stagnant while increasing women's labor force participation could have significant economic impact

Female labor force participation (percent of female population ages 15+) and GDP per capita in PIC-11, excluding Fiji and Solomon Islands



Sources: ILO, modeled ILO estimates; World Development Indicators (database).
Note: FLFP = female labor force participation.

Increase in long-term GDP per capita if the full gender employment gap is closed (Gender Employment GAP Index)



Source: World Bank (2022).

Note: FSM = Federated States of Micronesia; RMI = Republic of the Marshall Islands; SLB = Solomon Islands.

Women's Participation Is Essential to a Resilient Energy Workforce

Responding to Increasing Demand

- Driving Economic Growth
- Urbanization
- Transition to RE



Expanding the talent Pool



Increase Retention



Increase Productivity



Enhance Innovation

PWIP Baseline Analysis Provides Insight to What can Be Done





PWIP is supporting 10 trailblazer utilities advance gender equality across six areas that promotes a strong workforce

- **Analysis and Evidence of What Works**
- **Consultation**
- **Needs and Commitments**



Progress from 8 Pacific Women in Power Trailblazers



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First Steps Taken: 90 Actions Launched as Sector Begins Long-Term Shift to Broaden Talent Pool in Technical and Managerial Roles



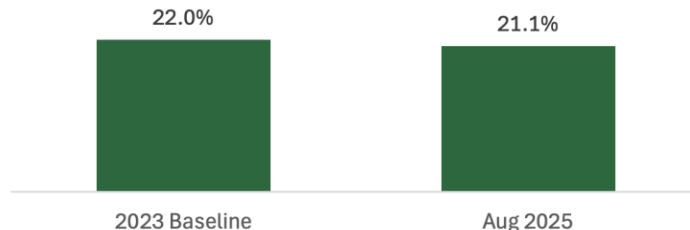
3,005
employees

90 activities to
promote women's
employment

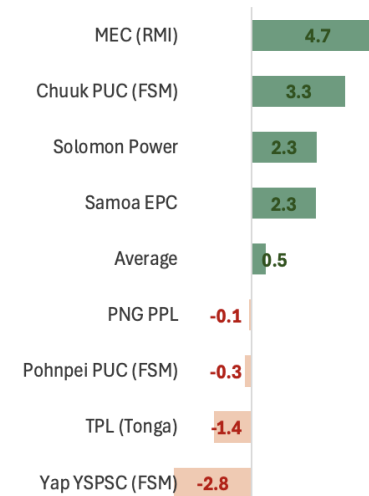
Share of female technical staff



Share of female managers



Change in female share (pp)
between 2023 Baseline and Aug 2025



345 PWIP-
trained staff

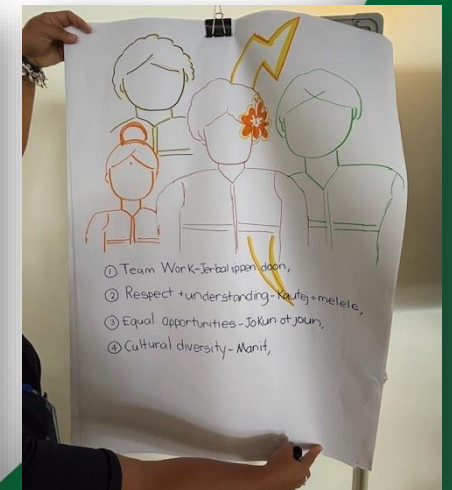
PWIP Training Built Momentum for Organizational Change - Now Ready for Broader Rollout



100% of PWIP Trailblazer
Utilities with staff that completed HR
coaching program

- 33 staff (HR and Engineers) completed 6-month HR coaching program.
- 12 staff trained and certified as PWIP unconscious bias trainer
- 70 staff completed training on respectful workplace and/or GBV.

100% of PWIP Trailblazer
Utilities with certified PWIP
unconscious bias trainers



Utilities Are Embedding Gender Into Policy — A Crucial Step Toward Sustainable Inclusion, Growing and Retaining Talent



4
trailblazer utilities

18
**policies, strategies,
guidelines and/or
practices**

Example: Samoa EPC



- **Gender Equality, Disability, and Social Inclusion (GEDSI) policy** under development.
- **Human Resources policies** under review (leave policies and employee entitlements).
- **Succession Plan** under review to integrate gender considerations.

Example: Chuuk PUC



- **SEAH and GBV policy** under development.
- **Respectful workplace, anti-harassment policy** under development.
- **Gender Mainstreaming Policy** under development.
- **Recruitment and promotion policy.**
- **Communication guidelines on gender equality.**

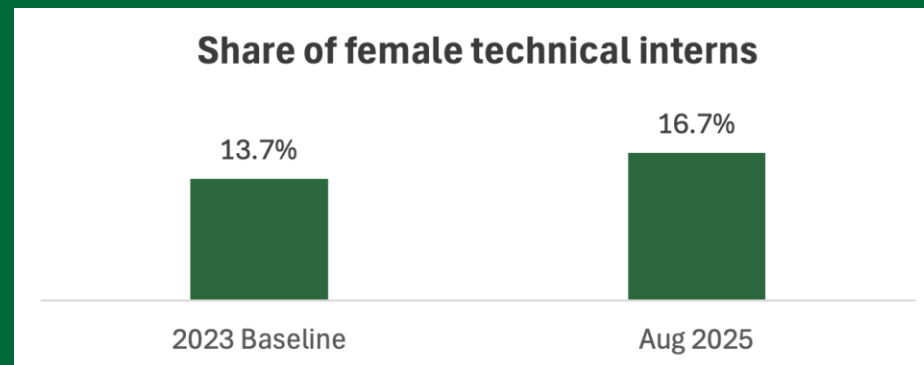
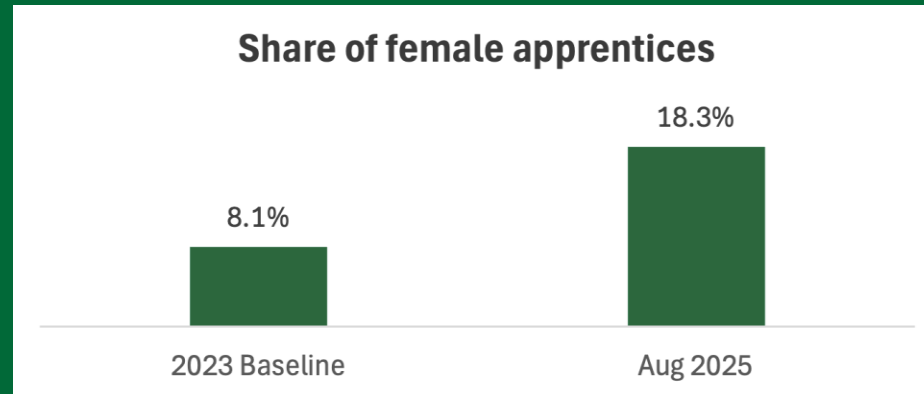
More Women Entering Apprenticeships — Now Utilities Must Set Targets to Keep It Going



5
utilities

301
apprentices/interns

From 23 to 52
women



CPUC
Civil Public Utilities Corporation

TECHNICAL SCHOLARSHIP 2025-2026

Eligibility Criteria:

- \$10,000 each two recipients
- FSM citizen & legal resident of Chuuk (w/ valid FSM passport)
- Full-time college or trade school
- Good academic standing:
 - Undergraduates: Min 2.5 G.P.A
 - Graduates: Min 3.0 G.P.A

Field of study:

- Electrical Engineering
- Geotechnical Engineering
- Hydraulic Engineering
- Mechanical Engineering
- Plumbing
- Industrial Electrician

Transforming your aspirations into reality with the CPUC Technical Scholarship!!

Apply Now! Check out the CPUC FB Page for application or email kayleen.billimon@cpuc.fm

Momentum Building: Utilities Leading Outreach to Women in STEM — CEO Leadership Key to Sustaining Progress



88%

utilities

25

events

14

outreach staff

10

champions

PNG Power:



- Five school excursions were conducted by the PPL HSE Team to Rouna Hydro Power Station, with a total of 227 students participating.
- Four career fairs (University of PNG, Pacific Adventist University, National Youth Resource Week, Sir John Guise Stadium).



Tonga Power:

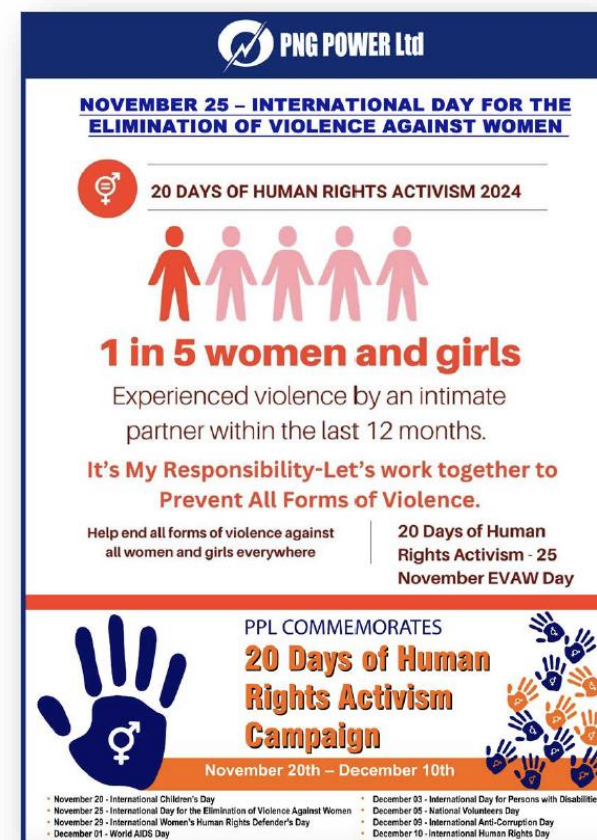
- New board member 'Ofa Guttenbeil-Likiliki . Also, a respected Women's Rights Activist in Tonga. founder and director of the Women and Children Crisis Centre (WCCC)



Making Progress Visible: Gender Profiles Help Utilities Attract and Retain Female Talent and Compete as Employers of Choice



- **1** utility (**PPL**) adopted a communication strategy on gender equality and women's employment.
- **2** utilities (**MEC; Samoa EPC**) developed promotional material.
- **2** utilities (**Chuuk PUC; Samoa EPC**) have trained staff on communication strategy and messaging.
- **4** utilities (**MEC; Samoa EPC; SP; TPL**) have champions coached and engaged on promotion of women's employment.



Taking action for awareness and driving conversations for change



Reuters World Business Markets Sustainability Legal Commentary Technology Investigations

As economic growth slows, Pacific Islands should boost women in jobs, says World Bank

By Kirsty Needham

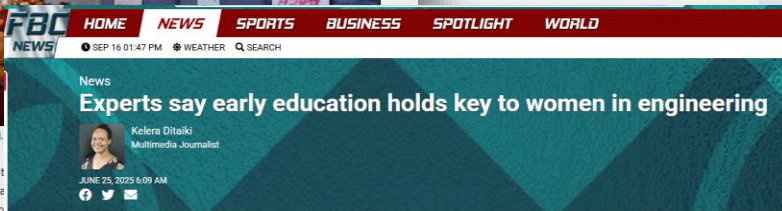
June 17, 2025 3:37 PM GMT+12 • Updated June 17, 2025



People shop at a covered market in Suva, Fiji.

SYDNEY, June 17 (Reuters) - Less than 5% of jobs in Pacific Islands are held by women, due to outdated laws and other barriers, the World Bank says. Boosting the gender gap could boost economic growth.

The World Bank economic update for the Pacific Islands, published in 2025, down from 5.5 percent in 2021.



Women's participation in the energy sector remains low because interest in key subjects drops long before university, experts warn.

Mechanical Engineering Coordinator at the University of the South Pacific, Dr Daniel Wood, states that the solution lies in early childhood education, not last-minute fixes at tertiary level.

"What you need to do is have a look at it holistically and in a multi-sectorial kind of way, where NGOs, ministries of education and things, we all work together to see how we can increase the interest to its maximal level."



[Source: usp.ac.fj]



The Fiji Times HOME NEWS SPORT LIFESTYLE FEATURES PEOPLE NA ILALAKAI ENTERTAINMENT FIJIAN

Women not choosing STEM – Wood

Local News | News | Published: June 26, 2025 | Last Updated: June 26, 2025 | By SAMANTHA RINA



Dr Daniel Wood, Senior Fellow and Discipline Coordinator in Mechanical Engineering at the University of the South Pacific (USP), stressing a point during the Employ Women, Empower the Pacific Talanoa session at the Novoetel in Lami. Picture: JONA KONATACI

The Fiji Times

HOME NEWS SPORT LIFESTYLE FEATURES PEOPLE NA ILALAKAI ENTERTAINMENT FIJIAN

Push for women in energy sector

Local News, News, Uncategorized | Published: June 25, 2025 | Last Updated: June 25, 2025 | By SAMANTHA RINA

Listen to this article:



Women in Construction and Trade Fiji (WICAT) chair Julianne Verma stressing a point during the Employ Women, Empower the Pacific Talanoa session at the Novoetel in Lami yesterday. Picture: JONA KONATACI

ONLY five per cent of technical roles in Fiji and the Pacific's energy sector are held by women — a figure World Bank specialist Helle Buchhave says must change.

Next steps



- GWNET mentorship program
- Training on respectful workplace and GBV
- Internship/apprenticeship program
- Women's leadership and succession planning
- Gender Safety, Workplace Equipment and Facilities Audit
- Communication strategy

Scan to apply for the PWIP mentorship program



As mentor

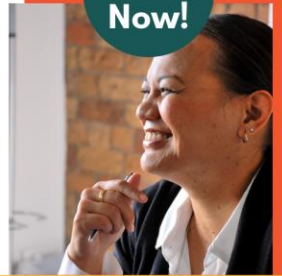


As mentee

Power Up Your Career in the Energy Sector!

Join the Pacific Women in Power (PWIP) Women's Mentorship Programme and take your career to the next level! Are you a woman working in a Pacific energy utility, ready to advance in your career? This is your opportunity to enhance your skills, expand your network, and become a leading example in the energy sector.

Apply Now!



Why Join the PWIP Mentorship Program?

- **Strengthen Your Skills:** Develop the technical and leadership capacities to excel in your career.
- **Build Your Network:** Connect with a powerful community of women and mentors in the Pacific and international energy community.
- **Advance Your Career:** Build the skills to manage teams effectively while advancing your technical expertise.
- **Drive the Change:** Contribute to a more diverse, innovative, and resilient energy workforce in the Pacific.

What the Program offers:

- A 9-month structured mentorship with a dedicated mentor.
- At least 4 exclusive knowledge-transfer webinars on the latest energy trends, team leadership skills, and technical advancement.
- Peer-to-peer and mentor networking events.
- Opportunities to participate in regional energy dialogues.

Who can apply?

- A woman with 2 to 6 years of experience in a Pacific energy utility.
- From Samoa, Tonga, Solomon Islands, Fiji, Papua New Guinea, Marshall Islands, or Micronesia.
- Interested in advancing their careers.
- Working in or aspiring to work in a technical STEM role.

Don't miss this special chance. Scan the QR code to apply now!



Launching the upgraded PPA Gender Portal



Gender Portal | Benchmarking Portal | Members | Contact Us

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Pacific Women in Power

Driving Gender Equality in the Energy Sector

Empowering women's participation and leadership across Pacific energy utilities and ministries.



The Pacific Women in Power (PWIP) initiative, launched in 2023 by the World Bank and the Pacific Power Association (PPA), supports Pacific Island Countries in building a gender-inclusive energy sector.

Pacific Women in Power works closely with utilities and ministries to increase women's participation, especially in technical and leadership positions. The initiative has been endorsed by Pacific Energy Ministers, marking a shared commitment to advancing gender equality in the power sector.



Key Findings

Despite progress, women remain underrepresented in the Pacific's energy workforce:


Women employees in utilities	18.5%
Women employees in energy ministries	23.5%
Women in technical and leadership roles	6%
Women are overrepresented in administrative and support roles	77%

Source of Data: Pacific Women in Power Baseline Report 2024

These figures highlight the urgent need for policies, mentorship, and pathways that enable women to succeed in the sector.


Explore Country Data Across the Pacific

Discover insights from each Pacific Island Country. Click on a flag to view utility and ministry data, women's employment statistics, and initiatives driving gender equality in the energy sector.



Action Areas

Pacific Women in Power focuses on six core areas to transform the energy sector:



```
graph TD; A((PWIP Logo)) --- B[Gender Equality Policies & Procedures]; A --- C[School-to-Work Programs]; A --- D[Retention Policies]; A --- E[Leadership & Succession Planning]; A --- F[Safety & Facility Audits]; A --- G[Company Gender Profiles];
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SIGN UP! Pacific Women In Power – Mentorship Program



Scan to apply for the PWIP mentorship program

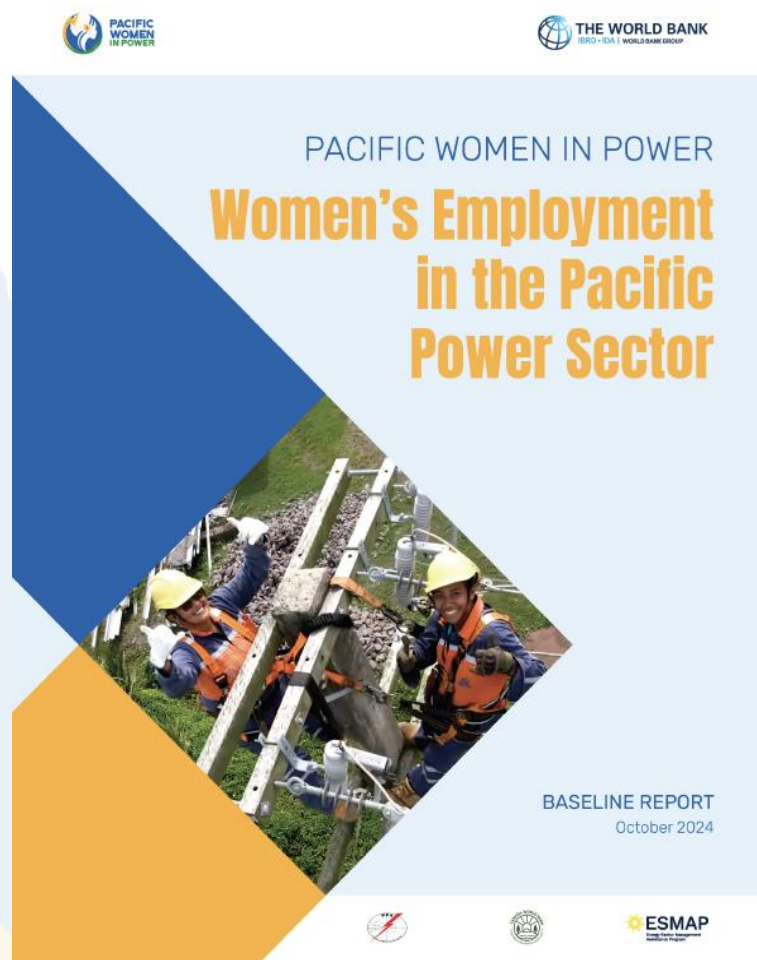


As mentor
[all eligible candidates]



As mentee
[only available to PWIP Trailblazers]

Women's Employment in the Pacific Power Sector Baseline Report 2023



	Pacific	Melanesia	Micronesia	Polynesia
TOTAL WORKFORCE	18.5%	18.1%	15.2%	13.2%
STEM JOBS	5.4%	5.2%	2.6%	7.9%
MANAGEMENT	22.2%	16.7%	20.9%	37.5%
BOARD	17.3%	21.1%	14.7%	18.2%
NON-TECHNICAL	44.0%	47.4%	8.1%	66.7%
ADMINISTRATIVE	67.2%	74.0%	77.0%	55.0%

Source: Pacific Women in Power survey 2023



Read the full report here