



Future Ready: Climate-Resilient *and* Inclusive Tourism *in* Fiji

**A practical guide
for businesses**

SEPTEMBER 2026



About this Guide

Many tourism business owners recognise that Fiji's changing climate is no longer a distant concern; it is already affecting costs, operations, and future growth. In this context, staying competitive requires every possible advantage – particularly the knowledge, insight, and leadership of women and other underrepresented groups who play a vital role in driving effective climate mitigation and adaptation efforts. Successful businesses understand that inclusion is not separate from climate action – it is central to it. Businesses that embrace diverse perspectives in planning, response, and recovery to Fiji's changing climate are more resilient, more innovative, and better positioned for sustained success. This guide shows how putting inclusion at the centre of climate action enables businesses to anticipate risks sooner, respond more effectively, and recover more quickly. It translates this approach into practical steps that businesses can take today to empower women and other underrepresented groups across their workforce, communities, and supply chains – strengthening resilience to Fiji's changing climate and building a foundation for long-term success. The data and findings presented in this guide draw on literature review and primary research with 46 participants from Fiji's tourism sector, representing 28 enterprises that span diverse operational types and locations across Fiji. Insights were gathered through surveys, focus group discussions, and individual interviews. Additional findings and analysis are detailed in the accompanying diagnostic report, **Future Ready: Climate-Resilient and Inclusive Tourism in Fiji (IFC, 2025)**.

How to Use this Guide

This guide has three sections:

- 1. Climate, Inclusion, and Your Business:** How inclusive climate actions benefit your business, empowers your workforce, and supports your community.
- 2. Making It Real:** Practical Actions for Your Tourism Business Clear, step-by-step advice on inclusive and climate actions, including checklists and a workbook to help you create your own action plan.
- 3. Case studies:** Real examples from Fiji's tourism sector to inspire and inform your own approach.

Key Definitions

Climate adaptation means making changes in your business to handle the effects of climate change –like flooding, storms, or heat waves – so you can continue operating and protect your income, protect your workforce, assets and community.

Climate mitigation means reducing your business's impact on the climate – mainly by cutting greenhouse gas emissions and waste, using less energy, and finding greener ways to run your business.

Inclusion means making sure everyone can take part in society fairly, by improving their chances, choices, and dignity, especially for people who are treated unfairly because of who they are.

Underrepresented groups are the people who miss out the most on these chances and choices. They have less access to opportunities, resources, or decision-making power because of factors such as gender, age, disability, where they live, or social status. In Fiji, this often includes women (especially in leadership and ownership roles), gender diverse people, young people, disabled people, and older people.

Tourism, Climate Resilience, and Jobs in Fiji



Climate

Stronger **cyclones, floods, and coastal erosion** disrupt tourism in Fiji.

Insurance and protection costs for coastal sites are rising.

Climate stress is now part of everyday business planning.

Small and remote, community based operators are most at risk.

Climate adaptation protects people, livelihoods, and reefs.



Inclusion

Women and underrepresented groups feel climate impacts differently.

Climate shocks make existing **inequalities worse**.

After disasters, women carry **extra care and recovery work**.

Women's incomes and hours often drop after severe weather.

Women's groups, youth, and local leaders **drive community recovery**.

Inclusive, climate resilient businesses help retain workers, strengthen local suppliers, and create pathways for **women, youth, and underrepresented groups** to participate in tourism growth.



Tourism

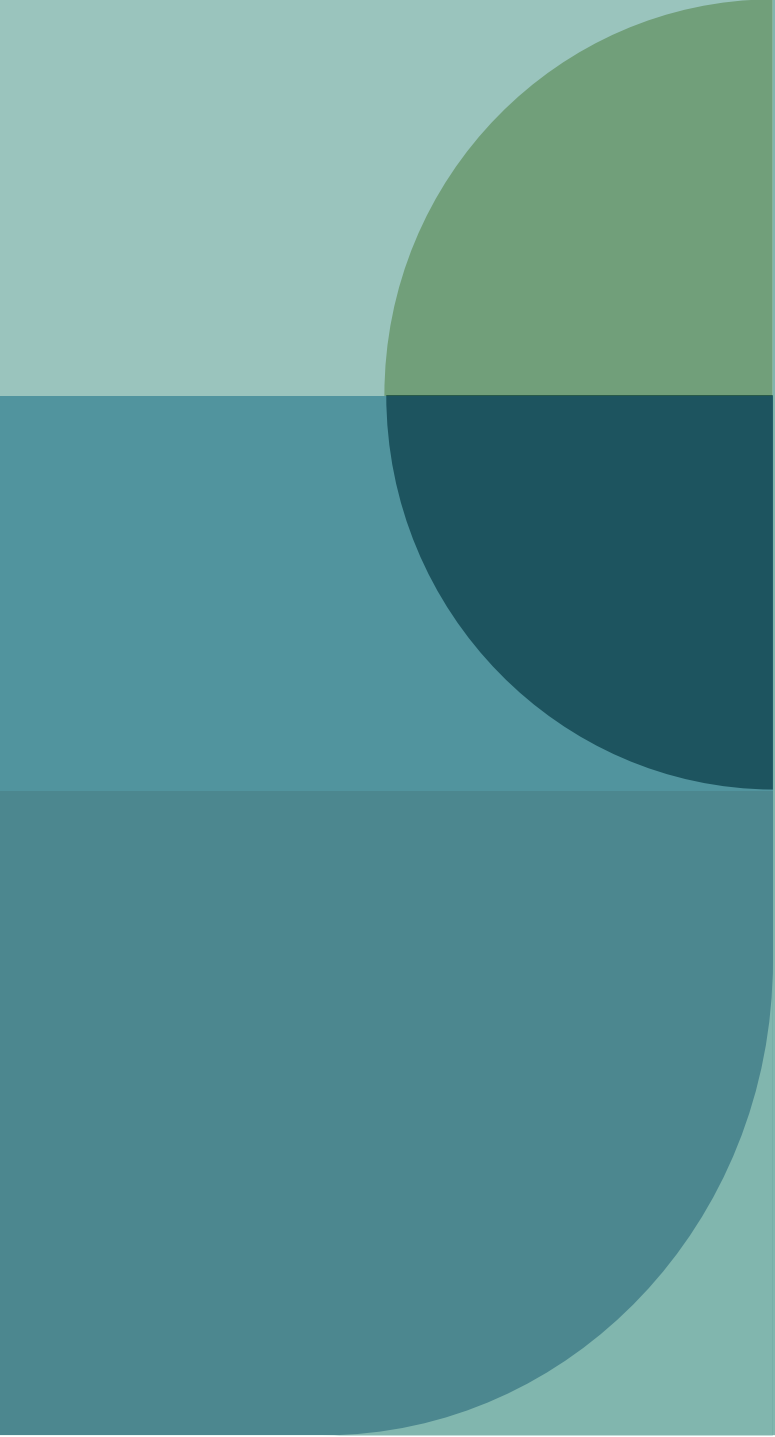
Tourism provides around **40% of Fiji's GDP** and **36.5% of Fiji's employment**. Supporting **21,000 jobs** and income for **90,000** people.

Visitor growth is expected to create **~57,000** additional jobs by 2040.

The sector relies on **healthy reefs, beaches, forests, and culture**.

Resorts and tours sit on the frontline of cyclones and floods.

Women make up **42%** of the **tourism workforce**.



Section 1. Climate, Inclusion, and Your Business

How Inclusion Strengthens Your Business Performance

Fiji's changing climate will affect your revenue, assets, staff, guests, and long-term competitiveness. Businesses that tap into the full talent of their workforce – especially women and other underrepresented groups – are better able to spot risks early, adapt quickly, and recover faster. Inclusion is not just about fairness; it is a practical strategy for climate resilience and business performance.

Women, gender-diverse people, people with disabilities, and both older and younger people keep Fiji's tourism sector running as owners, managers, frontline staff, innovators, and community connectors. They see, every day, how changing weather, disasters, and supply chain disruptions affect guests, families, and local communities. When their ideas and leadership are brought into key decisions, climate and disaster responses become more targeted, workable, and cost-effective.

If these perspectives are missing, businesses lose vital information about guests, staff and supply chains – and with it, real opportunities to reduce risk and grow value. Inclusive climate action changes this by deliberately involving the people who carry much of the risk and who manage it in practice.

For example:

- Extra caregiving and community responsibilities after disasters can reduce women's time for paid work and training, unless businesses offer flexible arrangements and targeted support.
- Limited access to savings, insurance, or formal finance can slow women's recovery and investment in adaptation, unless financial products and support are designed with them in mind.
- Disruptions to transport, supplies, and local markets can cut income from goods and services many women manage, yet these same networks can become powerful channels for recovery and for scaling climate adaptation practices.
- Women's deep knowledge of natural resources, local markets, and family needs gives them a unique ability to help communities adapt, manage resources, and build resilient businesses; when this expertise is recognised, solutions are fairer, stronger, and more sustainable.



Why Your Business Benefits

Making your business inclusive and climate-resilient sets it up for stronger growth and competitiveness:

Improved performance: Women in leadership roles help businesses perform better on climate action and other sustainability indicators, while diverse management teams drive better, more strategic decision-making.

Operational continuity: Women's roles and relationships in communities lead to grounded adaptation strategies. Their community connections give them first-hand knowledge that can strengthen mitigation and adaptation decisions.

Resilient supply chains: Because women are active along the tourism value chain – from farms and fisheries to markets, transport, and guesthouses – empowering them strengthens each link and supports faster business recovery and long term resilience.

Wider community impact: When more people earn and participate in decisions, families and communities become more stable and resilient, multiplying the benefits of each tourism dollar.

More adaptable and competitive: Different perspectives fuel creative, practical solutions that make tourism businesses – and the wider sector – more adaptable and competitive.

See the case studies in Section 3 for examples of how Fiji's tourism businesses are integrating inclusive and climate-resilient practices into their operations.

Why Inclusive Climate Action Makes Good Business Sense



Inclusive Practices Strengthen Business Performance

Businesses investing in inclusion outperform competitors in profitability, innovation, and resilience.



Inclusive Practices Expand Talent Pools and Strengthen Retention

Tourism operators who prioritize equitable workplaces and diverse leadership attract and retain and grow top talent, ensuring customer trust and stable operations.



Inclusion Accelerates Recovery

When women's practical needs are addressed, the workforce returns faster after climate disruptions—reducing downtime and protecting business reputation.



Inclusion Strengthens Supply-Chain Resilience

Gender inclusion enhances resilience by diversifying suppliers and stabilizing local sourcing.



Inclusion Unlocks Finance and Market Access

Businesses gain access to investment, new markets, and sustainable finance mechanisms.



Inclusion Strengthens Community Relations and Reputation

Partnering with women's groups and engaging communities fosters reputation, strengthens local relationships, and supports long-term business success.

How Fiji's Changing Climate Will Affect Your Business

Fiji's changing climate is already showing up in tourism businesses through damaged assets, disrupted operations, and shifting demand. Understanding these risks is the first step to deciding where inclusive climate action can make the biggest difference in your business.

Regardless of location or type of operation, all tourism businesses in Fiji will experience climate impacts. Recognising and preparing for these impacts – across your workforce, supply chain, and operations – will protect your assets, strengthen market diversification and long-term business resilience.

These business risks are already being felt on the ground, and they play out differently across your workforce and community – which is why inclusion is so important in your climate response.

Key climate risks to your business

- **Business disruption:** More frequent cyclones, floods, and storms can shut your doors, cancel bookings, damage roads and power, and stop staff and guests from reaching your business.
- **Safety risks:** Rising heat and extreme weather increase health and safety risks for workers and guests, leading to fatigue, illness, and stress.
- **Damage to assets:** Buildings, staff housing, jetties, vehicles, and equipment face higher risk of damage, with costly repairs and downtime.
- **Supply chain shocks:** Weather extremes can disrupt suppliers, causing shortages, delayed deliveries, and higher prices for key goods and services.
- **Pressure on natural attractions:** Erosion, coral bleaching, and damage to reefs, beaches, and marinas can reduce the appeal of your tourism product and raise insurance and operating costs.
- **Long-term uncertainty:** Unpredictable weather and repeated damage can deter visitors, disrupt tourist flows, and threaten business competitiveness over multiple seasons.
- **Market and revenue disruption:** Fiji's changing climate will disrupt not only assets and daily operations but also who travels, when they travel, and what experiences they seek. This can shift your most profitable seasons, products, and markets, with real impacts on cash flow and long-term competitiveness. Relying on one or two key markets or channels increases vulnerability to climate, economic, or health shocks.

Research Findings:

- Fiji's tourism sector is operating in a state of ongoing climate volatility.
- Most tourism businesses are aware of climate risks, but levels of preparedness vary widely.
- Climate volatility is now the norm, with nearly 90 percent of operators reporting more frequent and intense severe weather in the past five years.
- Over 80 percent of businesses have experienced financial losses from climate events, including revenue loss, infrastructure damage, and recovery costs.
- Most enterprises provide some form of staff support during extreme weather, highlighting that caring for people is central to preparedness.
- Three-quarters of operators link gender equality and social inclusion with stronger crisis response and better cooperation with communities.

How Fiji's Changing Climate Will Affect Individuals

Climate risks do not affect everyone in your business or community in the same way. Storms, cyclones, and floods often have a greater impact on women and girls, gender-diverse people, people with disabilities, and both older and younger people than on other groups.

Women are frequently on the front line of response and recovery after severe weather events, using their knowledge, networks, and practical skills to keep families, workplaces, and communities functioning.

Unequal care responsibilities, exposure in certain jobs, limited access to finance, and higher emotional stress mean that their recovery can be slower, with knock-on effects on work and income and fewer opportunities to take part in key decisions about recovery and future planning.

See the case studies in Section 3 for examples of how Fiji's tourism businesses are supporting women after severe weather events.

As one tourism operator explained:

"Women in the village often bear the primary responsibility for caring for children and the elderly, securing food and water, and managing households. This means their ability to recover and participate in broader community or work efforts can be more delayed."

Urata Lookout Café, Savusavu

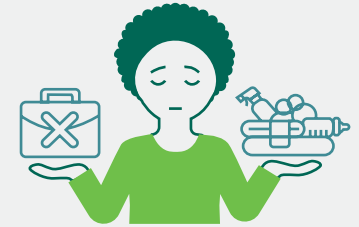
Women and men experience disasters differently. While women shoulder sustained domestic and emotional strain, men face greater physical risks during weather event preparation and during recovery.



Women shoulder care, food, and emotional recovery roles; their work hours and earnings drop longer after events.



Men often handle repairs and physical safety measures.



Emotional stress, job insecurity, and domestic burdens weigh disproportionately on women.

Underrepresented groups also experience disasters differently.



People with disabilities struggle with inaccessible shelters and communications.



Elders face isolation when transport and information fail.



LGBTQ+ staff or guests may feel unsafe in communal evacuation spaces.

Some support needs are universal, however, as disaster impacts are experienced differently by men and women, responses also need to be tailored to meet their specific needs

Women's Specific Support Needs



Care-Related Support

- Childcare arrangements during school closures and disruptions
- Flexible work hours to manage family recovery responsibilities
- Support with caregiving roles for children and elderly



Workplace Environment

- Mental health support and stable work environment
- Safe sanitation facilities (resort environments)
- Safe transport access for commuting during recovery



Recovery Assistance

- Direct aid for household repairs while managing care duties
- Support that alleviates caregiving burden to enable work participation

Men's Specific Support Needs



Physical Recovery Resources

- Building materials and transport access for repair work
- Tools and resources for physical recovery and reconstruction
- Clear leadership and coordination for dangerous clean-up efforts



Workplace Flexibility

- Flexible leave to return home for repair and cleanup work
- Assistance with home repairs to enable return to work
- Access to materials for rebuilding personal and community infrastructure

Universal Specific Support Needs



- Access to clean water and food
- Secure housing arrangements
- Community support and reassurance about livelihoods
- Financial stability and continued wages



Turning Risks into Action: Practical Steps

Climate risks and unequal impacts are only part of the story; what you do next is what will determine how well your business copes and grows. To thrive in Fiji's tourism sector, make inclusion and climate resilience part of everything you do, using these six core business areas as your guide.

1. Climate risk assessment and planning

Understand how climate risks affect your workforce, supply chain, and daily operations – and how impacts differ for men, women, and other underrepresented groups. Set clear goals and identify where you are most vulnerable so you can protect both your business and your people.

Key Research Finding: 75% of tourism operators say that focusing on gender equality and social inclusion leads to stronger crisis response and better cooperation with communities.

2. Inclusive leadership and governance

Support leadership and professional development opportunities for women and other underrepresented staff. When diverse voices are at the decision-making table, you get better solutions, stronger teams, and leadership that delivers real results.

Key Research Finding: When women hold supervisory roles, teams tend to communicate more calmly, coordinate tasks more effectively, and pay closer attention to staff welfare and logistics.

3. Workplace practices

Build an inclusive workplace that supports all staff, especially before, during, and after natural disasters. Use flexible work options where possible, encourage teamwork, and regularly train and involve everyone in planning for resilience.

Key Research Finding: 50% of enterprises have taken climate-related measures in the past three years – but only half of them consider gender or underrepresented groups in their climate mitigation and adaptation actions.

4. Business operations

Embed inclusive and climate adaptation practices across your operations. This can include resilient procurement, diversifying your suppliers, and using digital tools to stay connected and flexible. Keep your business continuity plan up to date so you can keep running when disruptions occur.

Key Research Finding: Inclusive, local sourcing strengthens business recovery by stabilising supplies, building community goodwill, and helping businesses bounce back faster after disasters.

5. Emergency response

Prepare now for emergencies and involve your team in creating and practising clear safety plans. Make inclusion the foundation so everyone – especially underrepresented groups – feels informed, supported, and ready.

Key Research Finding: Tourism businesses that provide staff assistance during severe weather are strongest when they recognise the different needs of women with children, older adults, people with disabilities, and LGBTQI+ travellers during sheltering and evacuation.

6. Monitoring and learning

Regularly review your progress. Track diversity and climate-related data, adjust your strategies, and share what works with your team and community. Stay open to new ideas and keep learning over time.

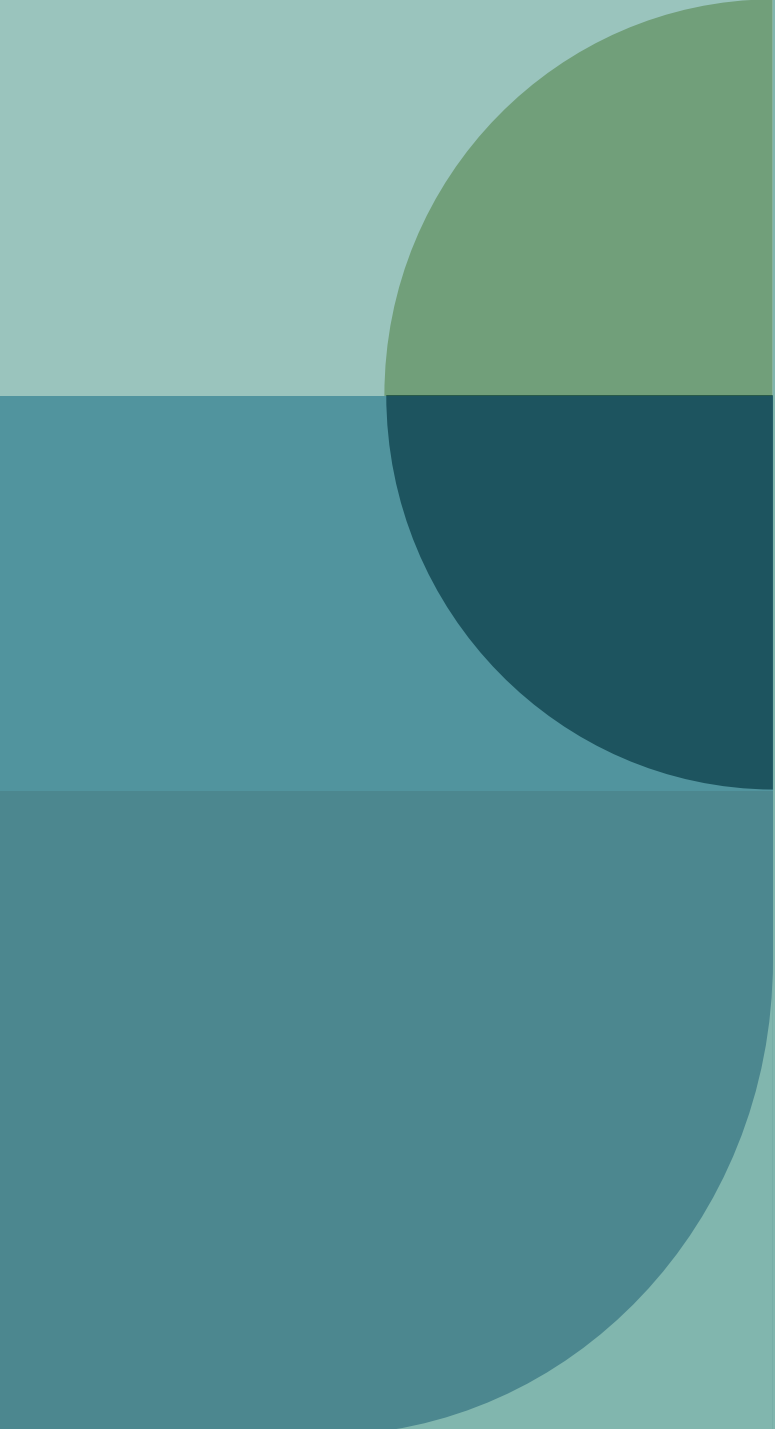
Key Research Finding: Ongoing collection and review of gender and climate data helps businesses see what is working, uncover new risks or barriers, and make smarter decisions that improve results for both the business and the community.

Section 2 translates these six core areas into practice. It provides practical tools, checklists, and examples to help you build an inclusive, resilient workplace – starting from where your business is today.

The Pathway to Inclusive, Climate-Resilient Action

This diagram shows how your business can move along a continuum to become more inclusive and climate-resilient – from unintentionally leaving some people out of climate adaption and mitigation actions to actively empowering everyone across your operations. It's normal for different parts of your business to be at different points on this journey; what matters most is understanding where you are now and deciding where you want to go next. You don't need to fit neatly into a single level; many businesses find themselves spread across the spectrum. The key is to reflect honestly on where you stand today, where you aspire to be, and the actions that will help you get there.





Section 2.

Making It Real: Practical Actions for Your Tourism Business

Six Key Areas for Inclusive, Climate-Resilient Action

In this section, you'll explore six key areas that will help you choose the actions that best fit your business. Each area provides a clear focus and practical steps you can take to advance inclusive, climate-resilient action.

Beside, you'll find a brief introduction to each area, giving you a starting point for building your own action plan.



Your Checklist and Commitment

Wherever your business stands today, taking real action for inclusion and climate resilience means thinking about these statements and start with making a commitment as a leader and as an organisation.

See the case studies in Section 3 for examples of how Fiji's tourism businesses are committed to inclusive and climate-resilient practices into their operations.



Climate Risk Assessment and Planning

We understand that the changing climate will impact our business and our diverse workforce, suppliers, and business operations. We work with government agencies, landowners and communities to identify vulnerabilities and co-ordinate adaptation responses that address the needs of underrepresented groups.



Inclusive Leadership and Governance

Women, gender-diverse staff, and other underrepresented groups participate in our risk assessment, disaster response, and resilience planning processes. Their perspectives are valued in both decision-making and implementation, creating stronger and more effective actions for everyone.



Workplace Safety, Well-being and Communication

We build a resilient and inclusive workplace through inclusive workplace practices and regularly review our policies to ensure support and safety for all.



Business Operations

We ensure we embed resilient and inclusive practices into our business operations (budgets, procurement, infrastructure, training, supply chains, communications, and marketing).



Emergency Management

Our emergency response is inclusive, safe, accessible, and responsive to the unique needs of all genders and underrepresented groups.



Monitoring and Continuous Improvement

We track, review, and strengthen our inclusive practices over time.

How to assess, prioritise, record, then act

 SELF ASSESSMENT CHECKLISTS	STEP 1: START WITH THE SELF-ASSESSMENT CHECKLISTS	☐ Read each statement under the six Focus Area Checklists: climate risk and resilience; leadership and governance; workplace practices; business operations; emergency management; and monitoring and continuous improvement. ☐ Consider the Questions raised and the Suggested Actions ☐ Tick the boxes for Suggested Actions your business is already taking to get a quick picture of what you already have in place. ☐ Add any additional actions that you are taking to give a complete picture for your business ☐ You can also refer to the Case Studies of Section for further ideas
	STEP 2: IDENTIFY GAPS AND PRIORITIES	☐ Look at the Suggested Actions you have not yet ticked. ☐ Highlight the ones that would make the biggest difference for your business, your staff, and your community.
 ACTIONS WORKBOOK	STEP 3: CONSIDER WHAT IT WOULD TAKE TO IMPLEMENT THESE IDEAS?	For each new action highlighted, start brainstorming with your team and ask yourself these questions: ☐ How well does this idea support your business goals and priorities? ☐ Who needs to be involved or consulted to take this forward? ☐ Can you realistically implement this idea with your current resources? ☐ Which actions are: • Ready to go: High value to your business and very feasible – these can be low-cost actions to get you started. • Work out how: High value, but requires more effort and planning • Maybe later: Low to moderate value to your business, but feasible • Won't Do: Low value to your business and difficult
	STEP 4: DECIDE WHICH ACTIONS YOU WANT TO EXPLORE FURTHER	☐ Identify your 'Ready to go' actions and take the first steps towards some 'work out how' actions. ☐ Transfer the tables to your own document, spreadsheet or internal system if you need more space but for each Action note: • Next step(s) and who will be responsible for taking the necessary action • Who needs to be involved or consulted • What resources you will need • Your assessment of 'Ready to go', 'Work out how', 'Maybe later', or 'Won't do'
 PLAN AND ACT	STEP 5: REVIEW AND PRIORITISE ACTIONS	☐ Review your selected Actions from all six Focus Areas and, if it feels overwhelming, choose just five to start with, those that will be most impactful for your business. These could be in the same Focus Area, or a mix. They could be 'Ready to go' and/or 'Work out how' ☐ Turn your 'Ready to go' actions into small, concrete tasks with owners and timelines. ☐ 'Work out how' actions will need to be explored further – schedule time to research, arrange to talk to other stakeholders etc. ☐ This simple loop – assess, prioritise, record in the workbook, then act – helps you move from ideas on paper to practical, inclusive, climate resilient changes in your business.

Inclusive and Climate-Resilient Action Checklists

STEP 1 AND STEP 2



		Questions to ask	Current practice	Suggested Inclusive Actions
FOCUS AREA 1: Climate Risk Assessment and Planning Know Your Vulnerabilities	UNDERSTAND: What are our climate risks and who is most exposed?	Have you identified the specific climate risks, such as cyclones, flooding, or drought, that are most likely to affect your business operations this year?	☐ Yes ☐ Partly ☐ Not yet	☐ Create a Climate Risk Map listing cyclones, floods, and drought with their potential business impacts, and display a visual calendar showing when each risk typically occurs. Include women staff in developing the map, as their day-to-day roles often give them direct knowledge of operational vulnerabilities that may otherwise be overlooked.
		Have you ranked your climate risks by likelihood and potential business impact?	☐ Yes ☐ Partly ☐ Not yet	☐ Review and update your Climate Risk Map annually, seeking input from all staff including women, part-time, and seasonal workers, whose experiences of past climate events may surface risks that are not immediately visible to management. ☐ Make a comprehensive list of staff roles, suppliers, and business activities, noting which are most vulnerable to each identified climate risk. Flag roles filled predominantly by women, such as housekeeping, food preparation, or community-facing services as these may carry heightened exposure. ☐ Score each risk by likelihood and potential impact and prioritize the top risks for immediate action. Involve women staff and women-led suppliers in the scoring process, recognizing that their lived experience of past events may lead to different and equally valid risk assessments.
SELF ASSESSMENT CHECKLIST	PLAN: What do we do when a climate event hits?	Have you mapped your suppliers' climate vulnerabilities and discussed joint preparedness measures to minimize shared disruption?	☐ Yes ☐ Partly ☐ Not yet	☐ Have a conversation with your key suppliers about their exposure to climate risks and what coordination might help you both prepare better. Give priority attention to smaller and or women-led suppliers, who may have fewer resources to draw on and may benefit most from early and practical support. ☐ Develop shared action plans with your suppliers to reduce climate-related disruption for both parties. Where women-led suppliers face specific constraints such as limited access to finance or insurance, explore whether you can connect them to relevant support networks or advocate on their behalf.
		Is your emergency plan current, and has it been shared with all staff and suppliers in a format they can understand and act on?	☐ Yes ☐ Partly ☐ Not yet	☐ Review and update your emergency plan every six months, sharing updates in plain language, visuals, or short videos. Confirm that women staff including those in part-time or seasonal roles are included in all emergency communications and know exactly what to do. ☐ Conduct a practice drill or simple check-in with staff and key suppliers at least once a year to test whether the plan works in practice. Ask women staff specifically whether the plan accounts for responsibilities such as caring for children or elderly family members and adjust based on their feedback.

	Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 1: Climate Risk Assessment and Planning Know Your Vulnerabilities	PLAN: What do we do when a climate event hits?	Have you assessed which visitor seasons, products, or customer segments are most vulnerable to disruption from climate-related changes in travel patterns?	☐ Yes ☐ Partly ☐ Not yet
		Have you evaluated your dependency on specific markets, tour wholesalers, or booking channels in the event of multi-season climate disruption?	☐ Include market and revenue risks in your Climate Risk Map, noting which visitor segments, seasons, and products are most exposed to climate events. Consider which revenue streams support the most women workers and flag these for priority attention in your planning. ☐ Analyze booking and cancellation patterns after each climate event to identify trends across markets, seasons, and products. Involve women staff, particularly those in guest-facing roles, who often have direct insight into changing visitor behavior and preferences. ☐ Review your market concentration and identify which channels your business could not function without if disrupted for one or more seasons. Note whether a decline in any of these would disproportionately affect women in your workforce, particularly those in roles tied to specific products or seasonal peaks. ☐ Actively develop relationships with alternative markets and booking channels to reduce dependency. Where possible, pursue diversification strategies that create more stable and year-round employment opportunities for women, reducing their vulnerability to seasonal and climate-driven income shocks.
 SELF ASSESSMENT CHECKLIST	CONNECT: Who do we need to work with beyond our business?	Have you consulted with local authorities, landowners, and community members to identify shared climate vulnerabilities and coordinate adaptation responses?	☐ Yes ☐ Partly ☐ Not yet
		Have you drawn on traditional and local knowledge systems to strengthen your climate preparedness and business continuity planning?	☐ Initiate a conversation with your local authority or landowner contact to understand their climate priorities and identify where your business vulnerabilities overlap. Ask specifically whether women community members have been consulted and whether their concerns are reflected in local adaptation plans. ☐ Participate in local or regional climate planning processes and support the meaningful inclusion of women in these conversations, helping to remove practical barriers to their participation such as timing, transport, or childcare. ☐ Identify traditional practices or community knowledge relevant to weather preparedness and disaster response that could strengthen your business planning. Recognize that women in your community are often custodians of traditional knowledge related to food, water, land, and caregiving - knowledge that is directly relevant to climate resilience. ☐ Engage community knowledge holders, including women elders, in a structured conversation about local climate patterns and traditional preparedness practices such as veilomani, and formally incorporate relevant insights into your business continuity planning, crediting their source.

	Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 1: Climate Risk Assessment and Planning Know Your Vulnerabilities	LEARN AND IMPROVE: How do we get better overtime	Do you have a process for recording lessons learned including which markets, products, and supplies recovered quickly after each severe weather event?	☐ Yes ☐ Partly ☐ Not yet ☐ After each severe weather event, hold a short reflection meeting with staff and suppliers and record findings in a Climate Lessons Log, noting what worked and what did not. Ensure women staff are included in the debrief, as they may have experienced the event differently from male colleagues, and note whether caring responsibilities or safety concerns affected their ability to recover quickly.
	Do you conduct an annual Climate Readiness Review with staff and suppliers to assess risks, review lessons learned, and set priorities for the year ahead?	☐ Yes ☐ Partly ☐ Not yet ☐ Set a date each year to bring key staff and suppliers together to review your Climate Risk Map, Climate Lessons Log, and current emergency plans. Schedule and facilitate the meeting in a way that allows women staff including those in part-time or shift-based roles to attend and contribute.	☐ Review your Climate Lessons Log at least once a year and use findings to update your emergency plan, risk priorities, and supplier arrangements. Track whether issues raised by women staff or women-led suppliers have been acted on, and report back to them on changes made as a result of their input. ☐ Use the review to assign clear actions and track progress from the previous year. Deliberately invite women to lead agenda items or present findings, and ensure that actions arising from the review address risks that specifically affect women staff and suppliers.



SELF ASSESSMENT CHECKLIST

		Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 2: Leadership and Governance Lead With Inclusion	UNDERSTAND: Who is leading the climate response?	Are women and staff from all roles included in your climate decision-making?	☐ Yes ☐ Partly ☐ Not yet	☐ Map who currently participates in climate decision-making. Remove practical barriers such as inconvenient meeting times, language, or seniority norms and actively create space for women to lead agenda items or facilitate planning discussions.
		Do you have at least one woman in a leadership role involved in making climate-related decision?	☐ Yes ☐ Partly ☐ Not yet	☐ Identify at least one woman to take a climate leadership role within the business and support her with peer learning, mentoring, or access to external climate networks to build her confidence and capability.
 SELF ASSESSMENT CHECKLIST	PLAN: How do we build inclusive climate leadership?	Do your climate plans draw on traditional and local knowledge held by staff and community members, including women?	☐ Yes ☐ Partly ☐ Not yet	☐ Invite all staff, regardless of role or seniority to contribute traditional knowledge and local environmental observations to your climate planning. Specifically invite women staff, who are often custodians of community and environmental knowledge directly relevant to resilience.
		Do you recognize staff who contribute to climate action, and do you seek their feedback on how included they feel in climate decision-making?	☐ Yes ☐ Partly ☐ Not yet	☐ Acknowledge staff who champion climate action visibly, at team meetings or on a staff noticeboard, ensuring women and staff from all levels are recognized, not just those in formal positions. Share stories of women who have contributed to climate resilience as signals of the leadership your business values.

		Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 3: Workplace Practices Create Safe, Flexible Workplaces	UNDERSTAND: Do your workplace policies reflect the needs of all staff during climate events?	Do you have workplace policies, including leave, flexible work, and safety, that address the specific needs staff may face before, during, and after a severe weather event?	☐ Yes ☐ Partly ☐ Not yet	☐ Review existing workplace policies to confirm they address emergency leave, flexible work, and support arrangements relevant during climate events. Ensure policies are available in plain language and local languages so all staff including those with limited literacy or digital access can understand them. ☐ Develop policies that include flexible work arrangements, emergency childcare, transport assistance, and special leave for disaster recovery.
	PLAN: Are your people prepared and supported for a climate emergency?	Does every staff member, including part-time and casual workers, receive regular training on climate response and workplace safety?	☐ Yes ☐ Partly ☐ Not yet	☐ Train all staff in climate adaptation, emergency response, and inclusive workplace practices. Ensure training is scheduled and delivered in formats that allow women, part-time, and shift-based staff to participate fully, with sessions offered at different times where needed. ☐ Run short, regular awareness sessions, for example quarterly, on severe weather threats and practical steps staff can take to reduce personal and workplace risks. Make sessions culturally relevant and easy to apply.
		Do you provide practical support, such as emergency leave, childcare assistance, or transport, for staff affected by a climate event?	☐ Yes ☐ Partly ☐ Not yet	☐ Develop a clear emergency support package that includes flexible payment arrangements, transport assistance, and paid recovery time. Ensure women staff who often carry the greatest caregiving burden during and after disasters are aware of what is available and how to access it quickly and without stigma. ☐ Partner with counsellors or civil society organisations to provide mental health and psychosocial support to staff after major climate events, ensuring services are confidential and accessible for all staff including women.
 SELF ASSESSMENT CHECKLIST		Are your workplace facilities safe, accessible, and appropriate for all staff and guests during an emergency?	☐ Yes ☐ Partly ☐ Not yet	☐ Conduct a gender- and disability-sensitive safety audit of your facilities, identifying whether sanitation, shelter, and evacuation arrangements are safe and accessible for women, people with disabilities, and staff with specific needs. ☐ Apply universal design standards where possible, such as ramps, clear signage, and multiple alarm formats, to ensure your workplace is safe and dignified for all staff and guests during a climate emergency.

		Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 3: Workplace Practices Create Safe, Flexible Workplaces	CONNECT: Can staff safely raise concerns and access support?	Do all staff have a safe and accessible way to report safety concerns, harassment, or support needs including during and after a climate emergency?	☐ Yes ☐ Partly ☐ Not yet	☐ Establish a clear and confidential reporting process for safety concerns, discrimination, and gender-based violence, and ensure all staff know how to use it. Make the process accessible to staff with limited literacy or digital access, and publicize it regularly so it does not become unknown over time. ☐ Include gender-based violence awareness, confidential reporting, and referral procedures in your staff safety programme, recognizing that climate events can increase vulnerability to violence and harassment and that women are disproportionately affected.
	LEARN AND IMPROVE: Are our workplace practices working for all staff?	Do you track staff participation in training and any safety incidents by gender to understand whether your workplace practices are effective for everyone? Do you review and update your workplace policies to ensure they are working for all staff?	☐ Yes ☐ Partly ☐ Not yet ☐ Yes ☐ Partly ☐ Not yet	☐ Track participation in climate training and safety drills by gender and role type, and use this data to identify whether women or casual workers are consistently missing out and why. Use findings to adjust scheduling, formats, and incentives. ☐ Share what you learn with staff so they can see how their participation and feedback are improving workplace practices, building a culture where continuous improvement is a shared responsibility ☐ Review and update policies annually with input from staff across all roles, gender and ability levels. Make deliberate adjustments to ensure inclusive gaps are addressed.
 SELF ASSESSMENT CHECKLIST				

 FOCUS AREA 4: Business Operations Build Resilient, Responsible Systems  SELF ASSESSMENT CHECKLIST	Questions to ask Current practice Suggested Inclusive Actions
	UNDERSTAND: Where are our operational vulnerabilities? Have you mapped where your critical supplies come from, how exposed they are to climate disruption, and whether your suppliers, especially women-led ones, have the capacity to withstand a severe weather event? ☐ Yes ☐ Partly ☐ Not yet ☐ Map your top critical suppliers, including food, fuel, cleaning products, and equipment, noting which are women-led or community-based. Have an open conversation with each about their climate exposure and what coordination might help you both prepare better, giving priority attention to women-led suppliers who may have fewer resources to draw on. ☐ For each critical supply, identify at least one backup source, prioritizing women-led cooperatives and local community producers. Factor these backup arrangements into your contracts and procurement decisions so that disruption to one source does not halt your operations, and so that your backup spending supports women-led businesses where possible.
	PLAN: Can our business keep running when disruption hits? Do you have a Business Continuity Plan that identifies what your business will do if a major supplier, route, or market fails for several weeks? ☐ Yes ☐ Partly ☐ Not yet ☐ Develop a simple Business Continuity Plan that identifies alternative markets, booking channels, and products your business could offer during a disruption. Include at least one low-resource product or service such as a culture- or nature-based experience that draws on the skills of women staff and community members and can be delivered even when supplies are constrained. ☐ Where women-led suppliers face specific constraints such as limited access to finance or insurance, include them in your continuity planning by exploring flexible payment arrangements or connections to relevant support networks, protecting your supply chain while also protecting their livelihoods.
	Do you budget specifically for climate preparedness, and are your facilities and infrastructure maintained to withstand extreme weather? ☐ Yes ☐ Partly ☐ Not yet ☐ Allocate dedicated funds for climate preparedness, including infrastructure reinforcement, backup equipment, and operational continuity. Include costs for emergency staff support such as childcare and transport as essential resilience investments, not discretionary spending, recognizing that women staff often face the greatest practical barriers during disruption. ☐ Conduct biannual maintenance checks on buildings, equipment, and digital infrastructure. Ensure all spaces are safe, accessible, and dignified for women, gender-diverse staff, and people with disabilities, and engage women staff in identifying practical improvements in their areas of work.

		Questions to ask	Current practice	Suggested Inclusive Actions
FOCUS AREA 4: Business Operations Build Resilient, Responsible Systems	CONNECT: Are we building strong, inclusive supplier and community relationships?	Do you actively procure from women-led and local suppliers, and do you have fair, transparent agreements that protect them during and after a climate event?	☐ Yes ☐ Partly ☐ Not yet	☐ Track the proportion of your spending with local and women-led suppliers and set a clear target to increase this share over time. Simplify your supplier onboarding process so that women's cooperatives and small community producers are not excluded by unnecessary administrative barriers. ☐ Develop written agreements with community suppliers that include transparent pricing, fair payment schedules, and clear recovery arrangements after climate events so that women-led suppliers are not the first to be dropped and the last to be reinstated when disruption occurs.
		Do you partner with women's groups and community organizations on climate adaptation or environmental sustainability activities?	☐ Yes ☐ Partly ☐ Not yet	☐ Identify at least one local women's or community group to partner with on a practical climate adaptation activity such as mangrove restoration, waste reduction, or a clean energy initiative and formalize the partnership with a clear agreement, shared goals, and fair recognition of each party's contribution. ☐ Share stories of your community and women-led partnerships in your marketing and guest communications, demonstrating to visitors that your business is actively investing in the resilience of the people and environment that make their experience possible.
	LEARN AND IMPROVE: Are our operations becoming more resilient over time?	Do you review your supply chain resilience, business continuity arrangements, and community partnerships after each climate event and at least once a year?	☐ Yes ☐ Partly ☐ Not yet	☐ After each climate event, review which suppliers, backup arrangements, and community partnerships performed well and which did not. Record findings and use them to update your Business Continuity Plan, giving particular attention to whether women-led suppliers were adequately supported and what could be done better next time. ☐ Conduct an annual operational resilience review covering supply chains, infrastructure, finance, and procurement. Set clear targets for the year ahead, including a target for increasing the share of spending with women-led and local suppliers, and report progress to staff so they can see the business walking its values.

		Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 5: Emergency Management Protect People First	UNDERSTAND: Does our emergency plan account for the needs of all staff and guests?	Is your emergency plan current, clearly written, and does it include specific provisions for women, staff with caregiving responsibilities, and people with disabilities?	☐ Yes ☐ Partly ☐ Not yet	☐ Review your emergency plan to confirm it addresses the specific needs of women, people with disabilities, older staff, and those with caregiving responsibilities. Identify gaps and assign clear responsibility for addressing them before the next cyclone season. ☐ Ensure safe, private sanitation facilities and shelter spaces are available for women, children, and gender-diverse staff during emergencies, and that these are clearly identified in your evacuation plan and communicated to all staff in advance.
		Do your guest emergency procedures work for families with children, elderly guests, and guests with disabilities?	☐ Yes ☐ Partly ☐ Not yet	☐ Design accessible evacuation and communication procedures that are culturally sensitive and work for all guests, including women travelling with children, older adults, guests with disabilities, and LGBTI+ travellers. Test these procedures annually to confirm they work in practice. ☐ Provide real-time, factual updates during emergencies across multiple formats (audio, visual, and written) in relevant languages, ensuring all guests can receive and act on critical information regardless of their circumstances.
 SELF ASSESSMENT CHECKLIST	PLAN: Are we prepared to respond when a climate event hits?	Has your emergency plan been tested through a drill or practice exercise in the last twelve months?	☐ Yes ☐ Partly ☐ Not yet	☐ Conduct a practice drill or tabletop exercise with staff and key contacts at least once a year. Schedule drills at times when women staff including those in part-time or shift-based roles can participate, and debrief immediately after to capture what worked and what needs adjustment. ☐ Ask women staff specifically whether the emergency plan and drill accounted for responsibilities such as caring for children or elderly family members, and update the plan based on their feedback before the next review.
		Do you have safe transport, accessible shelter, and practical support services identified for staff during a climate emergency?	☐ Yes ☐ Partly ☐ Not yet	☐ Identify safe transport options and accessible shelter arrangements in advance of the cyclone season, ensuring they are appropriate for women, people with disabilities, and staff with caregiving needs. Confirm these are documented clearly in your emergency plan. ☐ Provide information to all staff on how to access emergency financial support and external services after a disaster, with particular attention to women staff who may face greater barriers to accessing formal financial or government services quickly.

		Questions to ask	Current practice	Suggested Inclusive Actions
 FOCUS AREA 5: Emergency Management Protect People First	PLAN: Are we prepared to respond when a climate event hits?	Can staff easily report their safety status and support needs during and after a climate emergency?	☐ Yes ☐ Partly ☐ Not yet	☐ Establish a simple, accessible system such as a buddy network or a text-based check-in process for staff to confirm their safety and flag support needs during and after a climate event. Ensure the system works for staff without reliable internet access. ☐ Create safe and confidential reporting channels for cases of discrimination, harassment, or violence that may occur during or after emergencies, recognising that climate events can increase vulnerability to gender-based violence and that women are disproportionately at risk.
	CONNECT: Are we coordinating with community partners for a stronger emergency response?	Have you identified local organisations and community groups that can assist during a climate emergency, and are they included in your emergency planning?	☐ Yes ☐ Partly ☐ Not yet	☐ Map local organisations including women's groups, community associations, and local authorities that could provide support during a climate emergency, and include them formally in your emergency planning conversations before the season begins. ☐ Contribute to community emergency response where possible through transport, supplies, or temporary shelter and maintain open communication with community partners throughout the year, not only when a crisis occurs.
	LEARN AND IMPROVE: Do our emergency response work for everyone?	Do you evaluate the effectiveness and inclusivity of your emergency response after each climate event?	☐ Yes ☐ Partly ☐ Not yet	☐ After each climate event, debrief with staff across all roles and genders to assess what worked and what did not. Record findings and assign clear actions, ensuring that issues raised by women staff particularly those related to safety, communication, or caregiving are tracked and addressed before the next event. ☐ Review your emergency plan against a simple inclusion checklist after each event, covering whether all staff received timely information, whether evacuation was safe and accessible for all, and whether women and staff with caregiving responsibilities received adequate support and update the plan accordingly.

		Questions to ask	Current practice	Suggested Inclusive Actions
FOCUS AREA 6: Monitoring and Continuous Improvement Track, Reflect and Improve	UNDERSTAND: Are we measuring our overall performance on inclusive climate resilience?	Do you have a set of performance indicators that track your progress on climate resilience and inclusion across all focus areas?	☐ Yes ☐ Partly ☐ Not yet	☐ Develop a small, manageable set of indicators that cover the key dimensions of your climate resilience, such as percentage of staff trained in disaster response, number of emergency drills conducted, share of procurement from women-led suppliers, and frequency of climate risk reviews. Keep the set simple enough to track without specialist support. ☐ Collect data against these indicators consistently each year, disaggregated by gender and role type where possible, so that you can track whether your progress is reaching all staff and not just those in formal or senior positions. ☐ Conduct a short annual survey with staff and key suppliers covering their experience of your climate preparedness, emergency response, and inclusive practices. Design the survey to reach women, part-time workers, and casual staff who may not participate in formal review meetings. ☐ Use survey results to identify your strongest and weakest areas across all six focus areas, and set clear priorities for the year ahead. Share results openly with staff so everyone understands where the business stands and what is being done to improve.
	CONNECT: Are we sharing what we learn with others?	Do you share your progress on inclusive climate resilience with your local industry network, community partners, or tourism associations?	☐ Yes ☐ Partly ☐ Not yet	☐ Report your key climate resilience and inclusion outcomes annually whether through a simple one-page summary, a social media post, or a contribution to a local industry forum so that your efforts are visible and can inspire others. ☐ Contribute lessons learned, including what has worked in making your climate response more inclusive for women and underrepresented groups to destination-level learning networks or tourism associations, helping to raise the standard of inclusive climate resilience across Fiji's tourism sector.
 SELF ASSESSMENT CHECKLIST				

Inclusive Climate Workbook

STEP 3 AND STEP 4



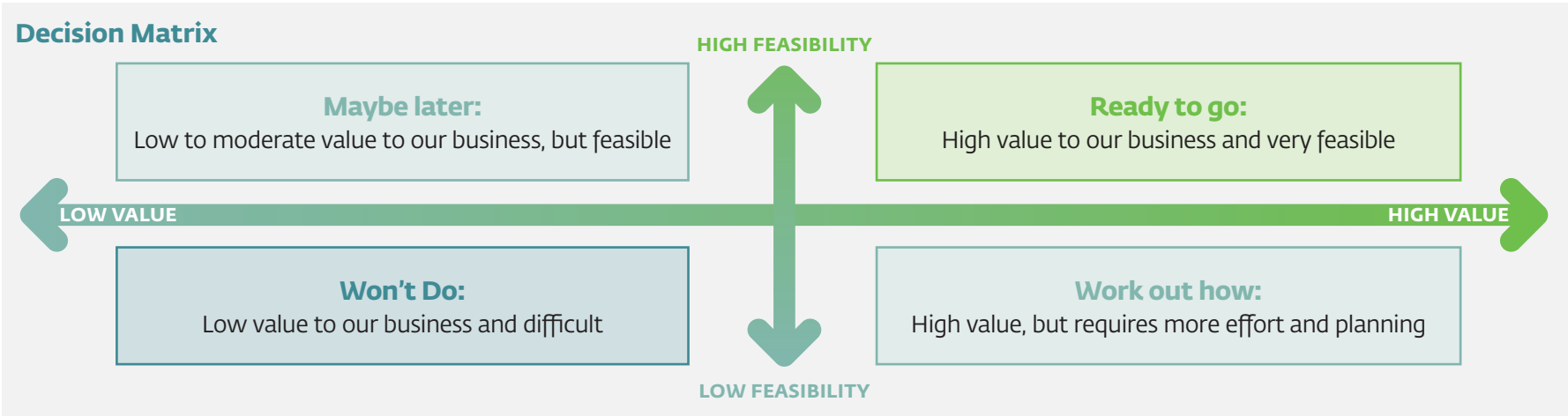
IDENTIFY THE FOCUS AREA(S):

- ☐ Climate risk and resilience
- ☐ Leadership and governance
- ☐ Workplace practices
- ☐ Business operations
- ☐ Emergency management
- ☐ Monitoring and continuous improvement



ACTIONS WORKBOOK

1. What are we going to do?			5. What further information do you require?
2. What is the value to our business?			
3. Investment required ☐ Low ☐ Medium ☐ High	Effort to implement ☐ Low ☐ Medium ☐ High	Urgency ☐ Now ☐ Soon ☐ Later	6. What are our next steps?
4. Who is involved?			



Top 5 'Ready to Go' actions

STEP 5

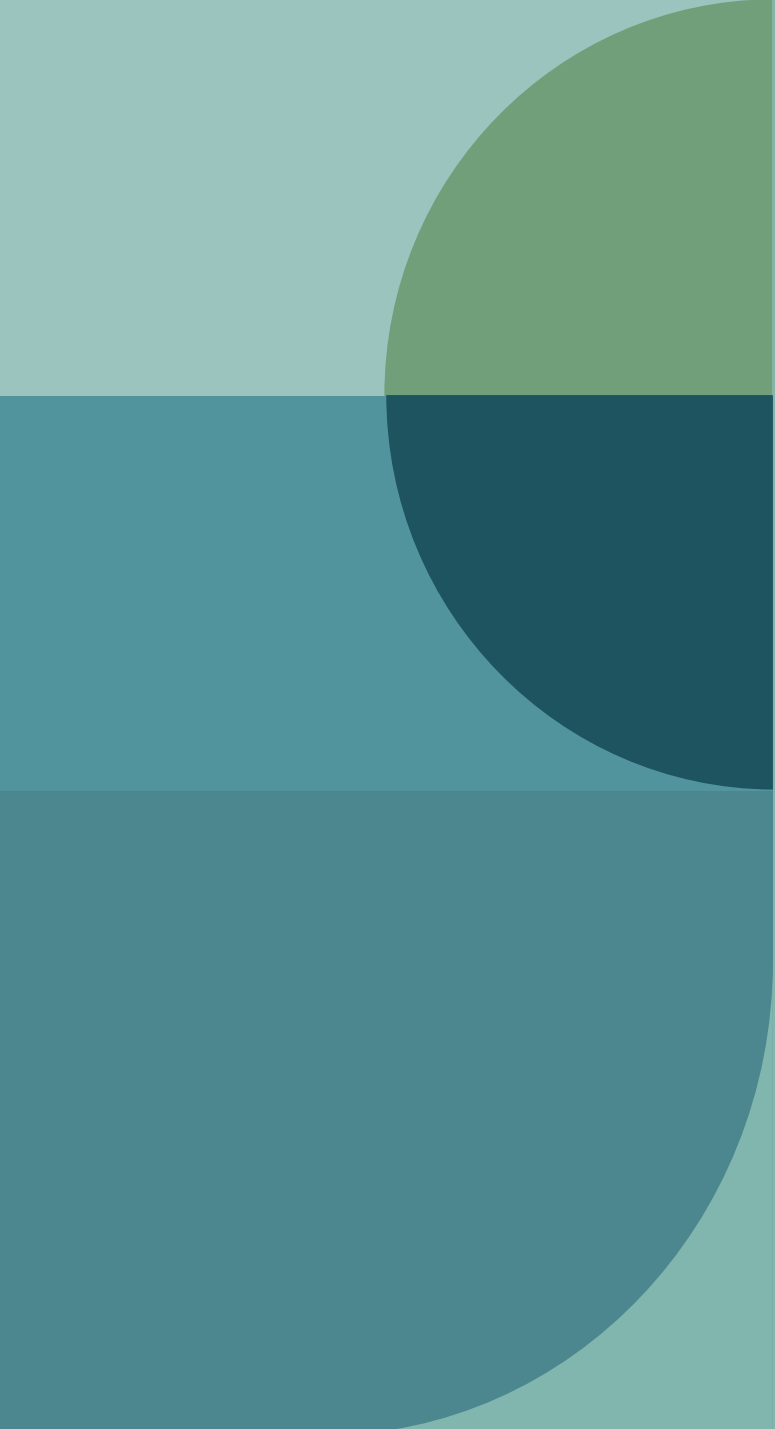


CONSIDERING ALL SIX FOCUS AREAS, SUMMARISE YOUR OVERALL TOP 5 'READY TO GO' ACTIONS



PLAN AND ACT

	ACTION	NEXT STEP(S)	IMPLEMENTED BY	TIMELINE
1				
2				
3				
4				
5				



Section 3.

Fiji Tourism Industry Case Studies

Real examples from Fiji's
tourism sector to inspire and
inform your own approach



Case Study 1: Women, Culture, and Climate-Smart Livelihoods

The Girit Kitchen Experience

“We train women in organic farming and how to plant vegetables in sacks and bottles... They are aware not to throw rubbish here and there - the earth has been suffocating, so they are aware.”

Radha Nair, Programme Coordinator.
The Girit Kitchen

Background

The Girit Kitchen Experience, led by Radha Nair and the women of Ra Naari Parishad, began as a small community welfare initiative and has grown into a women-led tourism social enterprise. It weaves Indo-Fijian heritage, dignified livelihoods, and climate-conscious practices to support rural families in Ra, creating income while protecting culture and the environment.

Inclusive Climate Action

- **Organic and sustainable training:** Community members learn organic gardening, climate-smart farming, and practical waste reduction techniques, then share these skills with visitors through hands-on experiences.
- **Cultural tourism:** The group hosts immersive cooking demonstrations and storytelling sessions that celebrate Indo-Fijian “Girit” heritage, generating sustainable, locally controlled income.
- **Inclusive well-being:** Health, yoga, and peer-support activities for women and families help strengthen mental, emotional, and physical resilience.
- **Gender balance:** While women lead the enterprise, men are actively encouraged to join cultural events and operations, building shared responsibility for livelihoods and climate action.
- **Child protection:** Strong child-safeguarding and PSEAH (Prevention of Sexual Exploitation, Abuse and Harassment) policies guide all programs and visitor interactions.

Ideas for your business

- Create meaningful, climate-smart jobs for women and marginalised groups by sourcing locally and involving communities directly in mitigation and adaptation activities.
- Invest in training on sustainability, organic agriculture, and waste management so staff and communities can apply these practices long term.
- Strengthen community resilience through inclusive well-being programs that support health, confidence, and leadership.
- Embed gender balance, child protection, and celebration of local culture at the core of your tourism experience, not as add-ons.



Case Study

2: Tradition, Innovation and Community Resilience

Nanumi Au Eco Village

“Our community believes in the three pillars of the government, the religion, and the vanua. Everyone coming together and playing their part is how we tackle climate change and adaptation.”

Laisiasa Samuta, Assistant Manager.
Nanumi Au Eco Village

Background

At Nanumi Au Eco Village in Rakiraki, climate resilience grows from the synergy of innovation and tradition. After Cyclone Winston in 2016, the community rebuilt not just its homes, but its way of living—embracing renewable energy, sustainable waste practices, and a shared vision for a thriving, self-reliant future.

Today, ten solar panels and eight batteries power essential services across the village, reducing dependence on external electricity sources. Community compost depots transform organic waste into fertile soil, sustaining abundant food gardens and enhancing food security.

Women play a leading role in gardening, composting, and waste management, while men focus on reef restoration and eco-tourism operations. This clear but collaborative division of responsibilities reflects vanua-based governance—a system guided by traditional values of stewardship, balance, and respect for both people and nature. Together, these approaches ensure the village remains strong, sustainable, and united, even in the face of future climate challenges.

Inclusive Climate Action

- **Clean energy:** Installed solar power system to ensure reliable and renewable electricity.
- **Sustainable composting:** Created village-wide compost depots to recycle waste and enrich soil for local gardens.
- **Gender inclusion:** Women lead in food production and waste innovation; men manage reef care and visitor engagement—each contributing equally to resilience.
- **Vanua-based governance:** Uses traditional knowledge and community consensus for planning and disaster response.
- **Climate learning:** Hosts visitors for cultural and educational tours that showcase homegrown climate solutions.

Ideas for Your Business

- Invest in renewable energy and climate-ready infrastructure.
- Design inclusive systems where everyone has a voice and defined role in climate action.
- Integrate traditional knowledge and community governance into planning processes.
- Leverage tourism and outreach to share sustainability lessons and celebrate culture.



Case Study 3: Building Resilience Through Care and Inclusion

Ramada Suites by Wyndham

“Beyond the financial struggles, the real challenge for women is emotional. Many need counselling, and emotional support is very important. At our hotel, we make sure women have access to that support through our managers.”

Nolau Malo, Reservations Manager.
Ramada Suites by Wyndham

Background

At Ramada Suites by Wyndham, care for people forms the foundation of climate resilience. Under the leadership of Nolau Malo, the hotel has cultivated a genuinely inclusive culture where staff—particularly women—are supported in times of stress and uncertainty.

When weather alerts signal potential flooding, the team activates a staff readiness plan, ensuring essential supplies and emergency protocols are in place well before conditions worsen. This proactive approach allows them to prepare guest areas, safeguard employees, and even designate rooms and linens to shelter local families when disasters strike.

During crises, the hotel provides safe accommodation, meals, transportation, and counselling to support both staff and community members, ensuring no one is left behind. This spirit of care extends beyond emergencies into everyday operations through the Wyndham Green Program, which embeds environmental responsibility into all facets of the business.

By washing linens in-house, recycling materials, and eliminating single-use plastics, Ramada reduces waste while maintaining essential services even when external systems are disrupted. Together, environmental stewardship, staff well-being, and community care create a model of inclusive, people-centred resilience.

Inclusive Climate Action

- **Proactive preparedness:** Activates readiness plans and stocks essentials as soon as weather alerts are received.

- **Emergency support:** Provides free meals, safe accommodation, transport, and direct counselling for employees and their families.
- **Community assistance:** Donates linens, supplies, and temporary shelter to local families and schools during disasters.
- **Sustainability practices:** Cuts waste through in-house laundry management, elimination of single-use plastics, and comprehensive recycling.
- **Empathetic leadership:** Promotes mental health, shared responsibility, and inclusion across all levels of the workforce.

Ideas for Your Business

- Build a caring workplace culture that prioritizes emotional well-being and mental health.
- Prepare staff and facilities early for crises with clear plans, communication, and stocked essentials.
- Offer tangible disaster support—such as food, accommodation, and counselling—for employees and their families.
- Integrate resource efficiency and waste reduction into daily operations.
- Nurture women's leadership and participation in sustainability and emergency response efforts.
- Encourage empathy and shared accountability as key leadership values.
- Support staff development with mentoring and training in inclusion, sustainability, and resilience.
- Respect cultural knowledge and traditions as valuable guides for community engagement and recovery.



Case Study 4: People, Equality and Climate Resilience

InterContinental Fiji Golf Resort & Spa

InterContinental Fiji Golf Resort & Spa
“As women, we create a big impact.
We are the movers and shakers of our
families, which means we move the
nation.”

Varanise Derenalagi, Group HR Manage.
IHG Group

Background

At InterContinental Fiji Golf Resort & Spa, part of the IHG Group, resilience begins with its people. Human Resources leader Varanise Derenalagi champions policies that connect equality, well-being, and climate preparedness, ensuring that staff and communities thrive even during environmental disruptions.

Women at the resort are increasingly leading climate and resilience initiatives—whether coordinating emergency logistics, managing green operations, or mentoring youth in environmental stewardship. This hands-on involvement ensures that women’s voices help shape both climate adaptation and business continuity strategies, creating a more inclusive and responsive organization overall.

Beyond immediate response, the resort works with local schools and training providers to open doors for women and young people in nearby villages, helping them build skills for hospitality careers.

By embedding IHG’s Journey to Tomorrow sustainability program into people-first HR practices, the InterContinental Fiji shows that inclusive workplaces strengthen resilience and sustainability from the inside out.

Inclusive Climate Action

- **Disaster support:** Provides food, transport, safe shelter, and leave for staff during floods or cyclones.
- **Community empowerment:** Builds local partnerships to train and employ women and youth in sustainable roles.
- **Inclusive workplace:** Runs gender balance and bias-awareness programs to foster equality across departments.
- **Sustainability recognition:** Rewards team members engaged in volunteering and environmental protection.
- **Well-being and flexibility:** Embeds flexible work and support systems that prioritize mental health and family balance.

Ideas for Your Business

- Provide practical and emotional support to staff during emergencies.
- Partner with local trainers or schools to create sustainable job pathways for women and youth.
- Integrate gender equality into your climate and HR policies.
- Recognize staff contributions to sustainability and disaster response.
- Build flexibility and care into your company culture to boost morale and long-term resilience.



Case Study 5: Women Leading Climate-Resilient Change

Port Denarau Marina

“It has been a fulfilling journey in a very male-dominated environment. One that has raised a lot of questions for me if I belonged... Our industry reaches places no one else can reach because we are a maritime nation... when disaster hits, by the time government gets all the approvals, all the ships are already on the island providing their help.”

Cynthia Rasch, Chief Executive Officer.
Port Denarau Marina

Background

Under the leadership of Cynthia Rasch, Port Denarau Marina has become a model for how gender inclusion and climate resilience can advance together and reinforce one another. As the first marina in Fiji and the Pacific to achieve both Clean Marina and Fish Friendly certification, it integrates sustainability and equity into every layer of its operations. Solar panels, rainwater harvesting systems, and in-house recycling reduce the marina's environmental footprint, while climate-resilient upgrades strengthen its ability to withstand extreme weather.

But what sets Port Denarau apart is how these green measures have created new spaces for women's participation and leadership in climate action.

Inclusive Climate Action

- Traditionally male-dominated, the marina industry in Fiji now sees women taking on 30% of roles at Port Denarau, thanks to merit-based recruitment, anti-discrimination policies, and targeted capacity-building. Women are not just part of the workforce—they're central to the marina's green transformation.
- **Green innovation roles:** Women have been engaged in operating and maintaining solar and water systems, managing waste and recycling processes, and leading outreach under the marina's Ocean Lovers education program.

- **Crisis leadership:** In times of disaster, when the marina converts into a relief and coordination hub, women are integral to planning, logistics, and community communication—showing that climate resilience is strongest when leadership is shared.
- **Decision-making and innovation:** Female staff participate in design meetings and brainstorming sessions for new climate adaptation measures, contributing diverse perspectives that strengthen overall strategy.

Ideas for Your Business

- Build gender-responsive climate policies that open leadership pathways for women.
- Design green jobs and training opportunities with equitable access in mind.
- Encourage women's participation in climate planning, innovation, and communication.
- Create disaster response protocols that recognize and leverage women's leadership and community networks.



When businesses put equality and climate resilience at the heart of their work, they unlock new levels of strength, innovation, and impact, ensuring the business isn't just surviving but is thriving in a changing climate.

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