

Fiji

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Suva). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Fiji scores 82.5 out of 100.0**. The overall score for Fiji is higher than the regional average observed across East Asia and the Pacific (73.0). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

Fiji - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, and gender differences in property and inheritance, Fiji gets a perfect score.

Areas for Improvement

When it comes to laws affecting women's pay, laws affecting women's work after having children, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Fiji could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Fiji is on the indicator measuring laws affecting women's pay (the WBL2024 Pay indicator). To improve on the Pay indicator, Fiji may wish to consider mandating equal remuneration for work of equal value, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Fiji are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/fiji/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	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
	Can a woman apply for a passport in the same way as a man?	Yes	Travel Documents Regulations, Art. 3; Passport Application Procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
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)
	Is there legislation on sexual harassment in employment?	Yes	Employment Relations Act, Sec. 76; Human Rights and Anti-Discrimination Commission Act, Sec. 19(2)
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Employment Relations Act, Secs. 110(1)(b) and 230; Human Rights and Anti-Discrimination Commission Act, Sec. 50
	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 a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	No	Wood Preservative Regulations, Sec. 8
	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 be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Act, Art. 30
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Act, Art. 39
	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
	Does the government pay 100% of maternity leave benefits?	No	Employment Relations Act 2007, Sec. 101
	Is paid leave available to fathers?	Yes	Employment Relations (Budget Amendment) Act 2021, Art. 3
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Employment Relations Act 2007, Sec. 104
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Married Women's Property Act, Sec. 3(2)
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Secs. 20-24
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Property Act, Sec. 3(1)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance (Family Provisions) Act of 2004, Sec. 3
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance (Family Provision) Act of 2004, Sec. 3
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Women's Property Act, Sec. 4
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act of 2003, Sec. 162
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Fiji National Provident Fund Act 2011 (Decree 52), Sec. 4(1); Fiji National Provident Fund Regulations 2014, Reg. 3
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	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