











Fiji

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
62.5	34.2	30.6

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Fiji, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Suva). The scores for Fiji are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	50.0	50.0	100.0	75.0	0.0	25.0	100.0	75.0
Supportive frameworks score	25.0	66.7	33.3	50.0	100.0	0.0	0.0	33.3	33.3	0.0
Expert opinions score	25.0	25.0	25.0	25.0	31.3	37.5	25.0	25.0	25.0	62.5

In summary, the **WBL 2.0 legal frameworks score** for Fiji (62.5 out of 100.0) is lower than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to constraints on freedom of movement, constraints related to marriage and laws affecting women's property and inheritance, Fiji obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Fiji is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Fiji may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Fiji (34.2 out of 100.0) is lower than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). When it comes to supportive frameworks related to marriage, Fiji obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Fiji is on the indicator measuring

supportive frameworks affecting women's work after having children. To improve on the Parenthood indicator, Fiji may wish to consider making it possible to apply for maternity benefits through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Fiji (30.6 out of 100.0) is lower than the global average (65.7) and lower than the East Asia & Pacific regional average (64.8). Fiji does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Fiji is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Employment Relations Act, Secs. 76, 110(1)(b) and 230; Human Rights and Anti-Discrimination Commission Act, Secs. (3)(j), 19(2), 19(3)(h), 41 and 50
Is there legislation on child marriage?	Yes	Marriage Act (Amendment) Decree, Part 2, Secs. 2, 3(12) and 9(29); Family Law Act, Div. 2, Sec. 32(2)(e)
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Travel Documents Regulations, Art. 3
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship of Fiji Act, Secs. 8(1) and 8(7)
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Employment Relations Act 2007, Secs. 6(2) and 77(1)
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Wood Preservative Regulations, Sec. 8
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Act, Art. 30
Does a woman have the same rights to remarry as a man?	Yes	Family Act, Art. 39
Parenthood		



Is paid leave of at least 14 weeks available to mothers?	Yes	Employment Relations Act 2007, Sec. 101; Employment Relations (Budget Amendment) Act 2018 (No. 23 of 2018), Sec. 6
Are leave benefits for mothers paid solely by the government?	No	Employment Relations Act 2007, Sec. 101
Is there paid leave available to fathers?	Yes	Employment Relations (Budget Amendment) Act 2021, Art. 3
Is dismissal of pregnant workers prohibited?	Yes	Employment Relations Act 2007, Sec. 104
Childcare		
Does the law establish provision of childcare services in center-based settings?	No	No applicable provisions could be located
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Married Women's Property Act, Sec. 3(2); Companies Act, Secs. 20-24
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Married Women's Property Act, Sec. 3(1) and 4
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance (Family Provisions) Act of 2004, Sec. 3
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance (Family Provision) Act of 2004, Sec. 3
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act of 2003, Sec. 162
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Fiji National Provident Fund Act 2011 (Decree 52), Sec. 4(1); Fiji National Provident Fund Regulations 2014, Reg. 3
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Women, Children and Social Protection
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located



Mobility

Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located

Workplace

Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Human Rights Commission Decree, Arts. 2, 12(j) and 28

Pay

Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Fiji Bureau of Statistics: 2019 Annual Employment Survey

Marriage

Is there a fast-track process or procedure for family law disputes?	Yes	Family Law Act, Sec. 185
Are there specialized family courts?	Yes	Judiciary of Fiji Family Courts
Is legal aid available for family law disputes?	Yes	Fiji Legal Aid Commission Application

Parenthood

Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located

Childcare

Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located

Entrepreneurship

Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Fiji National Financial Inclusion Strategy (2022-2030)

Assets

Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Agricultural Census

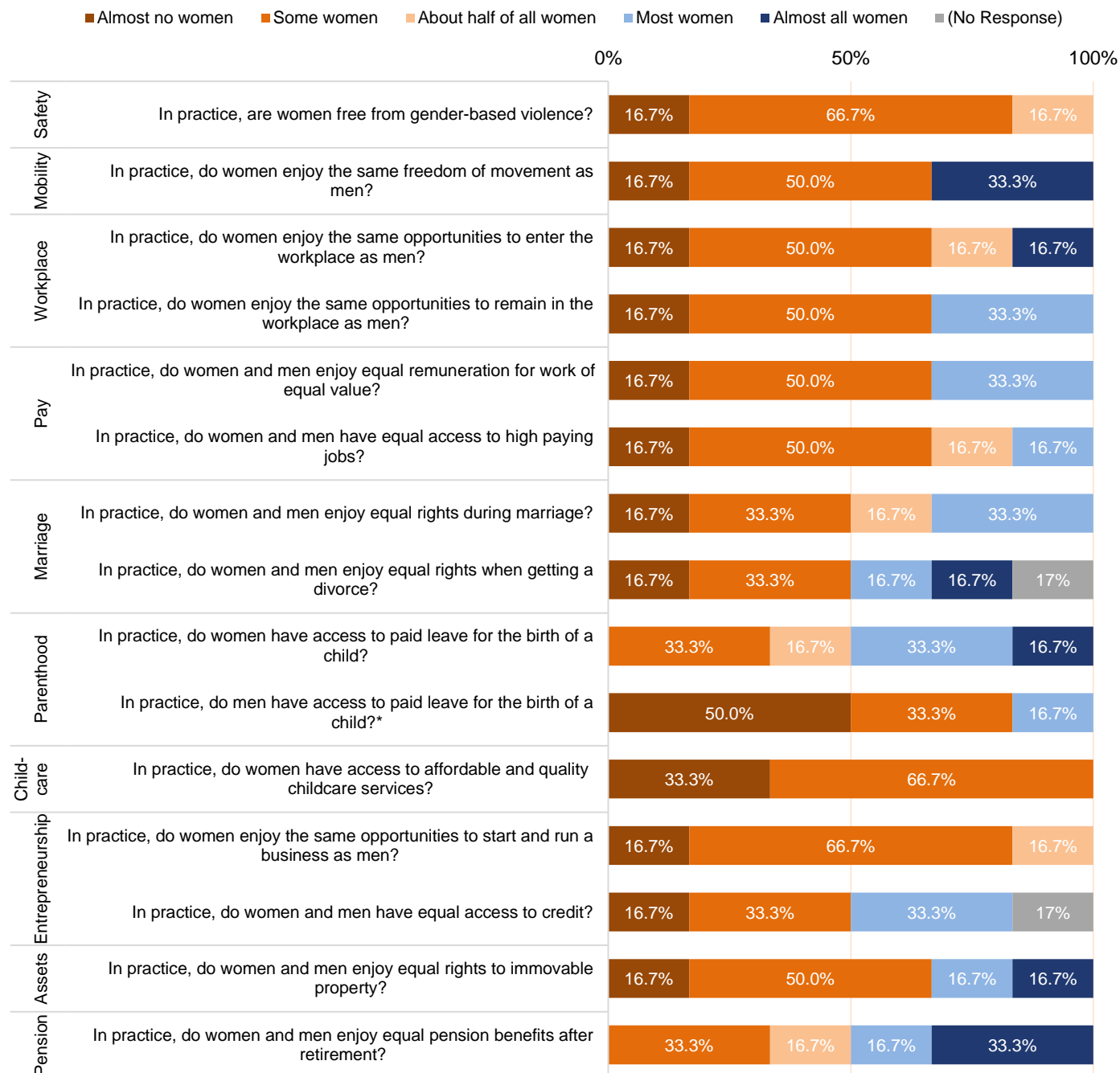




Pension

Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	No	Insufficient evidence located

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.