



Fiji Airways COVID-19 Liquidity Support Facility

Transforming Women's Lives Through
Infrastructure

October 2021



Identifying gender gaps

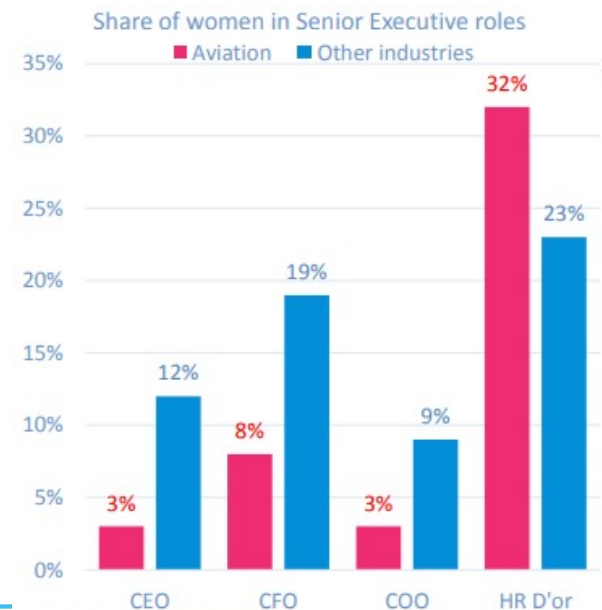


→ Country context

- Physical/sexual violence against women in Fiji
- Gender gaps in labor force participation

→ Sector context

Women are under-represented in the airline industry. Only 1.6% of pilots are women.



Source: Harper, 2017*

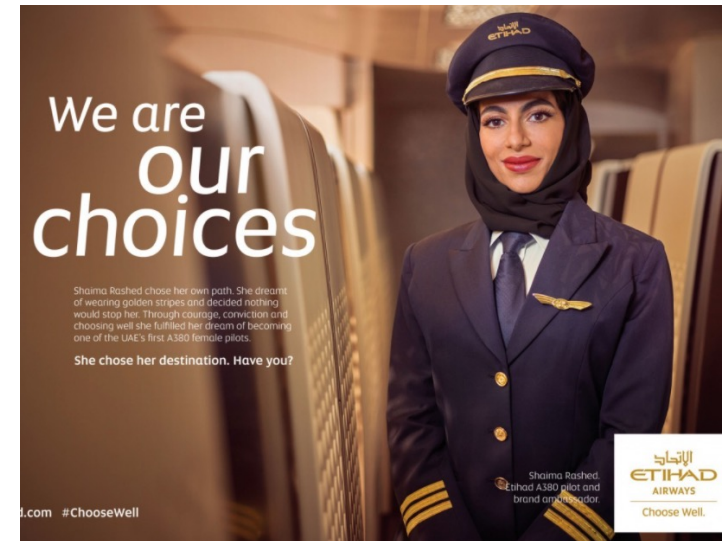
Challenges and opportunities for gender discussion



→ **Challenges** : The government's restriction due to COVID-19 made most fleet grounded and 90% of revenue evaporated. HR restructuring.

→ **Opportunities:**

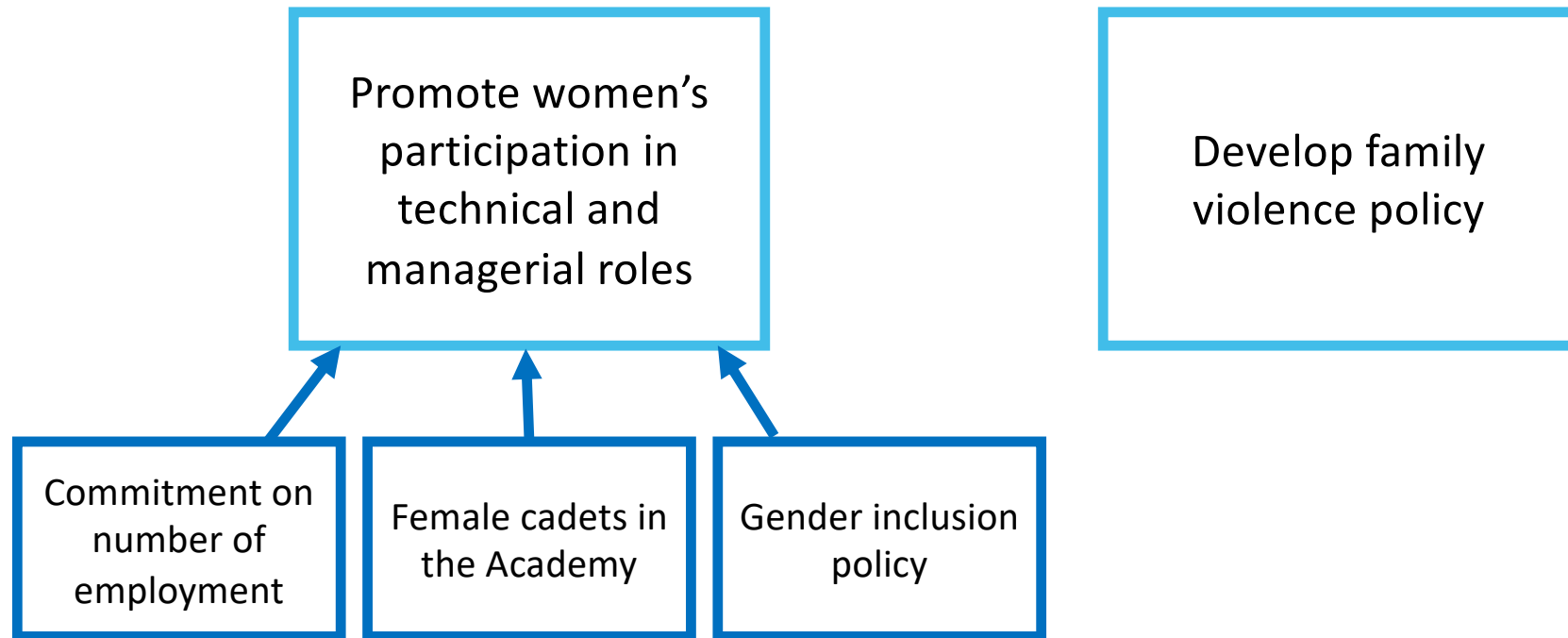
- Airline industry is competitive and marketing to end-consumers is important for airlines.
- Low baseline of women representation



Gender mainstreaming: what has worked

- ➔ **The company's willingness and commitment** is key.
- ➔ Talk to the right person.
- ➔ Develop the plan based on what the company already has
 - : Leadership program, recently initiated Aviation Academy, anti-sexual harassment policy, counseling program

Gender Action Plan





Thank you