

# FINAL REPORT

## **Fiji: Country Gender Profile**

March 2009

Japan International Cooperation Agency  
Public Policy Department

## Table of Contents

### Fiji

Summary

List of Abbreviations

1.	Basic profiles .....	1
1-1	Socio-Economic Profile .....	1
1-2	Health Profile .....	2
1-3	Education Profile.....	3
2.	General Situation of Women and Government Policy on Gender.....	4
2-1	General Situation of Women in Fiji .....	4
2-2	Government Policy on Gender.....	7
2-3	National Machinery.....	11
3.	Current Situation of Women by Sector.....	13
3-1	Education .....	13
3-2	Health.....	17
3-3	Agriculture, Forestry and Fisheries.....	21
3-4	Economic Activities .....	25
4.	Gender issues which should be particularly taken into consideration in future JICA and other donors/NGOs' intervention in the country .....	28
5.	On-going Gender Projects.....	29
6.	Gender Information Sources .....	30
6-1	List of Organizations related to Gender .....	30
6-2	List of reports and references related Gender .....	31
7.	Definitions.....	33

## Summary of Country Gender Profile in Fiji (2009)

### Current Situation of Women in Fiji

Due to the historical background, Fiji has been experiencing tensions among the ethnicities since the independence in 1970. The tensions have created disparities among them and affected the political and economic situations negatively. As a result, economic activity and the status of women have been deteriorated more than men due to indigenous gender disparities in the access to property and employment opportunities. In addition, women's involvement in decision-making process in their house or public spaces is still limited.

### Government Policy on Gender

In 1995, Fiji ratified the Convention of the Elimination of all forms of Discrimination Against Women (CEDAW). Reflecting that ratification, the Constitution which was amended in 1998, states that women are given with the same rights and the same status as men. For promoting gender equality, National Women's Action Plan 1999-2008 was formulated in 1998, and since then, actions on gender have been implemented on the basis of the Plan. In addition, against recent issues occurred to women, like sexual abuse and domestic violence, new policies and laws to protect women's rights were promulgated, such as No Drop Policy (1995) for police investigation on any kind of assault and domestic violence, Family Law Act., which was amended in 2003, and National Policy on Sexual Harassment in the Workplace in 2008.

### National Machinery

The national machinery on gender in Fiji is the Department of Women in the Ministry of Women, Social Welfare and Poverty Alleviation. This machinery aims to empower women and to promote gender mainstreaming. The activities have been implemented on the basis of the National Women's Action Plan 1999-2008.

### Situation of Women/Gender in Education

Gender disparities in primary and secondary education have been reduced over the country. To promote the overall enrolment of children of school ages, especially in rural areas, the Ministry of Education applies community approaches to build close partnerships between parents and schools. The partnerships are expected to help parents to understand the importance of sending their children to schools.

### Situation of Women/Gender in Health

It is observed that the overall health services have been improved. As for family planning, its activities work well on maternal and child health. Especially, conditions of birth deliveries have been improved and 99% of the deliveries attended by skilled persons was marked in 2007. However, adolescent education is necessary to review more seriously in order to enhance the youth's consciousness of contraceptive usage. In terms of HIV/AIDS, the number of newly detected infection in 2007 is smaller than in 2006, when the biggest number was recorded. The Ministry of Health formulated the Fiji National HIV/AIDS Strategic Plan 2007 – 2011, which states the priority areas and action plans.

#### Situation of Women./Gender in Agriculture, Forestry, Fisheries

The Ministry of Agriculture, Fisheries and Forestry has employed gender mainstreaming actively to its policies, personnel and development activities, by reflecting recommendations achieved on the Gender Audit in the technical assistance project by the Asian Development Bank in 2003. However, because agriculture is traditionally believed as a male-dominant industry, women engage mostly for substance in the ways of contributing labor to their family farming and of doing their small-scale business of floriculture and food processing in their communities. As for their access to land ownerships in Fiji, in most cases, women are excluded from their indigenous inheritance systems.

#### Situation of Women/Gender in Economic Activities

Throughout the country, the female unemployment rate is higher than male, though, in the high-skilled professions and the public sector, women's involvement has increased. In the women's employment environments, such positive changes have been observed recently. However, it should be noted that there still remains gender disparities originated from the conventional customs and beliefs, especially in rural areas.

## List of Abbreviations

### (Fiji)

ADB	Asian Development Bank
ALTA	The Agricultural Land and Tenants Act.
ANZ	Australia and New Zealand Banking Group Limited
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organization
FDB	Fiji Development Bank
FIT	Fiji Institute of Technology
FJD	Fiji Dollar
GAD	Gender And Development
GDI	Gender-related Development Index
GDP	Gross Domestic Product
GEM	Gender Empowerment Measurement
GOF	Government of Fiji
HDI	Human Development Index
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
ILO	International Labour Organization
IUD	Intra-Uterine Contraceptive Devices
MAFF	Ministry of Agriculture, Fisheries and Forestry
MFNP	Ministry of Finance and National Planning
MOE	Ministry of Education
MOH	Ministry of Health
MWSWPA	Ministry of Women, Social Welfare and Poverty Alleviation
NGO	Non Governmental Organization
NLTM	National Land and Trust Board
NSDP	National Strategic Development Plan
NWAP	National Women's Action Plan 1999-2008
ORT	Oral Rehydration Therapy
PHC	Primary Health Care
STD	Sexually Transmitted Diseases
UN	United Nations
UNDP	United Nations Development Programs
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USP	University of South Pacific
WDR	World Development Report
WHO	World Health Organization

## 1. Basic profiles

### 1-1 Socio-Economic Profile

Socio-economic profile							Ref.
Social indicators							
<u>International development indicators</u>	Human development index*		Gender-related development index*		Gender empowerment measurement (Value)*		
	2005	0.762		0.757		N/A	
<u>Demographic indicators</u>		Total	% of female population	% of urban population	% of female population	Population growth rate (%)	Total fertility rate (%)
	2007	837,271	48.9	50.7	49.9	0.7	2.6 (2003)
	1996	775,077	49.1	46.4	49.9	0.8	3.26
		Life expectancy		Households number by head of households (HH)			
		Male	Female	Total	Male-headed	Female-headed	
	2006	62	72	N/A	N/A	N/A	
	1996	64.5	68.7	144,239	134,800	19,439	2) 4)
Economic indicators							
		GNP/Capita (FJD)	Growth rate of real GDP	GDP implicit deflator*	Gini index*	Aid/GNP	
	2007	5,333	- 3.9	N/A	N/A	N/A	
	2000	3,138	- 4.3	N/A	N/A	N/A	2)
<u>Public sector expenditure on sectors</u>		Health	Education	Social welfare	Defense	Gender	Others
	2007	15.5%	30.3%	0.6%	10.0%	N/A	43.6%
	'91-'95	8.3%	15.9%	N/A	5.0%	N/A	N/A
		/GDP	/GDP	/GDP	/GDP	/GDP	/GDP
	2007	2.6%	5.2%	0.1%	1.7%	N/A	N/A
<u>Industry /GDP</u>		Agriculture Fisheries Forestry	Manufacturing	Service	Transport and Communication	Others	
	2007	13.1%	13.4%	51.2%	14.6%	7.8%	2)
	1995	22.8%	27.4%	4.98%	N/A	N/A	6)
<u>Labour indicators</u>		Total No. ('000)	% of female population	Unemployment rate of female population		Minimum wage	
				Male	Female		
	2007	326.9	33.6%	8.50%	12.8%	N/A	N/A
	1995	288.0	27.4%	4.98%	N/A	N/A	N/A
<u>Employment rate (2004)</u>		Agriculture	Non-agriculture				
			Industry	Service	Transport and Communication	Others	
	Total	1,557	24,442	72,818	9,734	11,461	
	% of female population	13.1%	42.6%	38.2%	21.0%	4.5%	2)
Approaches to gender issues							
<u>Ratification and signature of international laws</u>						Year	
The Pacific platform for action for women and sustainable Development						1993	
The Jakarta Declaration of the Advancement of Women in Asia and the Pacific						1994	
Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW)						1995	
Beijing Platform for Action						2000	
Item 45 of the Nadi Declaration						2002	
The Commonwealth Plan of Action for Gender Equality 2005-2015						2004	
The Revised Pacific Platform of Action on gender equality and the advancement of women						2004	
Reaffirmation of commitment to the Beijing Platform for Action						2005	3)
<u>Women in decision-making (% of female population)</u>							
<u>Government</u>	In parliament			Private sector			
	Ministers	8.3%		Managers	N/A		

Socio-economic profile						Ref.
	Deputy ministers	0.0%		Technicians	N/A	
<u>Policy of gender</u>						Year
National Policy on Sexual Harassment in the Workplace in 2008						2008
<u>Laws of gender</u>						Year
Family Act.						2003
No Drop Policy for police investigation on any kind of assault and domestic violence						1995
<u>Plan of gender</u>						Year
National Women's Plan of Action '99-'08						
<u>Public organization of gender</u>						
Name of the national machinery		Ministry of Women, Social Welfare and Poverty Alleviation				

Note: Refer to the definitions for the words attached with \*

## 1-2 Health Profile

Health Indicators							Ref.
Prevalence of health services		No. of Hospital beds per 1,000 persons	No. of physicians per 1,000 persons				
	2007	2.063	2.5				
Infant mortality rate	2007	Total	18.4		Female	N/A	7)
	1999		16			N/A	6)
Under-five mortality rate	2007	Total	22.4		Female	N/A	7)
Prevalence and death rates associated with tuberculosis	2006	Total	3		Female	N/A	5)
	1996		5			N/A	
% of vaccinated (1 year old) (2007)		BCG	DPT-Hib-HepB	Polio	Measles		
		89.9	84.5	84.5	80.6	11)	
Reproductive health		Contraceptive prevalence rate		Rate of births attended by trained personnel		Anemia prevalence among pregnant women	
	2007	43%		99%		8.1%	
	'90-'97	32%		96%		N/A	
		Maternal mortality ratio		Total fertility rate		Average age of first marriage	
	2007	31.1		2.6 (2003)		23 (2002)	
	'90-'97	27		2.8 (1993)		N/A	
Nutrition		Children under weight for age (& aged under 5)		Oral re-hydration therapy use rate		Iodine deficiency	
	'90-'94	12		N/A		31	
Community health service		Access to safe water (%)			Access to adequate sanitation (%)		
		Total	Urban	Rural	Total	Urban	Rural
	2007	N/A	43	51	N/A	87	53
HIV/AIDS		HIV prevalence over 15 years old				% of population aged with comprehensive knowledge of HIV/AIDS	
		Total	Male	Female		Male	Female
				Pregnant women			
	2007	23	11	23	0.7%	N/A	N/A

### 1-3 Education Profile

Education Indicators								Ref.
Education systems		Primary	6 years 8 years	Secondary	6 years 6 years	Tertiary		
Adult literacy rate		Total	99.2 (2002)	Male		Female		3)
Primary education								
Net enrolment rate	2006	Total	91	Male	91	Female	91	10)
	1999		99		98		99	
Progression rate		Total	N/A	Male	N/A	Female	N/A	
Drop-out rate	2006	Total	19	Male	20	Female	18	10)
	1999		18		18		18	
Secondary education								
Net enrolment rate	2006	Total	79	Male	76	Female	83	10)
Progression rate		Total	N/A	Male	N/A	Female	N/A	
Drop-out rate		Total	N/A	Male	N/A	Female	N/A	
Tertiary education								
Net enrolment rate		Total	N/A	Male	N/A	Female	N/A	
Progression rate		Total	N/A	Male	N/A	Female	N/A	
Drop-out rate		Total	N/A	Male	N/A	Female	N/A	
Tertiary level enrolment by field of study by gender		Education	Arts	Social science	Engineering and Technology	Medicine	Others	
					N/A			

Note: Refer to the definitions for the words attached with \*

#### Reference:

- 1) United Nations, Human Development Report 2007-2008
- 2) Fiji Islands Bureau of Statistics, Key Statistics, December 2008
- 3) Asian Development Bank, Country Gender Assessment Republic of Fiji, 2006
- 4) Chandra, D. and Lewai, V. (2005) *Women and Men of Fiji Islands: gender Statistics and Trends*
- 5) World Health Organization, WHO Statistical Information System (WHOSIS)
- 6) JICA, Kunibetsu WID Johoseibichosa, 1998
- 7) Ministry of Health, Ministry of Health Annual Report 2007
- 8) Ministry of Education
- 9) ADB (2006) Country Gender Assessment Republic of Fiji
- 10) UNESCO, Education for All Global Monitoring Report 2009
- 11) Ministry of Health, 2009
- 12) Fiji Islands Bureau of Statistics, Statistical News No. 09/2009, February 2009



## 2. General Situation of Women and Government Policy on Gender

### 2-1 General Situation of Women in Fiji

#### General Situation of Women in Fiji

- 1) Due to the social backgrounds, tensions among the ethnicities have affected the political and economic situations. That also has affected on economic activity and status of women.
- 2) Fiji is basically the male-dominated society and the women's involvement in decision-making process in their house or public spaces is still low.

#### [General situation of Fiji]

Fiji was independent in 1970 from the United Kingdom and the democratic government was established. In 1987, the mostly Indo-Fijian Fiji Labor Party won control of the government but it was interrupted by a military coup.. The government was renewed as a republic and enacted the constitution in 1990. The constitution was amended in 1998 and became more equitable and has the statement of gender equality. After the repetitive changes of the government and another coup in 2000, the democratic government was established and readmitted to the Commonwealth in 2001. However, in December, 2006, because of the tension between the government and the armed force, the takeover happened and the military established the Interim Government (UNDP, 2006; ADB, 2008).

The GDP in 2007 is USD 3,471 (FJD 5,747)<sup>1</sup> and the average GDP growth rate is -3.7%. This economic stagnation has been caused mainly by the political situation as described above. The situation has led the degradation of Fiji's main industries, such as tourism, sugar and manufacturing and the reduction of international disbursements and investments to Fiji. These negative aspects have restrained the public budgets. Additionally, this degrading economic situation have affected the employment (Fiji Statistics Bureau, 2008; ADB, 2008)

#### Ethnic Composition of the Population (As of September, 2007)

Ethnicity	Population			Proportion (%)
	Total	Male	Female	
Fijian	475,739	242,476	233,263	56.8%
Indo-fijian	313,798	159,873	153,925	37.5%
Part European	10,771	5659	5112	1.3%
Rotuman	10,335	5260	5075	1.2%
Others	26,628	13,908	12,720	3.2%
Total	837,271	427176	410095	100.0%

Source: Fiji Islands Bureau of Statistics

<sup>1</sup> 1 FJD = 0.634 USD as of December 2007

The total population in 2007 is 837,271 and the population growth rate is 0.2% (Fiji Statistics Bureau, 2008). The population consists of several ethnicities and the majorities are Fijian and Indo-fijian. Due to the difference in their culture and backgrounds, tensions and disparities between them have been caused. Recently, the disparities have been getting smaller by implementing the affirmative actions especially in public service sectors.

There are the major four religions in Fiji; Christian, Hindu, Sikh and Muslim. Christian has the largest population for the Fijian (98.7% in 2007) and Hindu is the largest for the Indian (72.2% in 2007) (Fiji Statistics Bureau, 2008).

### **[General situation of Women in Fiji]**

The Gender-related development index (GDI) of Fiji is 0.757 in 2005, ranked in the 82<sup>nd</sup> in the world (UNDP, 2008). With the efforts of the national machinery for gender in Fiji, gender mainstreaming has been prevalent over the public and private sectors and women's involvement to political, social and economic activities has been promoted. However, it is also pointed out that indigenous hierarchies in the communities, especially in rural areas, have remained and male members have been dominating decision making processes in the communities.

### **[Sexual harassment and violence against women]**

Violence against women has still been reported increasingly despite of campaigns by the Government of Fiji (GOF) and NGOs of stopping any sexual harassment and violence against women and children (Chandra and Lewai, 2005; ADB, 2006). In 1995, the GOF enforced the policy for this issue, "No Drop Policy" and established the Police Sexual Offences Unit for watching especially all sexual and abuse cases. The Unit is located in Suva, Labasa and Lautoka. This policy states that any sexual crime should be reported to the police and offenders should be judges in the courts. In addition, the GOF enforced the Family Law Act. in 2004 and the Penal Code. in 1978 so as to prevent domestic violence against women and children.

Against sexual harassment in working place, Ministry of Labor enacted "the National Policy on Sexual Harassment in the Workplace" in 2008. The policy states that gender equality should be ensured at workplaces in terms of employment conditions, such as wages, working hours and opportunities given and that any harassment should be eliminated.

### **[Presentation in key decision making positions in the government]**

With the efforts of the GOF, the concept of gender mainstreaming has been prevalent among the ministries and governmental organizations. In terms of the women's political participation, GOF has the only female minister of the twelve ministries. The sole ministry is the Ministry of Women, Social Welfare and Poverty Alleviation, which functions as the national machinery of gender. On the other hand, high positions of the governmental organizations, such as committees and boards for specific issues under the ministries, have been held by women.

As for the political involvements of women in Fiji, they achieved their rights to vote and stand for elections in 1963 (UN Human Development Report, 2009).

**[Issues originated in ethnicities, religions and traditional customs]**

Religions and ethnicities were the factors of determining which school people were allowed to go or which land they were able to own or use. However, at least in public spheres, such barriers are becoming less of an issue and people are able to have more choices equally.

As for traditional customs in Fiji, patrilineal systems and male-dominated hierarchies in communities are still common regardless of the ethnicity (Chandra and Lewai, 2005; ADB, 2006). Therefore, women have less opportunities for involvement in decision-making processes in their societies, even their family. However, with the introduction of the compulsory education by the GOF, women are able to acquire knowledge and information and gain opportunities same as men. These changes have created more enabling environments for women to be involved in decision-making processes and social and economic activities.

## 2-2 Government Policy on Gender

### Government Policy on Gender

- 1) The Constitution, amended in 1998, states that women are given with the same rights and the same status as men.
- 2) Fiji has ratified the several international conventions for promoting gender mainstreaming and implemented the National Women's Action Plan 1999-2008.

#### [Government Policy on Women]

The GOF ratified the "Convention on the Elimination of All Forms of Discrimination against Women" (CEDAW) in 1995. Other than CEDAW, the regional gender-specific dialogues were committed, such as "Convention on the Rights of the Child" (1993), "Pacific Platform for Action" (1994), the "Jakarta Declaration for the Advancement of Women in Asia and the Pacific" (1994) and the "Platform for Action and Beijing Declaration" (1995), "Millennium Development Goals (MDGs)" (2000). Finally, the Constitution, enforced in 1998, has the statement that all the people in Fiji have the equal right and status.

#### [Development Plans for Women]

Following the 4<sup>th</sup> UN World Conference on Women in Beijing in 1995, the GOF formulated the National Women's Plan of Action (NWP) 1999-2008 in 1998. The Plan consists of the five actions; (1) mainstreaming women and gender concerns, (2) women and the law, (3) micro-enterprise development, (4) balancing gender in decision-making and (5) violence against women and children. For each action, a task force was established and the task forces have consisted of various relevant organizations. The details of each action are described in the table below.

#### Contexts of the Five Actions in the National Women's Plan of Action 1999 - 2008

	Action	Implementation partners*	Strategic objectives
1	Mainstreaming women and gender concerns	<ul style="list-style-type: none"> <li>- Ministry of Finance, National Planning and Sugar Industry</li> <li>- Public Service Commission</li> <li>- Ministry of Provincial Development and Multi-ethnic Affairs</li> <li>- Ministry of Agriculture</li> <li>- Bureau of Statistics</li> <li>- Ministry of Health</li> <li>- University of South Pacific</li> <li>- UNIFEM</li> <li>- Soqosoqo Vakamarama</li> <li>- National Council of Women</li> </ul>	<ul style="list-style-type: none"> <li>- Strengthen the enabling environment for women and gender mainstreaming</li> <li>- Develop and strengthen government processes to be gender responsive</li> <li>- Enhance sectoral and system wide commitment to mainstreaming women and gender</li> <li>- Engendering macro-economic policies, national budgetary policies and procedures</li> <li>- Strengthen the institutional capacity of the national machinery for women and gender policy advocacy and monitoring</li> <li>- Promote effective consultations of</li> </ul>

	Action	Implementation partners*	Strategic objectives
			government bodies with key civil society organizations - Integrate gender training in educational and national training institutions
2	Women and the law	<ul style="list-style-type: none"> <li>- Ministry of Justice, Electoral Reform, Public Enterprises and Anti-Corruption</li> <li>- Ministry of Education</li> <li>- Legal Aid Commission</li> <li>- Ministry of Labor and Industrial Relations</li> <li>- Fiji Law Reform Commission</li> <li>- Ministry of Health</li> <li>- Public Service Commission</li> <li>- Fiji Trades Union Congress</li> <li>- Fiji Employers Federation</li> <li>- Fiji Women's Rights Movement</li> <li>- Regional Rights Resource Team</li> <li>- Institute of Justice and Appeal Legal Studies</li> <li>- Fiji Law Society</li> </ul>	<ul style="list-style-type: none"> <li>- Law making process</li> <li>- Access to justice</li> <li>- Equal participation in political life</li> <li>- Women and labor</li> <li>- Family law</li> <li>- Women and health</li> <li>- Women and education</li> </ul>
3	Micro-enterprise development	<ul style="list-style-type: none"> <li>- Ministry of Industry, Tourism, Trade and Communications</li> <li>- Ministry of Finance, National Planning and Sugar Industry</li> <li>- Local Government Association</li> <li>- Ministry of Education, National Heritage, Culture and Arts</li> <li>- Ministry for Youth and Sports</li> <li>- Fiji Development Bank</li> <li>- Soqosoqo Vakamarama</li> <li>- Micro Finance Unit</li> <li>- FTIB</li> <li>- National Centre for Small and Micro Enterprise Development</li> <li>- Ministry of Agriculture</li> <li>- Ministry of Fisheries and Forests</li> <li>- Department of Social Welfares</li> <li>- Ministry of Indigenous Affairs</li> </ul>	<ul style="list-style-type: none"> <li>- Build on the supportive policy environment</li> <li>- Expand access to micro-credit, particularly for women</li> <li>- Improve women's access to formal credit through affirmative action</li> <li>- Link credit facilities with enterprise development</li> </ul>
4	Balancing gender in decision-making	<ul style="list-style-type: none"> <li>- Public Service Commission</li> <li>- Ministry of Justice, Electoral Reform, Public Enterprises and Anti-corruption</li> <li>- Ministry of Indigenous Affairs</li> <li>- Department of Multi Ethnic Affairs</li> <li>- Ministry of Local Government</li> <li>- National Council of Women</li> <li>- Fiji Trade Union Congress</li> <li>- Fiji Employers Federation</li> <li>- Training and Productivities Authority of Fiji</li> <li>- Fiji Council of Social Services</li> <li>- Ecumenical Centre for Research Education and Advocacy</li> <li>- FemLINK Pacific</li> </ul>	<ul style="list-style-type: none"> <li>- Promote balanced gender representation in boards, committees, councils and commissions and tribunals</li> <li>- Strengthen women's accessibility to, and full participation in power structures and decision making</li> <li>- Create an enabling environment for equal opportunities in training, promotions, recruitment and appointments in the public service and encourage the same in the private sector</li> <li>- Create an enabling educational and social environment where equal rights of girls and boys, men and women are recognized and all,</li> </ul>

	Action	Implementation partners*	Strategic objectives
			including special groups such as the disabled and immigrant women are encouraged to achieve their full potential
5	Violence against women and children	<ul style="list-style-type: none"> <li>- Ministry of Justice, Electoral Reform, Public Enterprises and Anti-corruption</li> <li>- Department of Social Welfare</li> <li>- Ministry of National Planning</li> <li>- Ministry of Education, National Heritage, Culture and Arts</li> <li>- Fiji Law Reform Commission</li> <li>- Ministry of Defense, National Security and Immigration</li> <li>- Fiji Women's Crisis Centre</li> <li>- Fiji National Council of Women</li> <li>- Fiji Council of Social Services</li> <li>- Fiji National Council for Disabled Persons</li> </ul>	<ul style="list-style-type: none"> <li>- Educate the community and law enforcement agencies to prevent and eliminate violence against women and children</li> </ul>

Source: National Women's Action Plan 1998 – 2008

\*Note: Names of the organizations listed were as of October, 1998.

As of March 2009, the Ministry of Women, Social Welfare and Poverty Alleviation, the national machinery for gender in Fiji, has assessed the achievements of each action and drawn lessons.

#### [Gender related laws and regulations]

As of March 2006, the following three laws and policy are enacted;

- Penal Code.
- No Drop Policy
- Family Law Act.
- National Policy on Sexual Harassment in the Workplace in 2008

#### GAD related policies, laws and regulations

Policies, laws and regulations	Year	Gender-related contents
Penal Code.	1978 Amended in 1994	<u>For violence against women</u> To ensure the punishments against any violence
No Drop Policy	1995	<u>For violence against women</u> To make and share more enabling environments for women to report any violence they are suffered
Family Law Act.	2003 Amended in 2005	<u>For domestic violence against women</u> Police have the power to arrest and detain offenders reported by female victims up to 48 hours before the magistrate.
National Policy on Sexual Harassment in the Workplace in 2008	2008	<u>For harassment in workplaces</u> 1) To ensure that all stakeholders associated with a 'workplace' and the community at large are safeguarded against sexual harassment; 2) To ensure that behavior appropriate to promoting and ensuring a harassment-free workplace environment is characterized by mutual respect and support; 3) To empower those persons within an organization who have

Policies, laws and regulations	Year	Gender-related contents
		<p>insufficient power to prevent any form of harassing behavior from occurring; and</p> <p>4) To support people who feel sexually harassed to find appropriate solutions. Conversely, to provide appropriate solutions for those persons who may be accused of sexually harassing others in the workplace.</p>

## 2-3 National Machinery

### National Machinery on Gender

- 1) The national machinery on gender in Fiji is the Department of Women in the Ministry of Women, Social Welfare and Poverty Alleviation. This machinery practices their activities on the basis of the National Women's Action Plan 1999-2008.

#### [Background]

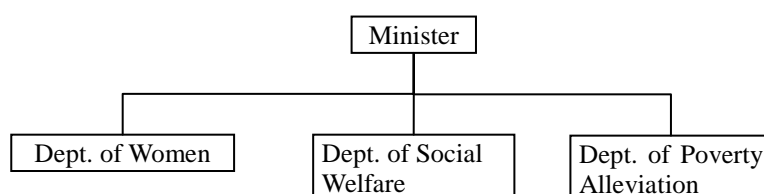
In 1987, the GOF established Department for Women and Culture as the first national machinery for gender in Fiji. Due to the commitment to the Beijing Platform for Action, that department was raised to the Ministry of Women in 1998.

As of March, 2009, the national machinery is the Department of Women in the Ministry of Women, Social Welfare and Poverty Alleviation (MWSWPA) (called hereinafter as "the Department"). The Department plays roles of promoting gender mainstreaming in the public and private sectors and empowerment of women. In its Corporate Plan 2004, MWSWPA states its vision: "the Fiji Islands, a society that enhances human dignity, social well-being and gender equality for peace, prosperity and stability." (ADB, 2006)

#### [National Machinery]

Name of National Machinery	Department of Women, Ministry of Women, Social Welfare and Poverty Alleviation
No. of personnel	14
Budget (as of 2008)	FJD 350,000
Objectives	1) Empowering women 2) Promoting gender mainstreaming
Roles	1) Providing advices to the ministries on policy making processes for developing gender-inclusive approaches 2) Providing gender training services and seminars to the ministries and departments for promoting the understanding of gender mainstreaming 3) Administration of implementing the National Women's Plan of Action 1999-2008

#### Organizational Chart of Ministry of Women, Social Welfare and Poverty Alleviation





### **[The Main Activities of the Department]**

Currently, the Department follows the contexts of the NWP. Therefore, the main activities of the Department are the following five.

- 1) Mainstreaming women and gender concerns
- 2) Women and the law
- 3) Micro-Enterprise development
- 4) Balancing gender in decision-making
- 5) Violence against women and children

As for 1) and 4), the Department provides seminars and trainings to the governmental organizations of sensitizing gender mainstreaming, and advisory services to them about how they may formulate gender-inclusive policies and laws.

2) and 5) are closely linked in terms of violence against women. The Department prepares for the “Domestic Violence Bill” and has close partnerships with Fiji Police Station in order to create enabling environments for women to report any suffering without feeling stigma.

In terms of strengthening women’s social and economic positions, the Department recognizes that 3) is essential and works on the “Cottage Industry Program”. The program is to improve women’s income generation activities by providing skill trainings in the fields of food processing and handicrafts and advisory services on doing small-business with supports from other agencies such as the Ministry of Agriculture, Fisheries and Forestry. Additionally, the Department facilitates micro-credit services for women with the financial sector. As a major achievement, Australia and New Zealand Banking Group Limited (ANZ), a major bank in Fiji, has started the micro-credit service to women in the urban areas.

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- 1) Gender disparities in the primary and secondary education have been reduced over the country.
- 2) To promote the enrolment rates, the Ministry of Education applies the community approaches and tries to have close partnerships with parents. The partnerships may help parents to understand the importance of sending their children to schools, especially in rural areas.

#### [Government Policy]

Ministry of Education (MOE) is under the Public Service Commission with the responsibility of primary and secondary education in Fiji. In order to enhancing the education over the country, MOE is responsible for the followings;

- 1) Education Act.
- 2) Education for All Policy
- 3) Periodic plans, such as three-year development plans and national plans, which are formulated by reflecting the contexts of the Millennium Development Plan

#### [Gender consideration development plan and education]

In the education sector in Fiji, gender mainstreaming is one of the fundamental notions and any education policy and plan is required to apply gender-inclusive approaches.

#### Comparison of ratio of girls to boys and of female teachers to male teachers in primary and secondary education

		2005	2007
Primary education	Student	94.9%	92.3%
	Teacher	131.7%	118.9%
Secondary education	Student	105.0%	111.0%
	Teacher	105.6%	100.0%

Source: Fiji Islands Bureau of Statistics

As for the internal activities for gender mainstreaming in MOE, trainings for staffs are held in order to raise their awareness of gender and learn how to implement the notion in the education sector's development. Additionally, MOE works together with the Department of Women in MWSWPA at the formulation of policies and plans.

Reflecting such approaches, for minimizing the gender disparity in schools, MOE has been trying to increase female teachers and to encourage parents to send their children to school under the existing

compulsory education system regardless of sexes. Recently, the gender gaps in the enrolment rates and the number of school teachers have been reducing as shown in the table above.

**[Compulsory Education: Primary Education and Secondary Education]**

The compulsory education in Fiji, started in the early 1990s, consists of the primary and secondary education. An objective of the compulsory education is to enhance the national educational level and provide children with more knowledge and opportunities for their future. In this system, any child can be provided with the educational services for free, but, equipments such as textbooks and uniforms have to be prepared by themselves if required by their school.

Most of the schools for the compulsory education belong to the local authorities and these schools are open to all the children regardless of ethnicities, religions and sexes as long as they belong to the authority where the school locates. Communication between schools and parents are recognized important and the MOE applies community-based approaches to develop close relationships between schools and parents. That may make an atmosphere where children can go to school more easily than before, especially for girls in rural areas.

**Primary Education**

Primary education in Fiji has eight years from Grade 1 (six years old) to Grade 6 (11 years old) or 8 (13 years old). In the sixth year, students take the Fiji Intermediate Examination, while students in the eighth year take the Fiji Entrance Examination. In 2007, there were 720 primary schools, including two government schools.

**Secondary Education**

Secondary education in Fiji covers till Form 7 (18 years old) from Form 1 (12 years old) for students who complete their primary education at Grade 6 or from Form 3 (13 years old) for students who complete at Grade 8. In 2007, there were 169 secondary schools of which 12 were government schools.

**School Enrolment by Ethnicity and Sex (2007)**

	Fijian	Indo-fijian	Others	Total
<b>Primary education</b>				
Male	45,940	20,507	3,132	69,579
Female	41,930	19,611	2,715	64,256
<b>Secondary education</b>				
Male	18,713	12,489	1,732	32,954
Female	20,761	13,253	1,956	35,970

Source: Key Statistics, December 2008

### [Tertiary education]

As the tertiary educational institutions in Fiji, there are Fiji Institute of Technology, Fiji School of Medicine, Fiji College of Agriculture, Fiji College of Advanced Education, University of Fiji, University of South Pacific, and vocational schools.

At the Fiji Institute of Technology (FIT), only 30% of students were women in 2002. Most women at FIT study business, secretarial, hotel and catering courses. Meanwhile, men tend to study automotive, mechanical, electrical and civil engineering, and maritime courses. (ADB, 2006; Chandra and Lewai, 2005).

In the University of South Pacific, established by the twelve countries in the Pacific region, gender disparities has been mostly adjusted since 2000 in bachelor and master degrees, though the disparities have remained in the other degrees. In 2004, the major subjects in the bachelor degree which female students chose are arts (33.9%), science (16.9%) and education (11.7%), while in the master degree, the major for female students are business administration (57.4%) and agriculture (18.9%) and science (17.6%) follows.

**Ratio of female to male on the enrolment in each degree  
(University of South Pacific)**

	2000	2004
Certificate	67.3%	61.0%
Diploma	99.4%	76.8%
Bachelor Degree	113.3%	92.1%
Master	130.0%	166.3%

Source: Ministry of National Planning

### [Literacy education]

MOE observes that the adult literacy rate in Fiji, aged from 15 years old to 24 years old, has been growing for both of sexes. The rate is relatively high in the Pacific region.

**Adult literacy rate  
(15 – 24yrs)**

	Male	Female	Total
1996	94.5	91.4	92.9
2002	N/A	N/A	99.2

Source: ADB, 2006; Chandra and Lewai, 2005

### [Adult education]

Adult education programs by MOE are open equally to men and women. MOE establishes schooling systems for drop-out students, namely Matua. In Matuas, the matured people study what they could not study in the primary and secondary schools. As of March 2009, there are three Matuas in Suva and

Lamasa. In order to promote the adult education, MOE has opened community libraries in the selected communities and has a plan of having community learning centers.

### 3-2 Health

#### Health

- 1) MOH has the National Strategic Development Plan 2007-2011 and implements activities on the basis of the Plan. Recently, it is observed that the overall health services have been improved.
- 2) Activities in family planning works well on maternal and child health. Especially, conditions of birth deliveries have been improved. However, its adolescent education may be reviewed in order to enhance their consciousness.
- 3) Compared with the number of HIV cases in 2006, the number in 2007 is small. MOH formulated the Fiji National HIV/AIDS Strategic Plan 2007 – 2011, which states the priority areas and action plans.

#### [Government Policy]

In 2006, the National Strategic Development Plan (NSDP) 2007 – 2011 was formulated by the Ministry of Health (MOH) and the Ministry of Finance and National Planning (MFNP). The expected outcomes of the Plan are;

- Communities are served by adequate primary and preventive health services, by protecting, promoting and supporting their well-being, and
- Communities have access to an effective, efficient and quality clinical health care and rehabilitation services.

Following the NSDP, MOH has the seven outcomes to be achieved by 2007 and do their monitoring. The seven are as follows;

1. To reduce burden of Non-Communicable Diseases
2. To begin to reverse the spread of HIV/AIDS and preventing, controlling or eliminating other communicable diseases
3. To improve family health, reduced maternal morbidity and mortality
4. To improve child health
5. To improve adolescent health and reduced adolescent morbidity and mortality
6. To improve mental health
7. To improve environmental health through safe water and sanitation

In addition, MOH formulated HIV/AIDS-specific strategic plan, namely “National HIV/AIDS Strategic Plan 2007-2011”, in 2006. The details are explained in the following section of HIV/AIDS.

**Causes of female inpatient morbidity (2001)**

<b>Causes</b>	<b>No.</b>	<b>Proportion</b>
Diseases of the respiratory system	2,236	17.8%
Diseases of genitourinary system	1,902	15.1%
Diseases of the circulatory system	1,725	13.7%
Certain infections and parasitic diseases	1,376	10.9%
Injury, poisoning and certain consequences	1,214	9.7%
Endocrine, nutrition and metabolic	989	7.9%
Diseases of digestive system	969	7.7%
Diseases of the skin, and subcutaneous tissue	868	6.9%
Neoplasm	839	6.7%
Diseases of the muscular system	451	3.6%
<b>Total</b>	<b>12,569</b>	<b>100.0%</b>

Source: Chandra and Lewai, 2005

**[Medical Health]**

Following the NSDP, MOH has been implementing the primary and preventive health services over the country.

Non-communicable diseases, such as cardiovascular, diabetes, cancer and high blood pressure, are the major causes. MOH analyzes that they are oriented from people's lifestyles, poor nutrition, physical inactivity, smoking/alcohol/kava abuse, and does health promotional activities in order to change people's behavior into more healthy manners.

As for preventing communicable diseases, for example, influenza and tuberculosis, taking immunization is one of the essential methods. To improve the coverage of the immunization rates, MOH held the first ever National Immunization week at the Colonial War Memorial Hospital in 2007. As a result, the percentage of 1-year old children fully immunized is 80.6% in 2007, compared with 74.2% in 2006. These statistic information mentions that most of parents have been encouraged through the campaigns and trainings to provide their children with appropriate medical tools, regardless of their children's sexes.

**[Nutrition Conditions]**

As described as one of the reasons for non-communicative diseases, malnutrition is recognized in the adult. FAO (2003) analyzes this situation and brings findings; 1) an excess of calories and lower consumption of fibers are caused by declining the availability of traditional foods, such as taro, cassava and greenery vegetable and by increasing the consumption of fat and protein from animals, 2) physical activities decrease. The first is due to promoting their production mainly for exports. That contributes to the increase of the overweight or obese.

On the other hand, low birth weight infants have been observed. The rate in 2004 is 10.2%, though 8.52% is marked in 2000 (WHO, 2002; MOH, 2004). That indicates some possibilities; that some pregnant women are not in favorable healthy conditions and that those infants may be continuously in insufficient nutritious status.

In order to overcome these issues in terms of nutrition over the country, the GOF enacted Fiji Food and Nutrition Policy 2008. The Policy is comprehensive and states the policies over the people's life stage, from birth to the adolescent, with enhancing consideration about other essential factors, like HIV/AIDS. The main contents in the Policy are as follows;

- To advocate nutritional issues and mainstreaming into the Government decision making system.
- To promote and sustain household food security.
- To improve national nutritional status.
- To protect consumers through improved food and water quality and safety.
- To improve nutritional status of the socio-economically disadvantaged and the groups that are nutritionally vulnerable (including children, mothers, the aged, differently abled and those living with HIV/AIDS).
- To support Nutrition Policy for schools.
- To promote healthy diets and lifestyles.
- To establish and promote a nutrition surveillance and monitoring system.
- To strengthen collaboration with development partners.

#### **[Family Planning]**

In 2007, the proportion of birth attended by skilled health personnel is 99% and the maternal mortality rate is 22.4%. Both are improved from the previous records. That is achieved by the efforts of the MOH, for example, Midwives Birthing Centre Initiatives. The Initiatives are to train skilled health professionals even outside Suva and to make access to the professionals easier. On the other hand, MOH identifies that the rate of women using contraceptive has been under 50 % till 2007 and rate of teenage pregnancy per 1,000 is 8.5 in 2007. These numbers shows that using contraceptives has not been popularized yet and that the family planning education programs, especially for the adolescent, may be reviewed and modified. Trainings of using contraceptives in the appropriate manners may help also people to suffer from other diseases, such sexual transmission diseases (STD) and HIV/AIDS.

#### **[HIV/AIDS]**

MOH has "Fiji National HIV/AIDS Strategic Plan 2007 – 2011". The Plan's overall goal is to reduce spread of HIV and to improve quality of live for people living with and affected by HIV. Priority areas of the Plan are as follows;

- Prevention of HIV infection
- Clinical management of HIV/AIDS



- Continuum of care for people living with or affected by HIV
- Research, surveillance and monitoring and evaluation
- Coordination and good governance

Each priority area has activity plans and targets to be achieved in 2011. For achieving them, the GOF allocates special budgets and promotes funds from development agencies.

**HIV of Gender, and mode of transmission (2005-2007)**

	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>Total</b>
<b>Male</b>	16	18	11	45
<b>Female</b>	13	18	12	43
<b>Total</b>	29	36	23	88

Source: Ministry of Health, 2009

In the Millennium Development Goals Fiji National Report published in 2004, the risk factors for growing the number of reported cases are a high incidence of hetero-sexual transmission, drug and substance abuse and teenage pregnancies, a mobile population, a large tourism industry, cultural behavior of extramarital sex and sexual violence. These factors will be tackled by the implementation of the activities in the Plan.

### 3-3 Agriculture, Forestry and Fisheries

#### Agriculture, Forestry and Fisheries

- 1) The Ministry of Agriculture, Fisheries and Forestry (MAFF) introduces gender mainstreaming to its policies and activities, through recommendations from the Gender Audit by the ADB.
- 2) Traditionally, women in Fiji have difficulties to have their own land more than men because of the indigenous culture and land inheritance systems.
- 3) Women in rural areas engage in agriculture activities in the ways of contributing labor to their family farming and of doing their small business of floriculture and food processing.

#### **[Government Policy]**

The Ministry of Agriculture, Fisheries and Forestry (MAFF) has enacted policies in the agriculture sector in Fiji. In the corporate plan 2006, its priorities are stated as follows;

1. Restructuring of sugar industry
2. Facilitating private sector led development
3. Accelerating agricultural diversification into areas of competitive advantage
4. Promoting food security
5. Enhancing tourism sector– food policy for travel & hospitality : agricultural linkages
6. Enhancing sustainable development in sugar & non-sugar sectors
7. Alleviation of poverty
8. Assist the government in resolving issues on the expiry of land leases under the The Agricultural Land and Tenants Act. (ALTA).
9. Increasing reallocation of resources other industries including tourism
10. Resettlement of displaced farmers and in-coming new farmers

Main agricultural products in Fiji are sugar, taro, cassava and vanilla. Sugar is the biggest product for export. However, because of the expiration of the 30 year land leases acquired around 1977, many farmers engaging in sugar production have to move out from their sugar field. That is arousing concerns that the amount of the production and of the exports reduce and that people working in the sugar industry will need alternative employment their jobs and lands for their livelihoods. Professional pricing for sugar exports to the European Union will also be phased out in the next few years and will threaten the viability of the sugar industry, of which about 25% of the population depends on for their livelihoods.

#### **[Agricultural Policy and Gender]**

As of March 2009, MAFF does not have gender-specific policies and programs because gender mainstreaming is one of the fundamental notions in the process of formulating programs and policies. This movement in MAFF was pushed forward by the implementation of the ADB's technical

assistance of promoting the “National Women’s Action Plan 1999 – 2008”. MAFF’s progress was audited and compiled into the report, Gender Audit, in 2003. Following the recommendations in the Audit, MAFF identifies these issues should be implemented in the governance;

- Formulation of gender working committee for the ministry.  
The committee’s members are nominated as representatives from divisions and the chair will be by Department of Human Resource and Finance.
- Sex-disaggregated data on the level of involvement and participation
- Identification of entry point of women’s participation
- Specification of appropriate products for women in terms of programs and commodities

In order to improve women’s livelihoods in rural areas, the “Cottage Industry Program” has been implemented by MWSWPA as described in 2.3 and MAFF support the program in technical aspects. MAFF has other three programs: Export Promotion Program; Import Substitution Program; and Rural and Outer Island Program. These are open to both of male and female farmers.

**[Ownership of farming land and agrarian reform]**

In 1966, ALTA was enacted. The National Land and Trust Board (NLTB) is responsible for the administrative management of the land in Fiji. Under the Act, there are the two land tenure systems, the Customary Land Tenure System and the Western Land Tenure System. The former is based on indigenous Fijian customs and traditions and the latter was intended to facilitate individual ownerships among non-indigenous people. These existing land tenure systems divide the land in Fiji into the four categories: Native Lands; Native Leases; Freehold Lands; and State Lands. Their definitions and the entitlements are described in the table below.

**Definitions and Entitlement of each land**

	Customary Land Tenure System	Western Land Tenure System		
	Native Lands	Native Leases	Freehold Lands	State Lands
Proportion	58.2%	25.6%	8.1%	8.1%
Definitions	Lands held by native Fijian	Native Lands leased out to all citizens	Lands held under fee simple	Lands vested in the State
Terms of ownership or lease	In perpetuity, unless land owning group dies out, or acquired by State cannot be sold	Up to 30 years for agriculture Up to 99 years for residential, commercial and industrial	In perpetuity, unless acquired by State	Up to 30 years for agriculture Up to 99 years for residential, commercial and industrial In perpetuity, for public lands unless otherwise stated

Source: Land Tenure System in Fiji, prepared by Ministry of Lands and Mineral Resources (Acquired by JICA in 2009)

In the existing land tenure system, men and women have equal access to the land ownerships. However, ADB (2006) identifies that, in the Customary Land Tenure System, Fijian women are excluded from inheritance rights unless they are permitted by their fathers or husbands to have the land ownership right. The same has been occurred to Indo-fijian women due to their traditional father-to-son inheritance.

### **[Rural life and gender]**

Most of women in the rural areas engage in farming. They support their family's farming activities and work on household duties. In the family farming, they are responsible for processing and sales of their products inside/outside their communities as vendors. Some of them do their own activities like floriculture and production/processing of indigenous products, for example, voivoi, kuta, masi, magimagi and coconut oil. Such activities contribute to their household income as well as substantial usages in their houses. For doing their activities more efficiently and effectively, they form their women's societies inside their community.

MAFF supports the activities by dispatching their extension officers and providing skill trainings, including the administrative items of organizing and formulating groups and developing business plans.

**Comparison of income by sex and regions**

	Female	Male	Total
Population (%)			
Rural	14.0%	36.3%	50.3%
Urban	17.0%	32.7%	49.7%
Average Income (FJD)			
Rural (R)	4845	6581	6097
Urban (U)	9865	12513	11606
(R-U)/U (%)	-50.9%	-47.4%	-47.5%

Source: Narsey, 2007 referring the result of 2004-05 Employment and Unemployment Survey in Fiji)

### **[Extension Activities and Training for Women]**

The extension services by MAFF are available to men and women equally. Because men and women engage in agriculture activities in the different ways, services are various. For men, technical advices for producing crops and vegetables and financial supports of purchasing machineries are provided, while women are keen to gain small-scale production skills, such as food processing, floriculture and handicrafts.

Officers engaging in the extension services are both of male and female. Currently, most of the officers working in the field are male, though the number of the female officers has been increasing. One of

the requirements of these officers is the graduation from the Fiji College of Agriculture. Recently, the number of the female student majoring in Agriculture Studies has been increasing. That may mention that the increase of the female officers is expected.

<b>No. of Student intake at the Fiji College of Agriculture</b>								
	<b>2001</b>		<b>2002</b>		<b>2003</b>		<b>2004</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
<b>Female</b>	23	56.1%	17	47.2%	25	51.0%	22	45.8%
<b>Male</b>	18	43.9%	19	52.8%	24	49.0%	26	54.2%
<b>Total</b>	41	100.0%	36	100.0%	49	100.0%	48	100.0%

Source: Chandra and Lewai, 2005

### **[Fisheries]**

Fisheries in Fiji are one of the major industries contributing to GDP following sugar and tourism. While men work on offshore fisheries on commercial bases, women work on fisheries in the smaller scale. They catch fishes, seashells and crabs in the artisanal ways and sell their harvest in surrounding public markets and/or from the roadsides. Because of the indigenous rights of owning fishing grounds, more Fijian engage in fisheries than Indo-fijian (ADB, 2006).

### 3-4 Economic Activities

#### Economic Activities

- 1) Throughout the country, the female unemployment rate is higher than the male. However, in the high-skilled professions and the public sector, the women's involvements have been increased.
- 2) Including the accessibilities to financial services and wage levels, the conditions around the women's employment are unfavorable rather than men.

#### [Employment opportunities]

As of 2007, the unemployment rate of women is higher than one of men. The reasons of this disparity are as follows;

- The traditional belief still remain that men work outside and women work inside as housewives and mothers.
- Women, especially in rural areas, tend to engage in small-scale business which brings substance, not money in most cases. Those are difficult to be considered as "employed" and finally are considered as "unemployed".

#### Unemployment rate (2007) (Over 15 years old)

	Ethnicity	Unemployment Rate (%)		
		Total	Male	Female
All	Total	8.6	6.4	12.9
	Fijians	9.8	7.9	13.1
	Indians	7.0	4.6	13.1
Rural	Total	6.6	4.7	10.6
	Fijians	6.9	5.2	9.9
	Indians	6.2	4.0	13.1
Urban	Total	10.5	8.1	14.8
	Fijians	13.8	11.8	16.7
	Indians	7.6	5.0	13.1

Source: Fiji Bureau of Statistics, 2009

The following table shows the changes of the labor force status between 1996 and 2007. The percentages of women who do not have cash income, categorized into "unemployed" and "non economic activity", are mostly twice as ones of the male in 2007. That trend has not been changed in the recent ten years, though gender mainstreaming has been sensitized by the government and non-government organizations toward the public and private sectors.

### Labor Force Status of the Population Age 15 and over

	1996 Census		2007 Census	
	Male	Female	Male	Female
<b>Population</b>	50.5%	49.5%	50.7%	49.3%
<b>Economic activity</b>				
<b>Money income<sup>1)</sup></b>	33.2%	10.6%	30.6%	11.9%
<b>Only substances<sup>2)</sup></b>	5.7%	7.8%	3.6%	4.2%
<b>Unemployed</b>	1.1%	1.1%	2.3%	2.4%
<b>Non economic activity<sup>3)</sup></b>	10.5%	30.0%	14.2%	30.8%

Source: Fiji Bureau of Statistics, 2009

Note: 1) Money income: People who gain money income wholly or partially, e.g. wage/salary earners and Self-employed (business)

2) Only substance: People who engages in farming, fishing or collecting for household consumption or subsistence only

3) Non economic activity: People who are full time home workers, full time students, the retired, the disabled and others

### [Women workers in public and private sector]

The table below shows the number of paid employees in occupations.

### Paid Employment by Occupational Categories and Sex (2004)

		Legislators, Senior officials and Managers	Professionals	Technicians and Associates	Clarks	Service workers and Shop and market sales workers	Skilled agricultural and fishery workers	Craft and related workers	Plant and Machinery operators and Assemblers	Elementary Occupation	Armed force	Total
Male	No	3,841	8,547	8,600	6,922	10,699	1,137	12,111	9,081	14,518	3,479	78,935
(M)	%	3.20	7.12	7.17	5.77	8.91	0.95	10.09	7.57	12.10	2.90	65.77
Female	No	1,081	7,909	4,549	9,360	6,516	46	1,232	5,761	4,546	77	41,077
(F)	%	0.90	6.59	3.79	7.80	5.43	0.04	1.03	4.80	3.79	0.06	34.23
Total	No	4,922	16,456	13,149	16,282	17,215	1,183	13,343	14,842	19,064	3,556	120,012
(M)+(F)	%	4.10	13.71	10.96	13.57	14.34	0.99	11.12	12.37	15.89	2.96	100.00

Source: Fiji Bureau of Statistics, 2009

Previously, most of female paid employees worked in the garment industry, producing foot wears and clothes. The industry has contributed to the export largely since the enactment of the Tax Free Factory Schemes (JICA, 1998). Chandra and Lewai (2005) identifies that women working in the industry gained low wages and work in severe employment conditions without sufficient protections. However, the table above mentions recent shifts in the female employment situations, for example, that women have worked as clerks or professionals rather than as workers in factories. One of the possible reasons for this shift is that recent economic crisis has caused factories to close and another is that more women have been achieving higher education.

**[Support system for women workers]**

The “National Policy on Sexual Harassment in the Workplace” was enforced in 2008 by the Ministry of Labor. The actual difficulties which women had experienced in their workplace were reflected in the Policy. It states the responsibilities of employers and employees to be obliged. The details are also explained in Section 2-3.

**[Informal Sector]**

Informal sector in Fiji may be in the agriculture, forestry, fishing and manufacturing sectors and women have an important role in the positions of self-employed and/or unpaid workers (Chandra and Lewai, 2005). Main activities in the informal sector are garment sewing, handicraft, food processing (vegetable, fruits and fishes) and so on.

**[Support for micro enterprises]**

The Fiji Development Bank (FDB) provides women with small loans to agriculture and commercial activities. However, the number of loans approved for women is quite less than for men. Factors causing that situation are 1) the traditional status of women in Fiji, 2) lack of access to information, 3) insufficient ability to complete the whole process for getting approvals, 4) low level of education, and 5) lack of family supports and understandings of the women’s income generation activities (Chandra and Lewai, 2005). The first mentions that women have been recognized as housewives and not been encouraged to gain money income. That may cause the other factors. In order to overcome these negative situations, the MWSWPA has been encouraging the other financial institutions to provide small loans to women under favorable conditions and the ANZ Bank has started the small loan services to women.



**4. Gender issues which should be particularly taken into consideration in future JICA and other donors/NGOs' intervention in the country**

- 1) Despite of the efforts of the MWSWPA, gender mainstreaming has not been sensitized and practiced sufficiently over the country.
- 2) Any gender-inclusive practice in Fiji may have difficulties in terms of getting understandings from the people of why gender-inclusive approaches are essential and how the approaches are practiced.
- 3) There remain conventional allocations of daily duties between men and women and the allocation may be difficult to change drastically into the manners which put respect on gender equality. Though such indigenous factors and values might often emphasize gender disparities in the statistical data, they do not always work on women negatively. It is essential that they are taken into consideration carefully at employing gender-inclusive approaches in development interventions.
- 4) People's perspectives on gender are various. One of that diversity is the mixed ethnicities in Fiji. Ethnicities in Fiji have their own religion, customs, historical backgrounds, permission and allowances given by the government.

## 5. On-going Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
<b>Gender</b>					
Fiji Good Governance Programme		UNDP		N/A	Governance
UN Trust Fund in Support of Actions to Eliminate Violence against Women		UNIFEM			Prevention of violence against women
Child Protection	Ministry of Health, Ministry of Justice, Police	UNICEF	2008-2012	550,000 (only for 2008)	Child protection
<b>Education</b>					
Australian Development Scholarships	Ministry of Education	AusAID			Scholarship
Australian Regional Development Scholarships	Ministry of Education	AusAID			Scholarship
<b>Health/Medicine</b>					
HIV and AIDS Behaviour Development /Change Communication		UNICEF UNFPA	2008-2012	N/A	HIV/AIDS
WHO technical cooperation - Combating communicable diseases - Building healthy communities and populations - Health sector development	Ministry of Health	WHO	2008-2009	N/A	Improvement of health services
Health Sector Improvement Programme	Ministry of Health	AusAID			Improvement of health services
<b>Agriculture, Forestry and Fishery</b>					
Support to the Regional Programme for Food Security in the Pacific Island Countries	Ministry of Agriculture, Fisheries and Forestry	FAO	2004-2009	7,064,101	Food security

## 6. Gender Information Sources

### 6-1 List of Organizations related to Gender

Name of Organization	Area of Specialization	Activity	Contact
<b>Government Organization</b>			
Ministry of Women, Social Welfare and Poverty Alleviation	Overall gender	Gender mainstreaming	Department of Women Ph#: 3312199
Ministry of Education	Education	Primary and Secondary Education	Department of Human Resource Ph#: 3220452
Ministry of Agriculture, Fisheries and Forests	Agriculture	Economic Planning	Economic Planning and Statistic Division Ph#: 3100290/291/292
	Agriculture	Extension	Extension Division Ph#: 3384233
Fiji Islands Bureau of Statistics	Statistics	Statistics	Government Buildings Ph#: 3315822
Ministry of Labor	Labor	Compliance	Compliance Unit Ph#: 3306372
<b>International Organization</b>			
Secretariat of the Pacific Community	Assistance for the Pacific Region		
Forum Secretariat	Assistance for the Pacific Region		Ph#: 3312600 Fax#: 3220221
UNDP Fiji Office	Overall Development		Ph#:3312500 Fax#:3301718/3131
United Nations Development Fund for Women (UNIFEM) - Pacific Regional Office	Regional gender mainstreaming, covering the Pacific Region	Gender mainstreaming	Ph#:3301718 Fax#:3301654
<b>NGOs</b>			
Fiji Women Crisis Center	Human rights, Policy/Government, Sexuality, Violence against women	Advocacy	Ph#: 3313300 Ph#: 3313650 Website: <a href="http://www.fijiwomen.com/">http://www.fijiwomen.com/</a>
Fiji Women's Rights Movement	Human rights, Policy/Government, Sexuality, Violence against women	Leadership training of the youth Advocacy	Ph#: 3313156/2711 Fax#: 3313466 Website: <a href="http://www.fwrn.org.fj/">http://www.fwrn.org.fj/</a>

As of March 2009

## 6-2 List of reports and references related Gender

Title	Author	Publisher/Source	Year
<b>Education and Training</b>			
Annual Report 2007	Ministry of Education, Science and Technology	Ministry of Education, Science and Technology	2008
<b>Health and Medicine</b>			
Ministry of Health Annual Report 2007	Ministry of Health	Ministry of Health	2008
National HIV/AIDS Strategic Plan 2007-2011	Ministry of Health	Ministry of Health	2006
Nutrition Country Profiles (Fiji)	World Health Organization	World Health Organization	2002
<b>Agriculture, Forestry and Fisheries</b>			
Land Tenure System in Fiji	Ministry of Agriculture	Ministry of Agriculture	2009
<b>Economic Activities</b>			
Gender Issues in Employment Underemployment and Incomes	Narsey, D.	Vanuavou Publications	2007
The Quantitative Analysis of Poverty in Fiji	Narsey, D.	Vanuavou Publications	2007
<b>Social/Gender Analysis</b>			
Women and Men of Fiji Islands: gender Statistics and Trends	Chandra, D. and Lewai, V.	University of South Pacific and Fiji Islands Bureau of Statistics	2005
Country Gender Profile	Japan International Cooperation Agency	Japan International Cooperation Agency	1998
Country Gender Assessment Republic of Fiji	Asian Development Bank	Asian Development Bank	2006
Gender Audit: Ministry of Agriculture, Sugar and Land Resettlement	Ministry of Women, Social Welfare and Poverty Alleviation	Ministry of Women, Social Welfare and Poverty Alleviation	2003
Gender Audit: Ministry of Health	Ministry of Women, Social Welfare and Poverty Alleviation	Ministry of Women, Social Welfare and Poverty Alleviation	2003
The Women's Action Plan 1998 1999 – 2008	Ministry of Women, Social Welfare and Poverty Alleviation	Ministry of Women, Social Welfare and Poverty Alleviation	1998
<b>Others</b>			
Country Background Note	United Nations Development Programme	United Nations Development Programme	2006
Key Statistics, January 2009	Fiji Islands Bureau of Statistics	Fiji Islands Bureau of Statistics	2009

<b>Title</b>	<b>Author</b>	<b>Publisher/Source</b>	<b>Year</b>
Education for All Global Monitoring Report 2009	United Nations Education, Science, and Cultural Organization	United Nations Education, Science, and Cultural Organization	2009
Human Development Report 2007-2008	United Nations	United Nations	

## 7. Definitions

### <Technical Terms>

#### **Informal sector**

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

#### **Reproductive health/rights**

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

#### **National machinery**

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

#### **Affirmative action**

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

### <Indicators>

#### **Inflation rate**

Instead, GDP deflator is used.

#### **Gini index**

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

#### **Percentage of Women's Income**

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

#### **Total fertility rate**

Average number of children whom a woman delivers in all her life

#### **Under-one mortality rate**

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

#### **Under-five mortality rate**

Annual number of infants who die 1,000 newborn babies within 5 years after birth

#### **Maternal mortality rate**

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy

#### **Percentage of births attended by trained health personnel**

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

#### **Percentage of infants with low birth weight**

The rate of newborn children of which the birth weight is less than 2,500 grams

#### **Oral Rehydration Therapy (ORT) use rate**

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

#### **Enrolment ratio of primary and secondary school**

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.

## References

- Asian Development Bank, Key Indication for Asia and the Pacific 2008
- Asian Development Bank, Country Gender Assessment Republic of Fiji, 2006
- Chandra, D. and Lewai, V. (2005) Women and Men of Fiji Islands: gender Statistics and Trends
- Fiji Islands Bureau of Statistics, Key Statistics, January 2009
- Food and Agriculture Organization, Nutrition Country Profiles, 2003
- Japan International Cooperation Agency, Country Gender Profile, 1998
- Land Tenure System in Fiji, prepared by Ministry of Lands and Mineral Resources, 2009
- Ministry of Education, Science and Technology, Annual Report 2007
- Ministry of Finance and National Planning, Millennium Development Goals Fiji National Report, 2004
- Ministry of Health, Ministry of Health Annual Report 2007
- Ministry of Health, National HIV/AIDS Strategic Plan 2007-2011, 2006
- Ministry of Women, Social Welfare and Poverty Alleviation, Gender Audit: Ministry of Agriculture, Sugar and Land Resettlement, 2003
- Ministry of Women, Social Welfare and Poverty Alleviation, Gender Audit: Ministry of Health, 2003
- Ministry of Women, Social Welfare and Poverty Alleviation, The Women's Action Plan 1998 1999 – 2008, 1998
- Narsey, D. (2007), Gender Issues in Employment Underemployment and Incomes, Vanuavou Publications
- Narsey, D. (2007) The Quantitative Analysis of Poverty in Fiji, Vanuavou Publications
- United Nations Development Programme, Country Background Note, 2006
- United Nations Education, Science, and Cultural Organization, Education for All Global Monitoring Report 2009
- United Nations, Human Development Report 2007-2008
- World Health Organization, Nutrition Country Profiles (Fiji), 2002