



Air Niugini

GENDER EQUALITY

AREAS COVERED IN THIS PRESENTATION

- **Air Niugini's Total Workforce**
- **Work place Culture**
- **Gender Equality**
- **Featuring Milestones
Achievement's by some of the
Female Employees**
- **Emerging Leadership Program**

1. Total Workforce

Air Niugini currently has a total Workforce of 2039

From the total workforce of 2039;

- One Thousand Two Hundred and Thirteen (1213) are Male
- Eight Hundred and Twenty Six (826) are Female

Forty One (41) % of the Workforce are Female which clearly reflects that Air Niugini gives equal employment opportunity to females therefore the Airline can be seen as not gender biased.

2. Workplace Culture

Management's Objective;

Create a Culture that is conducive for career progression for “All Staff” irrespective of gender that is appointing the “*Most Fit and Proper Person's*” to succeed an outgoing incumbent or to a Vacant and newly created position.

Our HR Corporate Manual sets guidelines for transparent;

- Recruitments &
- Appointments

The respective panels are made up of the GM HR, respective Divisional Head GM or Executive Manager, Line Manager & HR Recruitment Officer

3. Gender Equality

Gender Equality is not an issue or concern in Air Niugini, in Air Niugini we promote a Culture of appointing the “Most Fit and Proper Person” based on merit.

Air Niugini gives equal employment opportunities to females

As a result;

- 41% of our Total Work force are female
- All International Ports to which Air Niugini operates are managed by Females
- Fifty two female staff hold management positions
- We now have two (2) female Captains and two (2) female Licensed Aircraft Engineers

4. Featuring some of Female Employees

Captain Beverly Pakii – First Female Captain



4. Featuring some of Female Employees

Captain Beverly Pakii – First Female Captain on Dash 8 and now First Female Captain on F100



Captain Sharon Tarah – Second Female Captain



Lyasie Bundu – 1 of the Two Licensed Aircraft Engineers (LAME)



Recently appointed Executive Manager Port Moresby Airport Operations Maryaileen Solien



4. Emerging Leadership Program

Air Niugini's Emerging Leadership Program's objective is to create a pool leaders putting them through series of leadership training and development programs preparing them to take on leadership roles within the organisation.

These is in line with the Airline's succession planning program for localisation program.

The program is for ALL emerging leaders inclusive of female employees.

For example: Recently appointed Executive Manager Port Moresby Airports Maryaileen Solien was part of the program

End of Presentation

Thank you