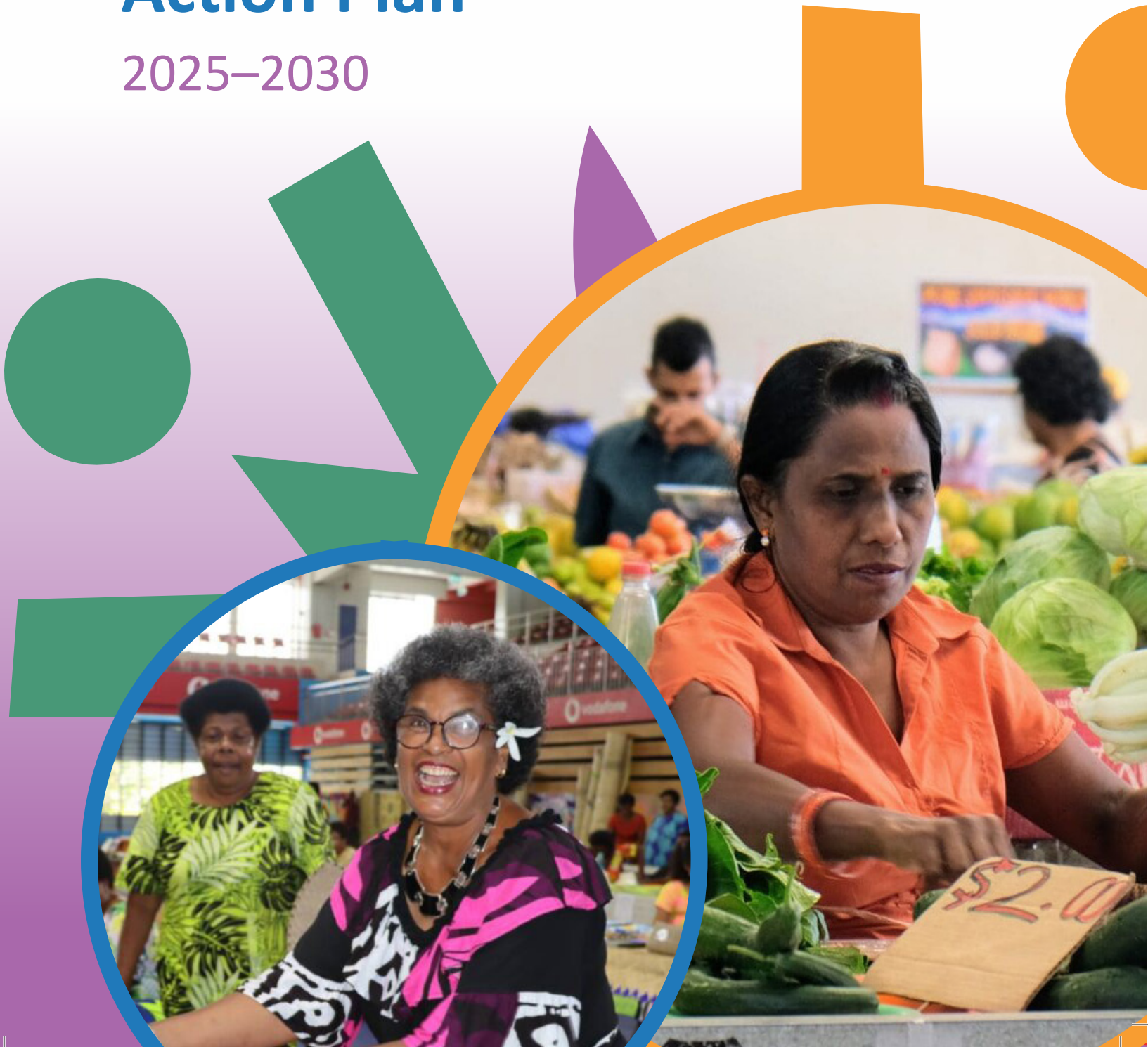




FIJI
WOMEN'S ECONOMIC
EMPOWERMENT
National Action Plan

Fiji Women's Economic Empowerment National Action Plan

2025–2030





Foreword

Hon. Sashi Kiran



Warm Greetings from the Ministry of Women, Children and Social Protection.

It is my pleasure to present to you Fiji's Women Economic Empowerment National Action Plan (WEE NAP) 2025 – 2030 together with our key stakeholders.

The Fiji WEE NAP marks a transformative milestone in our nation's ongoing journey towards gender equality, inclusive growth and sustainable development. It reflects the Coalition Government's unwavering commitment to creating an economy where all women and girls, in their full diversities can thrive, lead and shape a resilient and prosperous future for themselves, their families and the nation.

Women across Fiji are already leading change - as entrepreneurs, caregivers, educators, innovators and community leaders. Yet many remain underrepresented in certain key sectors, face persistent economic inequalities and are overburdened by unpaid care responsibilities. These challenges are further compounded by discriminatory norms, limited access to resources, climate-related shocks, and entrenched structural barriers.

WEE NAP provides a bold, whole-of-government and evidence-based roadmap to remove these barriers and build a more inclusive economy. Aligned with Fiji's National Development Plan (NDP) 2025–2029 and Vision 2050, this Plan focuses on four key pillars: supporting Women in work, Women in business,

Women's financial inclusion, and Women's health and wellbeing. It is anchored in principles of equity, sustainability and accountability- and grounded in the lived realities of women across Fiji.

This National Action Plan is not just a policy document- it is a national call to action. It is the result of rigorous consultations and listening to women from all walks of life. It builds on our national and international commitments, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the 2030 Agenda for Sustainable Development, the National Gender Policy and our regional leadership under the Pacific Platform for Action, the Revitalized Pacific Leaders Gender Equality Declaration and the 2050 Strategy for the Blue Pacific Continent.

As Minister responsible, I thank everyone who informed the NAP development process – every stakeholder, every Fijian – for their commitment to creating an inclusive and equitable economic future for all women and girls in Fiji.

Let us move forward, together, with urgency and collective resolve to implement the WEE NAP with integrity and courage. The economic empowerment of women and girls is not only a matter of justice- it is the key to unlocking Fiji's full potential.

Vinaka Vakalevu.

Hon. Sashi Kiran
Minister for Women, Children and Social Protection



Acknowledgment



The development of the Fiji Women's Economic Empowerment National Action Plan (2025–2030) has been a collaborative journey of vision, commitment and partnership. This Plan is the result of an inclusive and whole-of-government process led by the Ministry of Women, Children and Social Protection, with support from the WEE NAP Secretariat Working Group, a diverse range of stakeholders across government, civil society organizations, the private sector, women associations, development partners and - most importantly - Fijian women themselves.

The Ministry of Women, Children and Social Protection is grateful to the WEE NAP Secretariat Working Group drawn from the Ministry; the Fiji Women's Rights Movement (FWRM), Women Entrepreneurs and Business Council (WEBC), Diverse Voices and Action for Equality (DIVA), Women's Fund Fiji (WFF), the Asian Development Bank's Pacific Private Sector Development

Initiative (PSDI) for their important and core role in supporting the development of the National Action Plan. They provided tireless efforts in planning, administration, operations and communications to advance this milestone National Action Plan.

Appreciation goes to Nalini Singh of FWRM, Noelene Nabulivou of DIVA, Vicky Yee of WFF, Sharyne Fong of WEBC and Sarah Boxall of PSDI for their substantive technical content and expertise that informed the approach of the consultations for and the vision of the National Action Plan. In addition, acknowledgement goes to the former Minister Lynda Tabuya, former Permanent Secretary Dr. Josefa Koroivueta, former Director Women Selai Korovusere, former National Gender Advisor Mehrak Mehrvar, WEE NAP International Consultant Belinda Lucas, WEE NAP Coordinator Kaushal Sharma and the overall strategic interventions and direction from the Minister, Hon. Sashi Kiran, the Permanent Secretary, Ms. Eseta



Nadakitavuki and Acting Director Women, Emily Veiqati of the Ministry of Women, Children and Social Protection. The Department of Women and the WEE Desk steered the course of the NAP to its completion and ensured that this Plan remains both grounded in context and aligned with global and regional best practices.

Special thanks extends to the women and any individual who participated in the consultations, focus group discussions and interviews across Fiji - from urban centres to rural, remote and maritime communities. Their insights, lived experiences and aspirations form the backbone of this Plan.

The Ministry of Women, Children and Social Protection wishes to acknowledge the expertise, knowledge and funding support of the Government

of Australia in the realization of the Fiji Women Economic Empowerment National Action Plan. This National Action Plan would not have been possible without their steadfast commitment to advancing gender equality, women's economic empowerment and inclusive development in Fiji and regionally. Their investment in this Action Plan reflects a shared vision for a more resilient, equitable and empowered future for all women and girls in Fiji.

The Fiji Women's Economic Empowerment National Action Plan (2025–2030) is dedicated to all women and girls in Fiji. May it be a living document that drives action, inspires leadership and transforms systems so that no woman or girl is left behind.

Thank you to everyone who made this possible.

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Abbreviations

CSO	Civil Society Organisation
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GRPB	Gender-Responsive Planning and Budgeting
ICD	Institutional Capacity Development
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus
MSMEs	Micro, Small, and Medium Enterprises
NDP	National Development Plan
NGO	Non-Governmental Organisation
SRHR	Sexual and Reproductive Health and Rights
STEM	Science, Technology, Engineering, and Mathematics
TVET	Technical and Vocational Education and Training
WEE	Women's Economic Empowerment
WEE NAP	Fiji Women's Economic Empowerment National Action Plan





1. Introduction

1.1 Overview

The Fiji Women’s Economic Empowerment National Action Plan (WEE NAP) 2025–2030 is a bold affirmation of the Fijian Government’s dedication to fostering an inclusive and resilient society. This vision is rooted in Fiji’s broader commitment to equality, good governance, and sustainable development. The WEE NAP directly advances the objectives of the Fiji National Development Plan (NDP) 2025–2029 and Vision 2050 by promoting inclusive economic empowerment, in line with the national aspiration to “empower the people of Fiji through unity”. The framework emphasises fostering economic resilience, empowering individuals, and strengthening governance structures to create a more inclusive and equitable society.

The NDP assertively affirms the need to institutionalise gender mainstreaming and gender-responsive planning and budgeting (GRPB) to integrate gender perspectives across all levels to foster equal opportunities, address systematic inequalities, protect fundamental rights, and address gender-based violence.¹ It sets out specific targets to significantly improve women’s participation and representation across key sectors and settings. For instance, women’s participation in the labour force, which stands at 32%, is targeted to reach 60% by 2030. Similarly, the share of women-owned registered micro, small, and medium enterprises (MSMEs), currently at 19%, is targeted to reach 50% by 2029. In leadership, the NDP seeks to elevate women’s representation in Parliament from 10% to 30%, while increasing their presence on non-commercial boards from 27% to 50% and on commercial boards from 19% to 50%. At the community level, women’s participation in district advisory councils and village leadership is targeted to reach at least 20 women by 2029. Financial

inclusion is also a priority, with a target to increase the percentage of female adults holding bank accounts from 78% to 85%. Furthermore, the NDP prioritises advancing gender parity in education, aiming to increase female enrolment in science, technology, engineering, and mathematics (STEM) tertiary courses from 25% to 50% by 2029.²

The WEE NAP provides a strategic framework for advancing the NDP across its pillars and key targets on women’s economic empowerment, delivering tangible outcomes through a twofold approach. First, the plan emphasises individual and collective women’s economic empowerment, including micro-level initiatives and community actions. Second, it prioritises the transformation of structural and systemic inequalities in economic policies, budgets, and investments through gender mainstreaming, gender-responsive planning and budgeting, and the strengthening of gender data and statistics. Aligned with Vision 2050, a long-term vision for Fiji that spans 25 years, the WEE NAP strives to create an enabling environment where women and girls in Fiji, in all their diversity, can fully participate, have their contributions recognised, and thrive—driving the nation’s economic growth and long-term resilience.

In this context, the plan’s strategic framework focuses on **four key pillars** and multiple supporting strategies and actions. These pillars include enabling **women at work** through inclusive employment pathways and skills development, supporting **women in business** and entrepreneurship, enhancing **women’s financial inclusion** and economic resilience, and advancing **women’s health and well-being**, while also recognising the need to address **harmful social norms** that hinder women’s economic participation.

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1. Government of Fiji, Fiji National Development Plan 2025–2029 and Vision 2050 (Suva, 2024).

2. Government of Fiji, Fiji National Development Plan 2025–2029 and Vision 2050.

The WEE NAP is guided by key principles to ensure effective and lasting impact. It is **evidence-based**, using local and global data to inform strategies and track progress. **Equity** is prioritised to address the needs of marginalised women through targeted measures. **Inclusivity** is actively promoted to ensure all members of society, including men and boys, play a role in challenging patriarchal norms. **Sustainability** is embedded through a phased approach for long-term change. Additionally, a **whole-of-government** approach will enable cross-sector collaboration, while **accountability** mechanisms, including governance bodies and monitoring systems, will ensure commitments are met and progress remains transparent. These principles ensure that efforts are aligned, transformative, and responsive to the needs of all women and girls in Fiji.

The WEE NAP is aligned with and contributes to Fiji's key national, regional, and international commitments to gender equality and women's empowerment. These include the Constitution of Fiji (2013), the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, the National Action Plan to Prevent Violence Against All Women and Girls (2023–2028), and the Gender Transformative Institutional Capacity Development (ICD) and Gender-Responsive Planning and Budgeting (GRPB) initiatives (2022). Additionally, the WEE NAP contributes towards government ministries' strategic goals and plans on gender equality and women's economic empowerment.³ It also supports Fiji's obligations under the Convention on the Elimination of All Forms of Discrimination Against Women, the Convention on the Rights of Persons with Disabilities, the Beijing Platform for Action, the Pacific Platform for Action on Gender Equality and Women's Human Rights (2018–2030), and the Revitalised Pacific Leaders Gender Equality Declaration, among others.⁴

The WEE NAP will serve as a roadmap for advancing tangible outcomes on women's economic empowerment for the women and girls of Fiji.



The vision for WEE NAP is for women and girls in all their diversity to have the autonomy to define and achieve full and equitable economic empowerment through greater participation, leadership, agency, and access to resources, supported by inclusive policies and a safe, enabling environment.

1.2 Background and Context

Women in all their diversity in Fiji play a pivotal role in driving the nation's economic development, contributing significantly across various sectors and settings. Their involvement in agriculture, fisheries, tourism, handicrafts, and MSMEs forms the backbone of Fiji's economic activity, particularly in rural and semi-urban areas. In agriculture and fisheries, women are often responsible for food production, processing, and vending, ensuring household sustenance and market supplies. Similarly, in tourism, a key pillar of Fiji's economy, women are integral as employees, entrepreneurs, and cultural ambassadors, showcasing Fiji's unique handicrafts, heritage, traditions, and hospitality.

They play a dominant role in the health, education, and social sectors, serving as educators, healthcare workers, social workers, and caregivers, where their contributions are essential to improving national well-being and building human capital. Additionally, women in Fiji bring invaluable knowledge in forestry and environmental conservation, playing a critical role in preserving ecosystems and addressing the climate crisis. They are also making strides in emerging sectors such as global outsourcing and business process management, highlighting their adaptability and innovation in a dynamic economic

3. Refer to Appendix C for WEE and gender equality commitments outlined in key policy documents from various government ministries.

4. Refer to Appendix B for regional and international commitments.

5. International Labour Organization (ILO), Care Work and Care Jobs for the Future of Decent Work (Geneva, 2018).

environment, as well as actively breaking barriers in male-dominated sectors.

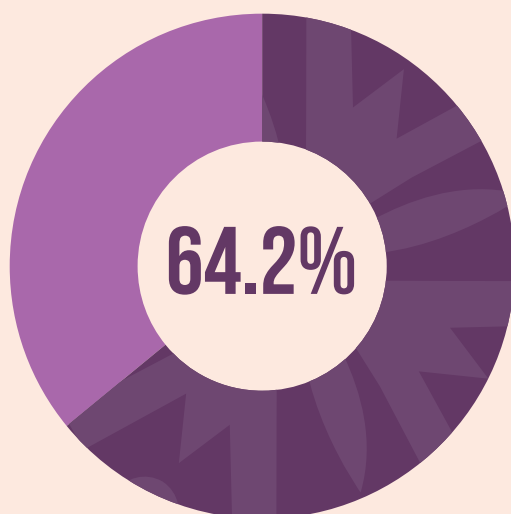
Women are also at the heart of Fiji’s economy through their care work, both paid and unpaid, which underpins the functioning of families, communities, and society as a whole. They perform the majority of unpaid labour, including caregiving and household and community management, supporting the well-being of households and others. Globally, the scale of this issue is stark. In 2018, 606 million working-age women reported being unable to participate in the labour force due to unpaid care responsibilities, compared with just 41 million men. This disparity highlights the gendered burden of care work and its impact on women’s economic participation.⁵

Despite these invaluable contributions of women to Fiji’s economic and social development, and the significant progress Fiji has made as a middle-income country in advancing gender equality, particularly through investments in education, policy reforms, health, and infrastructure, systemic challenges continue to hinder women’s full economic participation and empowerment.

Gender inequality and entrenched power imbalances within households and society remain fundamental root causes of economic disempowerment for women and girls in all their diversity. Discriminatory social and cultural norms, along with gender-neutral laws, policies, and budget investments, and the pervasive crisis of gender-based violence, continue to limit their full and equal participation in the economy. These systemic barriers are further exacerbated by climate change, economic and health crises, and technological shifts. In addition, growing care deficits—where the demand for caregiving in households and communities exceeds the time and resources—severely hinder women’s ability to engage in economic and income-generating activities.

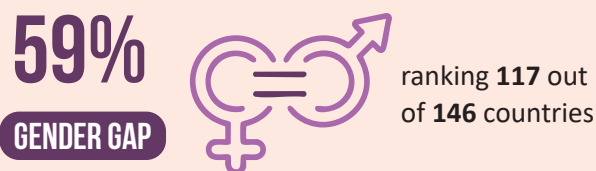
Women and girls in Fiji also face intersecting forms of discrimination based on age, location, ethnicity, disability, gender identity, and other factors, compounding their exclusion from access to productive resources, assets, finance, technology, markets, education, skills training, and employment pathways. These overlapping and intersecting

According to the Global Gender Gap 2024 Report, Fiji has achieved a gender parity score of **0.642** indicating that **64.2%** of the overall gender gap has been closed.

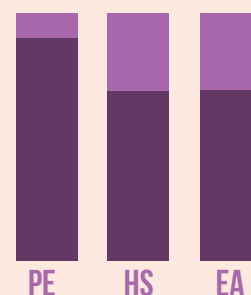


This positions Fiji at **128** out of **146** countries assessed.

In the ‘Economic Participation and Opportunity’ subindex, Fiji has closed



However, in ‘Political Empowerment’, Fiji ranks 140. In ‘Health and Survival’, Fiji ranks 106, while in ‘Educational Attainment’, the country ranks 107 out of 146 countries.⁶




5. International Labour Organization (ILO), Care Work and Care Jobs for the Future of Decent Work (Geneva, 2018).
6. World Economic Forum, Global Gender Gap 2024 Report (Geneva, 2024).

challenges and barriers have resulted in the over-representation of women in Fiji in low-wage, low-skilled, and precarious jobs, particularly in the informal economy.

Addressing these challenges requires a comprehensive and multi-level approach. This involves shifting discriminatory attitudes, beliefs, and practices within individuals, households, and communities, while engaging men and the whole population; reforming policies and institutions, including workplaces, community organisations, and the public and private sectors; and transforming economic markets, value chains, laws, resource allocations, and regulations at the national level.

Global evidence consistently suggests that substantial economic growth can be achieved when women are empowered to participate fully in the economy, leading to significant advancements in growth, equality, and resilience. Increasing women's workforce participation by 4.9% has the potential to drive economic growth by approximately 8.2%.⁷ Targeted investments in measures such as formalisation of employment pathways, customised skills training in emerging sectors, access to resources, legal and policy reforms, and enhanced protections can elevate women's earnings by 30%, contributing up to 2% annually to gross domestic product (GDP) growth. Prevention of violence against women and girls in all their diversity can help reduce the economic cost of FJ\$300 million, which is equivalent to 6.6% of Fiji's GDP.⁸ Additionally, the provision of accessible and regulated childcare stands out as a key intervention, enabling businesses to avert productivity losses estimated at FJ\$550,000 annually.⁹



Investing in women and girls has a transformative impact.

It generates a ripple effect across multiple dimensions—economic, health, social, and well-being—that benefits families, communities, and the nation as a whole. Women's economic empowerment improves lives, creating long-term, positive changes that extend across generations.

1.3 Development Process

The development of the WEE NAP has been a collaborative and whole-of-government effort led by the Ministry of Women, Children and Social Protection (MWCSPP). This initiative began with a High-Level Advisory Workshop on Women's Economic Empowerment in April 2023. Organised by the MWCSPP, the workshop brought together 50 experts and leaders from diverse sectors and organisations to identify the common challenges and opportunities facing women and girls in all their diversity. The workshop aimed to build consensus by examining barriers, mapping solutions, and exploring drivers of change. Discussions highlighted the multifaceted roles women in Fiji play—as leaders, workers, producers, and entrepreneurs—and the challenges they face at individual, household, and institutional levels, including navigating abusive relationships, managing caregiving responsibilities, addressing the impacts of climate change, and confronting restrictive social norms and institutional barriers that hinder their economic participation. The outcomes of this workshop provided a strong foundation and underscored the urgency for developing Fiji's first Women's Economic Empowerment National Action Plan.

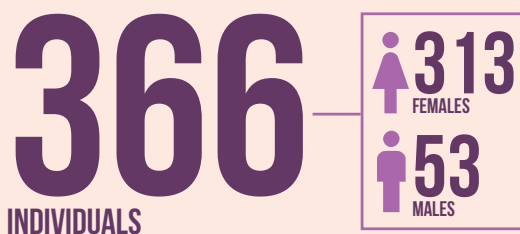
7. S. Torkington, 'Women in the Workforce: How Closing Gender Gaps Can Accelerate Economic Growth', World Economic Forum (9 October 2023), <https://www.weforum.org/stories/2023/10/gender-gap-women-workforce/>

8. Ministry of Women, Children and Social Protection (MWCSPP), Fiji Country Gender Assessment: Policy Briefs (2023), p. 47-C.

9. ILO, Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji.

Following the submission and approval of a Cabinet paper in 2024 for the development of the WEE NAP, the process transitioned to the establishment of the WEE NAP Secretariat and revitalisation of the WEE Taskforce. Chaired by the MWCSP, the Secretariat included key stakeholders such as the Fiji Women’s Rights Movement, Women Entrepreneurs Business Council, Diverse Voices and Action (DIVA) for Equality, Women’s Fund Fiji, and the Asian Development Bank’s Pacific Private Sector Development Initiative. The Secretariat was tasked with overseeing and guiding the consultation and development process for the WEE NAP.

From June to August 2024, the MWCSP and the WEE NAP Secretariat conducted extensive consultations and stakeholder mapping. These efforts engaged



through divisional consultations, focusing on critical areas such as entrepreneurship, labour force participation, social support, access to finance, and women’s experiences in key sectors. The process involved in-depth one-to-one interviews with women and stakeholders from the government, private sector, civil society, financial institutions, and development agencies.

The consultations highlighted key areas to support women’s economic empowerment in Fiji. There was a strong call for improved access to loans, grants, and tailored financial products to support women-led businesses. Addressing the burden of unpaid care work and providing greater access to skills development opportunities were emphasised as priorities for enhancing women’s participation in the workforce.

Key recommendations

included simplified business registration, licensing, and financial and business literacy, alongside better access to markets, increasing digital connectivity and technology access, decentralising services to reach remote areas, and improving infrastructure to enable full participation in social and economic activities. The urgency to prevent and address gender-based violence and combat discriminatory social norms was highlighted, alongside the need for gender-responsive policies. Gender-sensitive planning and budgeting were emphasised as vital policy tools, supported by the use of gender data and statistics for evidence-based decision-making. The impact of climate change on women’s lives was highlighted, along with the need to improve workplace practices to create safer and more supportive environments. Women’s health issues, particularly reproductive cancers, insurance, and retirement funds were identified as critical areas of focus. The stakeholders consulted also called for stronger leadership pathways and greater representation of women in decision-making roles. Special attention to the needs of girls and women with disabilities is needed to ensure inclusivity and address their unique challenges. These findings provide a clear roadmap to advance gender equality and women’s empowerment in Fiji.



The insights gathered during the consultations, combined with data analysis from the 2023 Fiji Country Gender Assessment, extensive desk reviews, and examples of impactful interventions from national, regional, and global contexts, formed the foundation for shaping the WEE NAP.


1.4 Defining Women’s Economic Empowerment

Establishing a clear and shared definition of ‘women’s economic empowerment’ (WEE) is essential to the development and implementation of the WEE NAP. A collective understanding ensures that efforts are focused, inclusive, and reflective of the lived realities of women and girls in all their diversity while addressing systemic barriers to their economic participation. It provides stakeholders with clarity, fosters co-ordinated actions, and cultivates a collective vision for meaningful progress.

The WEE NAP development process, supported by consultations and data, has emphasised that women’s economic empowerment in Fiji cannot be simplified to merely integrating women into isolated economic activities or livelihood generation initiatives but encompasses critical elements such as ensuring women’s equal rights, well-being, access to, ownership, and control over resources, and strengthening their ability to make decisions about their own lives.

The consultation process in particular confirmed that women’s economic empowerment is deeply interconnected with addressing a range of key challenges, including the prevalence of gender-based violence, women’s low participation in leadership and decision-making, discriminatory social norms, and limited access to sexual and reproductive health rights services and high rates of reproductive cancers. Additionally, women face limited access to job opportunities, financial assets, technological resources, and economic skill advancement. These challenges are further compounded by the effects of the climate crisis and the disproportionate burden of unpaid labour.

In this context, the following definition has been adopted for the Fiji Women’s Economic Empowerment National Action Plan 2025–2030:



Women’s economic empowerment is a transformative and collective process that enables women—in all their diversity—to exercise agency and meaningful decision-making power. It ensures access to decent work, entrepreneurship, and the resources needed to support themselves, their families, and their communities. This includes the freedom to fully exercise their economic and social rights, gain ownership and control over income, assets, time, and resources, and have autonomy over their bodies, lives, and decisions—at every level, from households to institutions.







2. Women’s Economic Empowerment in Fiji: Situational Analysis of Key Challenges

This section provides a brief overview of the key challenges to women’s economic empowerment in Fiji, presenting a situational analysis that highlights five key interconnected dimensions essential for progress. These dimensions include supporting women at work, supporting women in business, enhancing women’s financial inclusion, promoting women’s health and well-being, and transforming restrictive social norms.

2.1 Women at Work

Women represent 49.3% of Fiji’s population yet remain under-represented in the labour force.¹⁰ They are predominantly employed in low-paying jobs within the precarious informal sector, which is characterised by job insecurity, irregular income, lack of social protection, and poor working conditions. This includes three-quarters of rural women, women in informal settlements, older women, widows, women with disabilities, and LGBTQIA+ individuals.¹¹ Most of these women (71%) work in the services sector, while 21% work in the agricultural sector and 8% work in the industrial sector. They account for fewer than three in 10 Fijians engaged in paid informal employment (28%), earning on average one-third less than men for equivalent roles. Rural women in particular earn 25% less than their male counterparts.¹²

The principal occupations of women in Fiji in paid informal employment include vending and domestic work (31%) and services and sales workers (26%); other occupations include skilled work in

agriculture, forestry, and fisheries (17%), managers (12.5%), and handicrafts and related trades (10%).

In 2019, the labour force participation rate for Fijians aged 15–64 was 64.1%. For men, this rate was 82.6%, while for women it was 45.5%. Among working-age men, 78% were employed, compared with only 40% of employed working-age women. This gender gap of 38% is significant and increases with age. Nearly three-quarters of men above the mandatory retirement age were employed in 2019–2020, compared with only one-third of women in the same cohort.¹³ The labour force participation rate for females in 2023 was 39%, compared with 77% for males.¹⁴ Furthermore, emerging technologies, including artificial intelligence, are rapidly transforming labour markets and may further exacerbate gender inequalities—particularly if automation replaces jobs where women are over-represented, or if technological solutions fail to account for the value of unpaid care work.¹⁵

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10. Fiji Bureau of Statistics, Fiji Census 2017 Dashboard [online database], <https://www.statsfiji.gov.fj/fiji-census-2017-dashboard/>

11. MWCSP, Fiji Country Gender Assessment, p. 15-E.

12. MWCSP, Fiji Country Gender Assessment, p. 16-E.

13. MWCSP, Fiji Country Gender Assessment, p. 12-E.

14. World Bank Group, Labor Force Participation Rate, Female (% of Female Population Ages 15+) (Modeled ILO Estimate) [online database] (2023), <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

15. UN Women, ‘Artificial Intelligence and Gender Equality’, UN Women (28 June 2024), <https://www.unwomen.org/en/articles/explainer/artificial-intelligence-and-gender-equality>

In Fiji, gender pay disparities remain significant across all forms of employment.

According to 2015–2016 data, women in wage employment earned 20% less than men (FJ\$8,008 vs. FJ\$10,023), while salaried women earned 14.5% less (FJ\$19,384 vs. FJ\$22,663). The largest pay gap was among employers, with women employers earning 29.3% less than their male counterparts (FJ\$24,365 vs. FJ\$34,452). Among the self-employed, women earned 17% less (FJ\$13,034 vs. FJ\$15,700). These persistent gaps reflect deep-rooted structural inequalities that limit women's equitable access to and benefits from economic opportunities.¹⁶

The Fiji Country Gender Assessment highlights the significant gender disparity in workforce participation, with only 35.2% of women engaged in paid employment within the formal sector. Women are predominantly represented in sectors such as education (62.4%), human health and social work (72%), arts, entertainment, and handicrafts (57%), finance (50%), and tourism (35%).¹⁷ Despite these contributions, women in Fiji face barriers in accessing emerging fields such as green jobs, information technology, and other STEM-based careers, partly due to lower levels of training in STEM.¹⁸

Workplace sexual harassment also remains a concern for women in Fiji, with approximately 20% of employed women reporting such experiences.¹⁹ The prevalence of harassment varies across industries, with the highest rates observed in the hotel and restaurant sector at 35%. Other industries employing large numbers of women also report concerning rates, including 30% in public service,

24% in the health sector, and 23% in the retail sector.²⁰ In 2007, the Employment Relations Act established employer liability for sexual harassment in the workplace.²¹

Additionally, women in Fiji undertake 73% of unpaid household work. Those in formal employment dedicate an average of 29 hours per week to household responsibilities, while women in informal work spend approximately 37 hours weekly.²² This unequal distribution of unpaid labour continues to shape women's participation in the workforce and limits opportunities for economic advancement. According to a 2019 study by the International Finance Corporation, only 8% of families in Fiji use formal childcare services, leaving many to rely on informal caregiving arrangements. These childcare-related constraints lead to an average of 12.7 lost workdays per employee annually, costing businesses up to FJ\$550,000 per year in productivity losses.²³

Building on these disparities, unemployment among women also remains a critical concern, standing at 5.5% in 2023.²⁴ Adolescent girls (43%) and young women aged 20–24 (29%) face disproportionately high unemployment rates, reflecting the persistent barriers to accessing economic opportunities.²⁵ Among LGBTQIA+ women, the situation is even more dire, with unemployment soaring to six in 10 (62%).²⁶ Unemployment rates for persons with disabilities in Fiji are also notably higher than those for persons without disabilities. Specifically, 22.2% of women with disabilities are employed, compared with 38.1% of women without disabilities.²⁷ Additionally, the percentage of women aged 15–24 who are not in education, employment, or training was 29.6% in 2016, a figure that is three times higher than that of young men.²⁸

16. W. Narsey, *Beyond 33%: The Economic Empowerment of Fiji Women and Girls* (Suva: Fiji Women's Rights Movement, 2023).

17. MWCSF, *Fiji Country Gender Assessment*, p. 14-E.

18. MWCSF, *Fiji Country Gender Assessment*, p. 14-E.

19. Fiji Women's Rights Movement (FWRM), *Sexual Harassment of Women in the Workplaces in Fiji: 2016 Follow Up Study* [presentation slides] (2016), <https://fwr.org.fj/images/PDFs/researchanalysis/FWRM-Public-Copy-MG-050916.pdf>

20. FWRM, *Sexual Harassment of Women in the Workplaces in Fiji: 2016 Follow Up Study*.

21. In 2007, the National Policy on Sexual Harassment in the Workplace defined and sanctioned sexual harassment in the workplace; required employers to adopt and disseminate a written policy and grievance procedures on sexual harassment in the workplace; and established employee rights and procedures for seeking redress through the employer grievance mechanism.

22. Narsey, *Beyond 33%: The Economic Empowerment of Fiji Women and Girls*.

23. ILO, *Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji*.

24. World Bank Group, *Unemployment, Female (% of Female Labor Force) (Modeled ILO Estimate) – Fiji* [online database] (2024), <https://data.worldbank.org/indicator/SL.UEM.TOTL.FE.ZS?locations=FJ>

25. MWCSF, *Fiji Country Gender Assessment*, p. 18-E.

26. MWCSF, *Fiji Country Gender Assessment*, p. 18-E.

27. UNPRPD, *Situational Analysis of the Rights of Persons with Disabilities in Fiji: Country Brief* (2024).

28. UNPRPD, *Situational Analysis of the Rights of Persons with Disabilities in Fiji*, p. 61-A

Women also remain under-represented in leadership and decision-making roles across various sectors in Fiji. In 2018, women held only 34% of jobs involving leadership and decision-making.²⁹ According to the recently published Leadership Matters report (2024), women occupy just 10% of chief executive officer (CEO) positions and 20% of board directorships.³⁰ At the highest level of decision-making, only 9.1% of the seats in Parliament are held by women.³¹

Empowering women in Fiji to participate and thrive in both formal and informal sectors is essential for building a prosperous, inclusive, and equitable society. By addressing occupational segregation, tackling inequities, and fostering leadership opportunities, Fiji can unlock the full potential of its workforce and achieve sustainable economic growth.

2.2 Women in Business

Entrepreneurship is a critical pathway for many women in Fiji to achieve economic independence, empowerment, and resilience. However, systemic barriers, particularly in the informal economy and male-dominated industries, continue to limit women's access to resources, markets, and financial opportunities. Addressing these challenges is essential to unlocking the full potential of women entrepreneurs, whose contributions are vital to driving inclusive economic growth and fostering social progress.

Women play a significant role in Fiji's entrepreneurial landscape across both formal and informal sectors. MSMEs contribute 18% of Fiji's GDP and provide 60% of total employment, serving as a cornerstone of livelihoods.³² Women-owned MSMEs account for 19% of MSMEs but face an

unmet credit demand of US\$111 million. According to an assessment by the Asian Development Bank in 2023, women-led businesses are 2.5 times more likely to have their loan applications rejected than those led by men. There are over 5,500 women-led MSMEs in Fiji. This is in addition to 18,742 self-employed women and 4,650 handicraft workers who use indigenous crafts and other skills to support their families.³³ Women with disabilities are also most likely to be self-employed; their challenges are more pronounced, and their needs and experiences remain largely invisible.³⁴

Despite their significant contributions, women-owned businesses are often concentrated in low-productivity sectors such as tailoring, canteens, beauty services, food processing, catering, second-hand clothing, and agriculture. Traditional gender roles and cultural norms often influence women to pursue self-employment and informal businesses, as these options provide greater flexibility to balance income-generating activities with domestic and caregiving responsibilities. However, these industries face intense competition, narrow profit margins, and limited opportunities for sustainable growth. Women-led businesses frequently stagnate or contract after three years due to inadequate access to support services, networks, and resources essential for scaling operations.³⁵

Despite producing a diverse range of goods, including artisanal crafts, textiles, traditional foods, natural skincare, and fresh produce, which have high-value market potential, women encounter barriers such as limited incomes, restricted financing options, and insufficient resources for product development, packaging, transport, and marketing.³⁶ The complexity of business registration processes and the lack of accessible information further deter many women from formalising their enterprises. For those who do

29. International Finance Corporation, Women's resilience: Integrating gender equality and climate change in Fiji (2021).

30. Pacific Private Sector Development Initiative (PSDI), Leadership Matters: Benchmarking Women in Business Leadership in the Pacific (2021).

31. UN Women, 'Women Count Data Hub: Fiji', UN Women (2024),

<https://data.unwomen.org/country/fiji#:~:text=As%20of%20February%202024%2C%20only%209.1%25%20of%20seats,former%20intimate%20partner%20in%20the%20previous%2012%20months>

32. Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises, and Communications, 'Micro, Small and Medium Enterprises: MSME Fiji', businessNOW Fiji (2024), www.businessnow.gov.fj/msme-fiji/about/

33. Asian Development Bank (ADB), Women-Owned Micro, Small, and Medium-Sized Enterprises in Fiji: Opportunities and Challenges for Private Sector Financial Institutions (2023).

34. MWCSP, Fiji Country Gender Assessment.

35. MWCSP, Fiji Country Gender Assessment.

36. MWCSP, Fiji Country Gender Assessment.

formalise their businesses, the options include sole trading, partnerships, incorporated companies, co-operatives, and associations.

The co-operative model has been beneficial for women in rural and remote communities as it enables resource pooling, cost reduction, and efficiency gains, particularly benefiting women with limited financial resources. Co-operatives support income generation, access to productive resources, and non-economic services such as health and childcare, while fostering leadership opportunities. As of 2024, the proportion of women participating in co-operatives has increased from 12% to 20%.³⁷ However, co-operatives often face challenges, including operational inefficiencies and legal complexities. Governance, business management, and financial literacy training are critical to addressing these issues and ensuring co-operative sustainability.

Other forms of systemic barriers faced by women entrepreneurs include lack of land or property ownership for collateral, absence of business plans, and intimidation when dealing with financial institutions. High fees and interest rates exacerbate these challenges. Financial institutions highlight the need for guidance in business registration, financial record-keeping, and navigating eligibility criteria for financial products.³⁸ While women represent 50% of concessional loan recipients and 70% of the Trade Enhancement Programme beneficiaries, gender-specific financial needs remain under-addressed.³⁹ It is hard to find other forms of existing data on women-owned businesses due to the lack of clarity around what constitutes women-led businesses.

Climate change also disproportionately impacts women entrepreneurs, particularly those in agriculture and artisanal production. Limited resources hinder investments in climate-resilient practices, leaving women-led businesses vulnerable to environmental shocks. Supporting women in adopting sustainable practices within the blue and green economies is critical. Investments in climate-resilient technologies and adaptive measures are essential for ensuring sustainable growth and mitigating risks.

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37. E. Vucukula, 'Women, Youth-Led Co-Ops Thriving', The Fiji Times (June 21 2024), <https://www.fijitimes.com.fj/women-youth-led-co-ops-thriving/>

38. ADB, Women-Owned Micro, Small, and Medium-Sized Enterprises in Fiji.

39. MWCSP, Fiji Country Gender Assessment.

40. Reserve Bank of Fiji (RBF), Fiji National Financial Inclusion Strategy 2022–2030 (2022).

As with other dimensions of women's lives, cultural gender biases continue to pose significant barriers to women's entrepreneurial ambitions. Business ownership and leadership are often perceived as male-dominated domains, limiting women's aspirations and perpetuating occupational segregation. There is generally a lack of visibility, community and family support and undervaluation of women's capacities and potential as entrepreneurs.

Fostering women's entrepreneurship is essential for achieving inclusive economic growth and addressing systemic inequalities. By creating an enabling environment that supports women entrepreneurs through gender-responsive policies, financial inclusion, and investments in sustainable practices, Fiji can unlock unprecedented opportunities for growth and empowerment. Women's entrepreneurial success is not only an equity issue but also a cornerstone of resilience, innovation, and sustainable development, shaping a more equitable and prosperous future for all.

2.3 Women's Financial Inclusion

Despite notable advancements, women in Fiji continue to face systemic barriers to accessing comprehensive financial services essential for economic independence, security, and resilience. Financial services encompass bank accounts, credit, savings, insurance, social safety nets, and financial literacy programmes, all of which are critical for empowering women to achieve financial autonomy and manage economic shocks effectively.

Financial inclusion in Fiji has improved significantly, rising from 64% in 2014 to 81% in 2020. However, gender disparities remain stark. As of 2020, only 30% of women accessed formal financial services, resulting in a gender gap of 13 percentage points. Rural women face even greater challenges, travelling an average of 15km to reach financial institutions compared with 3km for urban residents.⁴⁰ In 2020, 78% of Fijians owned at

least one bank account—82% of men and 75% of women, surpassing the target of 72% women’s ownership. Nevertheless, rural women lag, with 74% holding accounts versus 88% in urban areas. Notably, 18% of Fijians remain unbanked, with women comprising 55% of this group.⁴¹ Key barriers include lack of money (71% of unbanked women), household dynamics (33%), and preferences for accessible services (49%), alongside challenges of distance, time, and cost.⁴² The Fiji Disability Monograph (2023) highlights that persons with disabilities are less likely to use financial services than persons without disabilities. For instance, of the total number of persons with disabilities reporting having a bank account (12,296), most (56%) used this service only once in the month preceding the 2017 census; around three out of 10 (32%) used these services two to four times in the month preceding the census; and very few (3%) are frequent users among persons with disabilities. The participation rate of females with disabilities is even lower, with 34% of males using banking services compared with 29% of females.⁴³

The Fiji Country Gender Assessment highlights the potential of digital financial products to enhance women’s financial management capabilities, such as managing household expenses, receiving remittances, and paying bills. In 2020, only 11% of people with bank accounts had signed up for Internet banking; among those using Internet banking, 60% were women, representing a significant increase from 2014 when women comprised 43% of Internet banking users.⁴⁴ Mobile money has demonstrated its utility, especially during the COVID-19 pandemic, but lower digital financial literacy among women remains a barrier despite high mobile phone connectivity, with 139% of the population having access to mobile phones and 75% owning smartphones.⁴⁵ Additionally, only

15% of persons with disabilities aged 10 and older have access to the Internet or own a mobile phone, which includes 15.6% males and 13.4% females.⁴⁶

Significant location and demographic disparities persist in savings behaviours. Rural and peri-urban women, particularly those working in agriculture, forestry, and fisheries, often lack savings accounts, which serve as critical safety nets. Savings rates vary widely, with the Central Division at 43%, the Western Division at 37%, and much lower rates in the Northern (16%) and Eastern (4%) divisions.⁴⁷ A 2023 survey conducted by the United Nations Capital Development Fund (UNCDF) revealed that 77% of Fijians aged 15–74 (49% women and 52% men) plan their income and expenses, 50% save or invest for the long term, and 32% participate in savings and loan clubs; however, participation rates in these clubs among younger women (29%) and rural women (26%) remain low. The survey results also showed that self-employed women (34%) are less likely to keep records of their earnings compared with their male counterparts.⁴⁸ Additionally, money used for wider societal priorities is diverted from basic household needs and while women are kept from formal decision-making, they still are generally expected to find food, water, basic health, and education supplies and be a caregiver for the family.⁴⁹

Women-owned businesses also face substantial barriers to accessing credit. In 2020, women held only 12.7% of agricultural loans, and women-led MSMEs were under-represented in formal schemes like the MSME Credit Guarantee Scheme.⁵⁰ High collateral requirements and limited financial literacy exacerbate the issue. Addressing these gaps could unlock an unmet formal credit demand of US\$75 million for women-led MSMEs and US\$36 million for women in the informal sector.⁵¹

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41. MWCSF, Fiji Country Gender Assessment.

42. MWCSF, Fiji Country Gender Assessment.

43. Pacific Community and Fiji Bureau of Statistics, Fiji Disability Monograph: An Analysis of the 2017 Population and Housing Census (2023).

44. MWCSF, Fiji Country Gender Assessment.

45. RBF, National Financial Inclusion Strategy (NFIS) 2022–2030: Priority Areas, Strategic Actions & Targets (2022).

46. Pacific Community and Fiji Bureau of Statistics, Fiji Disability Monograph.

47. MWCSF, Fiji Country Gender Assessment.

48. United Nations Capital Development Fund (UNCDF), Assessing Digital and Financial Literacy in Fiji: A survey on Knowledge, Skills and Access (2023).

49. Diverse Voices and Action (DIVA) for Equality, Gender, Poverty and Economic Justice in Fiji: Grassroots-Led Feminist and Human Rights Analysis by the DIVA Poverty to Power Network (2024).

Globally, women have demonstrated strong savings and borrowing practices, emphasising the need for financial institutions to adopt gender-intelligent approaches. Existing programmes by the Government of Fiji, Fiji Development Bank, and private financial institutions are commendable but require further gender analysis and careful expansion to better serve women in the informal sector as well as diverse women with intersectionality.

Improving digital and financial literacy is also pivotal. A 2023 UNCDF survey reported a mean Digital and Financial Literacy Index score of 26.45 out of 52 for Fijians, with minimal gender differences in budgeting and savings behaviours. However, significant disparities in financial inclusion and financial product ownership persist, necessitating targeted efforts to bridge these gaps.⁵² Scam prevention should also be prioritised, as vulnerable populations, including women, are disproportionately affected.

Fiji's underdeveloped social protection systems further exacerbate women's financial vulnerability. Women make up 41% of the members of the Fiji National Provident Fund (FNPF), but they hold only 35% of the total wealth. A large proportion of women (55%) opted to be voluntary FNPF members due to their high representation in the informal sector, self-employment, and entrepreneurship.⁵³ The Fiji Disability Monograph (2023) highlights that persons without disabilities are more likely to be members of the national provident fund (48%) compared with persons with disabilities (18%). Males in both groups are more likely than females to be members of the national provident fund.⁵⁴ Insurance access is limited, with only 15% of Fijians insured; of those insured, 49% are women. Rural women surpass men in insurance coverage, primarily holding life, health, and funeral insurance.⁵⁵

High poverty rates further compound these challenges. The 2019–2020 Household Income and Expenditure Survey revealed that 258,000 people are living below the Basic Needs Poverty Line, including 192,977 iTaukei, 58,933 Indo-Fijians, and 6,143 from other groups.⁵⁶ It is important to acknowledge that women's experience of poverty is intertwined with structural inequalities shaped by gender identity, ethnicity, location, and more. Women face intensified impoverishment in income, food, water, time, and climate-induced damages, exacerbated by unpaid care work and inadequate recognition by the state.⁵⁷ Poverty has a lot of multifaceted implications on women's financial sustainability and ability to break free from the cycle.

To advance women's financial inclusion in Fiji, targeted, gender-responsive reforms are needed to address the persistent structural, geographic, and digital barriers that hinder equal access to financial services. Without inclusive financial systems that recognise and accommodate women's diverse needs, economic empowerment and resilience will remain out of reach for many.

2.4 Women's Health and Well-Being

Women's health and well-being and women's economic empowerment are deeply interconnected. For women in Fiji, the ability to access quality healthcare, live free from violence, and share caregiving responsibilities equitably enables greater participation in all aspects of life, including economic activities. Enhancing women's health and well-being will better position them to pursue education, engage in meaningful work, and build sustainable livelihoods. Beyond their economic impact, health and well-being outcomes are also crucial for women's dignity, autonomy, and quality of life.

50. RBF, Fiji National Financial Inclusion Strategy 2022–2030.

51. ADB, Women-Owned Micro, Small, and Medium-Sized Enterprises in Fiji.

52. UNCDF, Assessing Digital and Financial Literacy in Fiji.

53. R. Acraman, 'FNPF Notes Less Females in Share of Wealth', FBC News (17 February 2024), <https://www.fbcnews.com.fj/news/fnpf-notes-less-females-in-share-of-wealth/>

54. Pacific Community and Fiji Bureau of Statistics, Fiji Disability Monograph.

55. MWCSF, Fiji Country Gender Assessment.

56. Fiji Bureau of Statistics, 2019–20 Household Income and Expenditure Survey (Suva, 2021).

57. DIVA for Equality, Gender, Poverty and Economic Justice in Fiji.

However, challenges in sexual and reproductive health and rights (SRHR) persist. For example, in 2021, the contraceptive prevalence rate was just 36%, and 25% of iTaukei women in Suva in 2013 reported unmet family planning needs.⁵⁸ Teenage pregnancies, reflected in the high adolescent fertility rate of 21% for girls aged 15–19, contribute to school dropouts and reduced economic prospects.⁵⁹ Male dominance in reproductive decision-making exacerbates these issues. In 2020, four in 10 women were unable to make informed decisions about their reproductive health.⁶⁰ There is also an increasing number of early marriages. According to the Fiji Multiple Indicator Cluster Survey, 3.9% of women aged 15–19 are married or in union, with 15.9% married to spouses who are 10 or more years older than them.⁶¹

Reproductive cancers further complicate the situation, with breast and cervical cancers accounting for 41% and 32% of cancer diagnoses in 2017, respectively, and a cervical cancer incidence of 30.7 per 100,000 women in 2020—both higher than global averages.⁶² Despite the availability of screenings, only 31% of women aged 30–49 have ever been screened for cervical cancer. Limited healthcare resources, including inadequate cervical cancer screening guidelines and job aids in healthcare facilities, hinder progress, with only 2% of healthcare facilities meeting the requirements for cervical cancer prevention readiness.⁶³ Additionally, there is a general lack of trust in Fiji’s public healthcare system, leading to over-reliance on costly private providers, resulting in high out-of-pocket expenses and limited continuity of care across treatment stages.

Cultural stigma and logistical barriers discourage care-seeking, disproportionately affecting marginalised groups such as women with disabilities and LGBTQIA+ individuals. Inclusive and

accessible service delivery models are essential to addressing these gaps. The rising prevalence of HIV and sexually transmitted infections further compounds these vulnerabilities. Chlamydia affects 31% of young women under the age of 25,⁶⁴ while HIV cases surged by 241% between 2010 and 2023.⁶⁵ Limited access to services, coupled with restrictive norms around sex and power dynamics, undermines women’s autonomy and health outcomes.

Menopause and postpartum care, including postpartum depression, remain largely invisible and under-addressed in Fiji’s healthcare discourse. A 2025 report by the Fiji Women’s Rights Movement highlights that societal taboos and insufficient education contribute to the lack of open conversations about menopause, leading many women to suffer in silence.⁶⁶ Similarly, local data on postpartum depression is limited, despite its significant impact on women’s mental health.⁶⁷ Addressing these issues requires comprehensive policies, increased awareness, and culturally sensitive support systems to ensure women’s health needs are met throughout all life stages.

Among persons with disabilities (24,371), the 2017 Fiji Census highlights that half of them (51%) were married or in a de facto relationship, with a higher percentage of males being married (61%) than females (39%). Those who have never married or are widowed account for 18% and 28%, respectively, with females having a higher percentage of being widowed (41%) than males (14%), which could be due to the higher life expectancy for women. Being widowed is also high among persons with disabilities aged 50 and above. The data on marital status is critical because it is associated with health and survival outcomes for individuals at certain ages, with women facing higher health and survival-related risks when

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58. MWCSF, Fiji Country Gender Assessment.
59. World Bank Group, ‘Gender Data Portal: Fiji’, World Bank Group (2024), <https://genderdata.worldbank.org/en/economies/fiji>
60. MWCSF, Fiji Country Gender Assessment.
61. Fiji Bureau of Statistics, Fiji Multiple Indicator Cluster Survey 2021, Fact Sheet (2021).
62. UNFPA, Health Facility Readiness and Service Availability (HFRSA) Assessment: Republic of Fiji (2020).
63. UNFPA, HFRSA Assessment: Republic of Fiji.
64. V. Svigals et al., ‘Hyperendemic Chlamydia Trachomatis Sexually Transmitted Infections Among Females Represent a High Burden of Asymptomatic Disease and Health Disparity Among Pacific Islanders in Fiji’, *PLoS Neglected Tropical Diseases*, 14/1 (2020).
65. T. Vono, ‘Increase in HIV Cases Alarming’, *The Fiji Times* (1 December 2024), <https://www.fijitimes.com.fj/increase-in-hiv-cases-alarming/>
66. Fiji Women’s Rights Movement, *The ‘M’ Word: Ending the Silence! Fijian Women’s Perceptions and Experiences Journey To and During Menopause* (Suva, 2025).
67. S. Devi, ‘Need to Provide Postpartum Support for Women’, *The Fiji Times* (27 February 2024), <https://www.fijitimes.com.fj/need-to-provide-postpartum-support-for-women/>

becoming pregnant, giving birth, and becoming widowed. The data on children ever born (CEB) shows that women with disabilities aged 15–49 (3,005) reported 4,103 CEB, with an overall average of 1.6 children per woman with disabilities.⁶⁸

Gender-based violence (GBV) exacerbates these challenges, with Fiji recording one of the world’s highest rates of violence against women and girls. Sixty-four percent of ever-partnered women have experienced intimate partner violence,⁶⁹ with iTaukei women facing higher rates of coercive control, sexual violence, and emotional abuse.⁷⁰ Lesbian, bisexual, and transgender women and gender non-conforming people are particularly vulnerable, with 83.64% reporting physical or sexual violence by an intimate partner.⁷¹ The economic costs of GBV are staggering, amounting to FJ\$300 million annually, equivalent to 6.6% of Fiji’s GDP.⁷² This includes productivity losses, absenteeism, and turnover, with women losing nearly 10 workdays annually due to violence-related challenges.⁷³

Discriminatory norms continue to perpetuate women’s unpaid care burdens, subordination, and exposure to violence. Practices such as *bulubulu* (forgiveness ceremonies) often prioritise community harmony over justice for survivors, while patriarchal structures sustain inequitable power dynamics.⁷⁴ In 2021, 24% of women aged 15–49 still justified intimate partner violence under certain circumstances, indicating slow progress in challenging these harmful norms.⁷⁵ Households adhering to rigid gender roles limit women’s ability to engage in income-generating activities, exacerbating economic dependence and reinforcing cycles of vulnerability.

2.5 Cross-Cutting Social Norms

Social norms in Fiji have a significant influence on women’s roles within society, from family structures to workplace environments. These norms often define acceptable behaviours and roles for both women and men, reinforcing gender-based divisions that hinder women’s economic progress. While some social norms can promote community cohesion and identity, many contribute to perpetuating gender inequality. These cultural constructs limit women’s ability to engage in leadership roles, decision-making, and economic activities, directly influencing their economic empowerment.

Gender norms, which define power dynamics between men and women, are deeply embedded in Fijian society. From childhood, boys and girls are taught what is acceptable behaviour for their gender through family, school, religion, and the media. In Fiji, these norms have contributed to a patriarchal society where men are seen as heads of households and leaders in the community, while women are often relegated to caregiving and reproductive roles.⁷⁶ This expectation significantly limits women’s opportunities to engage in economic activities. In rural and maritime areas, where traditional gender roles are most pronounced, women bear the brunt of caregiving responsibilities, which restrict their economic participation and leadership roles.⁷⁷ These norms are internalised at an early age, and women end up carrying out three-quarters of unpaid care work in the home, as well as volunteering for community activities.⁷⁸ It is important to note that when discriminatory social norms hinder women’s economic participation, the economy misses out on their talents, ideas, and innovation, which could help make businesses, organisations, and government work better.

68. Pacific Community and Fiji Bureau of Statistics, Fiji Disability Monograph.

69. N. Stamatakis, ‘Domestic Violence, Law Enforcement, and Traditional Practices in Fiji Islands: A Comprehensive Examination’, in N. Stamatakis, ed., *Global Trends in Law Enforcement – Theory and Practice* (2024).

70. Fiji Women’s Crisis Centre, *Somebody’s Life, Everybody’s Business! National Research on Women’s Health and Life Experiences in Fiji (2010/2011): A Summary Exploring the Prevalence, Incidence and Attitudes to Intimate Partner Violence in Fiji* (Suva, 2013).

71. DIVA for Equality, *Unjust, Unequal, Unstoppable: Fiji Lesbians, Bisexual Women, Transmen and Gender Non Conforming People Tipping the Scales Toward Justice* (2019).

72. ILO, *Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji*.

73. ILO, *Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji*.

74. MWCSF, Fiji Country Gender Assessment.

75. MWCSF, Fiji Country Gender Assessment.

For instance, a large percentage of women not participating in the workforce cite housework as the primary reason, with this responsibility falling on women more than men.⁷⁹ These traditional gender norms limit women's ability to pursue paid work, further entrenching their economic disadvantage. The undervaluation of women's labour is also prevalent in rural areas, where women's income-generating activities often take place in the informal sector, providing little economic security or upward mobility.⁸⁰ Most of these activities are unpaid and closely tied to traditional caregiving roles. Women also perform a significant amount of unpaid work for their communities, including traditional customs and rituals. While this effort contributes towards preserving cultural heritage and handmade crafts such as tapa (bark cloth) making, which is widely used in traditional ceremonies, their contributions remain under-recognised as unpaid community work.

Cultural biases also further reinforce gendered occupational segregation. Leadership and technical roles are often viewed as 'masculine', which limits women's access to non-traditional sectors such as science, technology, engineering, and mathematics (STEM), as well as the trades and the emerging green and blue economies. Women in the formal workforce typically work in sectors such as hospitality, teaching, and nursing, which are considered culturally appropriate for women but tend to be low-paid and undervalued.⁸¹ These biases also influence tertiary education choices, with women making up only one-third of students in technical and vocational education and training (TVET) courses at institutions like the Fiji National University and the Australia Pacific Training Coalition.⁸² At the University of the South Pacific, women represent a majority in fields such as early childhood education, but their representation

remains low in more technical fields such as digital technologies and engineering.⁸³ Despite performing well in secondary school courses like computer science, Fijian girls are under-represented in these fields, which limits their access to emerging, high-paying industries. This gender division of labour constrains women's economic opportunities and prevents them from entering high-demand, high-growth sectors.

Women's leadership and representation in decision-making roles are similarly limited. In 2024, women held only 25% of director roles on boards, 13% of CEO positions, and 11% of board chair positions.⁸⁴ A 2023 sample of private sector organisations revealed that 22% of boards had no women directors, and only 13% had achieved gender parity.⁸⁵ These figures reflect not just a lack of opportunity but also the cultural norms that persist within Fijian society, where men are often viewed as the primary decision-makers. This under-representation in leadership roles underscores the need to challenge existing stereotypes and implement targeted strategies to increase women's visibility and participation in decision-making.

Gender norms also restrict women's control over income, assets, and household decision-making, which perpetuates economic inequality. In many Fijian families, men control household finances and productive resources, while women are often economically dependent. In this 'patriarchal bargain', women assume unpaid domestic roles, including childcare, in exchange for financial protection.⁸⁶ However, women who challenge these roles or seek financial independence may face backlash, including intimate partner violence.⁸⁷ A significant number of women (38%) report needing their husband's permission to access healthcare, which is strongly correlated with the prevalence of domestic violence.⁸⁸ This lack of agency over

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76. MWCSP, Fiji Country Gender Assessment.
77. MWCSP, Fiji Country Gender Assessment.
78. MWCSP, Fiji Country Gender Assessment.
79. MWCSP, Fiji Country Gender Assessment.
80. MWCSP, Fiji Country Gender Assessment.
81. MWCSP, Fiji Country Gender Assessment.
82. MWCSP, Fiji Country Gender Assessment.
83. MWCSP, Fiji Country Gender Assessment.
84. PSDI, Leadership Matters: Benchmarking Women in Business Leadership in the Pacific.
85. PSDI, Leadership Matters: Benchmarking Women in Business Leadership in the Pacific.
86. MWCSP, Fiji Country Gender Assessment.
87. MWCSP, Fiji Country Gender Assessment.
88. MWCSP, Fiji Country Gender Assessment.

financial matters and personal decisions deepens women's economic marginalisation and limits their potential to invest in education, business opportunities, and personal development.

Transforming these entrenched norms is critical to achieving the objectives of the WEE NAP. Social norms affect every dimension of women's empowerment. Some important interventions to address these harmful norms include promoting shared caregiving responsibilities and recognising that women's contributions to the economy enhance workplace equity and leadership opportunities. Challenging biases against women in business can open doors to markets, networks, and financial resources, which is crucial for entrepreneurship. Additionally, addressing norms that restrict women's control over assets and income strengthens their financial independence. It is also vital to foster positive social attitudes towards unpaid care work and combat gender-based violence, which directly affects women's well-being and safety. Advocacy for equitable norms further strengthens gender-responsive governance, ensuring that laws, policies, and budgets reflect the needs of diverse women.

The increasing involvement of women in economic activities, particularly those challenging traditional gender roles, is opening new pathways for women's empowerment. Digital activism and community media have provided platforms for rural women and younger generations to voice their concerns and advocate for change. Advocacy campaigns and public awareness efforts are crucial in challenging discriminatory stereotypes and promoting more equitable norms. Such campaigns can reduce the stigma surrounding shared caregiving roles and normalise women's leadership, particularly in rural communities. Highlighting role models such as women entrepreneurs and leaders in male-dominated fields can inspire future generations and foster greater acceptance of gender equality. Additionally, community-driven initiatives that engage local leaders, faith groups, and traditional authorities in discussions about gender equality are important. These culturally sensitive initiatives are crucial to shifting attitudes and practices, enabling gender equality to become ingrained in Fiji's social and cultural fabric.







3. Strategic Framework

The vision for the Fiji Women’s Economic Empowerment National Action Plan (WEE NAP) 2025–2030 is for:

Women and girls in all their diversity to have the autonomy to define and achieve full and equitable economic empowerment through greater participation, leadership, agency, and access to resources, supported by inclusive policies and a safe, enabling environment.

The strategic framework of WEE NAP is structured around four interconnected pillars, with shifting gender-discriminatory social norms and the importance of gender-responsive policies embedded as cross-cutting elements across all strategies and actions within each pillar. Together, these pillars address the structural, social, and economic barriers that limit women’s empowerment:

- Women at Work
- Women in Business
- Women’s Financial Inclusion
- Women’s Health and Well-Being

Each pillar is structured with one outcome, aligned with Fiji’s 2050 Vision and National Development Plan, supported by targeted strategies and actions to be achieved by 2030. This section outlines the Pillar One aims to empower women in the workforce by addressing structural and social barriers to participation, promoting gender-responsive policies and legislative frameworks, ensuring safe and equitable working conditions, and creating opportunities in emerging sectors. It also emphasises fostering leadership pathways, shifting gender-discriminatory social norms, and recognising the critical role of the care economy. Progress will

be measured through key indicators such as labour outcomes and strategies under each pillar, detailing how they address barriers and drive progress towards gender equality. The actions listed in this section represent a snapshot of key and priority proposed actions expected to be implemented during Phase 1 (2025–2027). The progress of these actions will be reviewed during the Mid-Term Review in 2027, before commencing Phase 2 (2027–2030). Each action has been assigned to a lead agency/institution based on the consultations conducted. A detailed list of proposed actions, along with responsible agencies and collaborators, is provided in Appendix A.

3.1 Pillar One: Women at Work

Pillar One aims to empower women in the workforce by addressing structural and social barriers to participation, promoting gender-responsive policies and legislative frameworks, ensuring safe and equitable working conditions, and creating opportunities in emerging sectors. It also emphasises fostering leadership pathways, shifting gender-discriminatory social norms, and recognising the critical role of the care economy. Progress will be measured through key indicators such as labour force participation, leadership representation, access to inclusive work environments, participation in emerging sectors, and the development and implementation of gender-responsive legislation and budget investments.

Outcome 1

By 2030, women's labour force participation increases, with women employed across both formal and informal sectors, benefiting from safe, equitable, and supportive conditions, accessing opportunities in emerging and non-traditional fields, and advancing into leadership roles across all sectors.

Key Indicators

1. Percentage of women in the labour force, categorised by employment type, status, industry, and occupation, and where possible, disaggregated by age, location, and education level.
2. Percentage of unemployed women, disaggregated by age, location, and education level.
3. Number of gender analysis submissions of relevant laws and policies, and gender-responsive laws and policies enacted or amended to address equitable participation, workplace safety, and protection of women's rights.
4. Percentage of the national budget allocated to programmes that promote gender equality,

strengthen skills development, boost income-generation initiatives, and support women's transition into formal labour and employment pathways, disaggregated by sector.

5. Proportion of women holding leadership positions in the public and private sectors, as well as in local and community governance structures.

Strategies and Key Actions

Strategy 1.1: Enhance women's access to decent employment, particularly in sectors where they are under-represented, and improve conditions and protections for women in the informal sector, closing the gender pay gap and enabling pathways for those who choose to transition into formal employment.

Key Actions

- 1.1.1 Establish and operationalise a Women's Desk to drive income and employment initiatives for women in both rural and urban areas, including informal settlements, with a focus on unemployed women, young women, and women with disabilities. This will be implemented in partnership with the Ministry of Employment.
- 1.1.2 Support gender analysis of the Fiji National Provident Fund (FNPF) Act, focusing on spousal benefits and support for self-employed women and those in the informal sector. Collaborate with FNPF and other relevant government agencies to explore the potential for government co-contributions, strengthening social protection for women in need.
- 1.1.3 Promote career expos, internships, and apprenticeship programmes for young women, particularly in under-represented sectors such as STEM, trades, and emerging industries like the blue and green economies. Engage with the Ministry of Education, Fiji Commerce and Employers Federation, TVET and tertiary institutions, and Fiji Higher Education Commission to expand opportunities for women.
- 1.1.4 Develop a centralised government WEE portal to map and track the government's income-generating initiatives for women. Work in collaboration with the Fiji Bureau of Statistics

and government ministries to capture data on the government's contribution towards women's economic empowerment.

- 1.1.5 Support digital literacy and access to technology for rural women through co-ordinated efforts with the Ministry of Trade, telecommunications providers, and development partners.
- 1.1.6 Advocate for the implementation of the National Early Childhood Care Services Policy and Regulatory Framework by establishing minimum service standards, developing a licensing and inspection system, and creating a regulatory authority for oversight and compliance. This will be achieved in collaboration with the Department of Children under the MWCSP and other key stakeholders and development partners.
- 1.1.7 Conduct a feasibility study to assess childcare systems, examining cost implications, job creation potential, and different childcare models, including community-based regulations, workplace incentives, and social protection benefits for caregivers. Engage with government agencies and relevant development partners to lead this work.
- 1.1.8 Liaise with relevant stakeholders to strengthen the enforcement of equal remuneration as outlined in Fiji's Employment Relations Act and explore the potential for research on the gender pay gap in different sectors and strategies.
- 1.1.9 Advocate and collaborate with relevant stakeholders, such as the Fiji Bureau of Statistics, to explore the potential of including unpaid household work into estimates of Fiji's GDP.

Strategy 1.2: Ensure equitable access to education, training, and skills development opportunities for all women and girls, enabling them to thrive in evolving/emerging industries, including science, technology, engineering, and mathematics (STEM), trades, the digital economy, and the blue and green economies.

Key Actions

- 1.2.1 Advocate for the expansion of skills development and vocational training programmes for women in high-potential and emerging sectors, including sustainable agriculture, food processing and

product development, trades, technology, the blue and green economies, and the care industry, with a specific focus on unemployed women and women in informal settlements and low-income communities. Work with TVET institutions, industry leaders, and government agencies to ensure training aligns with market demands and fosters employability, entrepreneurship, and innovation.

- 1.2.2 Conduct research on the future of women's workforce participation to identify emerging trends, opportunities, and challenges in evolving industries such as STEM, the digital economy, and the blue and green economies. Engage with relevant development partners to generate data-driven insights for policy and programme development.
- 1.2.3 Expand and enhance digital skills training by building on existing programmes like digitalFIJI. Work with the Ministry of Trade, Ministry of iTaukei Affairs, Ministry of Rural and Maritime Development and Disaster Management, and relevant development partners to equip women and girls with the necessary digital tools and knowledge for education, entrepreneurship, and employment.
- 1.2.4 Develop and scale up internship and apprenticeship programmes to provide young women with pathways into emerging industries. Strengthen partnerships with the private sector to create targeted opportunities and ensure industry-aligned skills development.
- 1.2.4 Strengthen collaboration with TVET institutions to increase women's participation in courses and programmes on renewable energy, aquaculture, outsourcing, and waste management. This includes addressing barriers to entry, creating inclusive learning environments, and ensuring programmes integrate hands-on experience and industry linkages for greater employability.
- 1.2.6 Partner with industry associations, including the Fiji Commerce and Employers Federation, to provide on-the-job training opportunities for women in the green, blue, and digital economies. Facilitate industry-led capacity-building programmes to enhance women's workforce participation in these sectors.

- 1.2.7 Establish and expand mentorship networks that connect women professionals and industry associations in STEM, trades, and the blue and green economies with students and young women. Engage with industry associations and professional network bodies to foster knowledge sharing and career development.
- 1.2.8 Advocate for the prioritisation of scholarships and financial support for girls and young women pursuing studies in STEM through existing scholarship platforms. Work with the Ministry of Education, private sector, and other funding bodies to pair financial support with structured apprenticeship and internship programmes to improve pathways to employment for women after graduation.
- 1.2.9 Strengthen engagement with tertiary institutions to collect and report gender-disaggregated data on women and girls' participation in education, training, and employment in emerging sectors, including STEM, in collaboration with the Fiji Bureau of Statistics and education institutions to ensure data informs policy decisions and programme design.

Strategy 1.3: Ensure workplaces are safe, equitable, and inclusive through legislative reforms strengthened by policies, practices, and accountability mechanisms.

Key Actions

- 1.3.1 Collaborate with the Ministry of Employment and the private sector to ensure policies and legislation frameworks support women's economic empowerment. This includes advocating for workplace equality by advancing policies on equal pay, maternity and paternity leave, family leave, workplace protections, measures against harassment and discrimination, gender-based violence prevention, robust grievance mechanisms, and enhanced labour protections for informal workers. Promote the inclusion of self-care policies that support women's physical, mental, and emotional well-being, such as self-care days, flexible work arrangements, employer-supported wellness programmes, and support for caregivers.
- 1.3.2 Conduct a comprehensive gender analysis to support amendments to the Crimes Act 2009, with a focus on strengthening provisions related to gender-based violence and sexual harassment. Work alongside the Ministry of Employment and

other relevant stakeholders to enhance employer accountability in preventing workplace sexual harassment.

- 1.3.3 Explore the development of sector-specific codes of practice to improve workplace safety and inclusivity, particularly in key industries such as tourism and other high-risk sectors. Engage the Ministry of Employment, Fiji Commerce and Employers Federation, industry bodies, and regulatory agencies to co-design practical and enforceable standards.
- 1.3.4 Work with business associations, corporate leaders, and the private sector to recognise gender-inclusive best practices within the private sector and encourage widespread adoption.
- 1.3.5 Incentivise the adoption of family-friendly policies across both public and private sectors. Collaborate with the Fiji Revenue and Customs Service to explore incentive packages for businesses that implement practices such as on-site childcare, flexible work arrangements, and parental leave policies.

Strategy 1.4: Ensure that women are visible, represented, and meaningfully participating in leadership across all sectors, including equal access to governance and decision-making opportunities.

Key Actions

- 1.4.1 Establish a Women's Leadership Civil Servants Network across the public sector to foster collaboration, mentorship, and peer support. Engage the Ministry of Civil Service and senior leaders to create a platform for knowledge sharing, mentorship, and career advancement.
- 1.4.2 Organise an annual Fiji Women's Leaders Forum to celebrate women's achievements, increase the visibility of under-recognised women leaders, and promote women's leadership and representation across diverse sectors, including politics, business, civil society, public sector, private sector, and community development.
- 1.4.3 Expand leadership opportunities within Practice Parliament to ensure inclusive representation of women from diverse backgrounds in partnership with relevant development partners and women-led groups.

- 1.4.3 Conduct a rapid gender analysis to develop a Cabinet paper submission on evidence-based policy recommendations, including gender equity targets for increased representation of women on public and private boards and within political party candidate lists, regulatory industry boards, and professional bodies.

Strategy 1.5: Challenge social biases and stereotypes that undervalue women’s contributions in leadership, governance, and the workforce by promoting visible role models, advocacy campaigns, and gender-sensitive education.

Key Actions

- 1.5.1 Develop and launch a national communications campaign to highlight the importance of women’s participation in the workforce and their contributions to Fiji’s prosperity and sustainable development. Work with media partners, government agencies, and civil society organisations to promote positive and inclusive messaging that challenges discriminatory roles and social biases. This campaign will aim to foster attitude shifts at home and in workplaces, creating just, safe, and inclusive environments free from gender-based violence and sexual harassment.⁸⁹
- 1.5.2 Amplify women’s contributions across various sectors by showcasing their achievements in media platforms. Collaborate with Women in Media Fiji, mainstream media, and content providers to challenge stereotypes, increase visibility, and normalise women’s leadership and participation in all fields.
- 1.5.3 Partner with the Ministry of Education to ensure the inclusion of key topics such as parenting and caregiving, gender-based discrimination, harmful social and cultural gender norms, respectful relationships, financial literacy, gender-based violence prevention, online safety, and gender stereotypes in career choices within the school curriculum alongside gender-responsive professional capacity development for teachers.



89. This action is aligned with the National Action Plan to Prevent Violence Against Women and Girls.

Key Collaborators

The Ministry of Women, Children and Social Protection will collaborate with various partners to advance progress on these strategies and actions. Key partners include:

Government Agencies

Ministry of Employment, Productivity and Workplace Relations; Ministry of Education; Ministry of Finance, Strategic Planning, National Development and Statistics; Ministry of Health and Medical Services; Ministry of Tourism and Civil Aviation; Ministry of Agriculture and Waterways; Ministry of Forestry; Ministry of Fisheries; Ministry of Civil Service; Ministry of iTaukei Affairs; Ministry of Multi-Ethnic Affairs and Sugar Industry; Ministry of Youth and Sports; Tertiary Scholarships and Loans Board; Fiji Bureau of Statistics; other relevant line ministries.

Essential Stakeholders

Private sector; Fiji Commerce and Employers Federation; TVET institutions; Higher Education Commission Fiji; Tertiary Scholarships and Loans Service; Fiji Trades Union Congress (Women’s Wing); Women in Media Fiji; civil society organisations, including feminist civil society organisations; Graduate Women Fiji; Women in Construction and Trade Fiji; women-led organisations, networks, and forums; other key development partners and stakeholders.

3.2 Pillar Two: Women in Business

Pillar Two focuses on providing tailored and accessible services, including business support and improved access to markets, resources, opportunities, and networks, with a strong emphasis on women-owned and women-led businesses in the informal sector. It prioritises skills development, streamlining business regulatory processes, information sharing, awareness-raising, targeted initiatives, and enhanced co-ordination across government for multi-sectoral income-generation initiatives. It also emphasises policy reviews to foster an enabling environment for women's economic empowerment.

Outcome 2

By 2030, women-owned and women-led businesses, including those in the informal economy, have improved access to tailored business support services, financial products, information, markets, technology, networks, and procurement opportunities, enabling growth and participation in emerging sectors, including the blue and green economies.

Key Indicators

- Percentage of women-owned or women-led businesses formally registered.
- Percentage of women entrepreneurs in both formal and informal sectors accessing financial services.
- Percentage of women-owned or women-led businesses accessing procurement opportunities in public and private sectors, disaggregated by sector and contract size.
- Number of women-led businesses accessing new markets or platforms.
- Number of women entrepreneurs participating in business skills development trainings, with a focus on leveraging technology, enhancing access to markets, and engaging in emerging

sectors, targeting both formal and informal sectors, disaggregated by age group and location (urban and rural).

- Number of sector-specific policies and legislations developed or amended to support women entrepreneurs and women's economic empowerment.
- Number of government initiatives and gender-responsive policies introduced and implemented to improve regulatory frameworks, including business registration and licensing simplification and tax incentives to support women entrepreneurs.
- Percentage of the national budget allocated through gender-responsive budgeting across relevant ministries, alongside the collection and reporting of sex-disaggregated data to support women-led and women-owned businesses, tracked annually.

Strategies and Key Actions

Strategy 2.1: Support women-owned businesses in the formal sector by reducing barriers, streamlining operating processes, and improving access to finance, markets, procurement, and skills development opportunities to enable growth and expansion.

Key Actions

- 2.1.1 Promote data collection and policy interventions by supporting the adoption of a clear and inclusive definition for women-led and women-owned businesses in collaboration with relevant government agencies and institutions.⁹⁰
- 2.1.2 Advocate for the analysis and publication of sex-disaggregated data on business registration to highlight key information such as business size, type, location, ownership, and sector. Collaborate with the Ministry of Justice (Registrar of Companies) and other relevant agencies to improve data collection and analysis for evidence-based decision-making.
- 2.1.3 Support co-ordinated initiatives and programmes for streamlining access to business registration, licensing, and compliance processes. Engage the

Ministry of Trade, Registrar of Companies, and other relevant stakeholders to provide financial and business literacy training alongside these services.

- 2.1.4 Partner with the Fiji Procurement Office to run procurement trainings for women-owned businesses to increase their engagement in government procurement processes and to ensure sex-disaggregated procurement data is captured within the annual and periodical reports of the Fiji Procurement Office.
- 2.1.5 Conduct a gender analysis of the Co-operatives Act 1996 to identify and address barriers women face in co-operative boards, access to resources, and membership criteria. Work closely with the Ministry of Trade to recommend legislative amendments that strengthen co-operatives as a platform for women's economic empowerment.
- 2.1.6 Identify scalable business accelerator programmes to enhance product development and market access for women-led and women-owned businesses in agriculture, tourism, handmade crafts and products, and emerging sectors. Work with the Ministry of Trade, Ministry of Tourism, and other development programmes to create inclusive and sustainable market opportunities for women entrepreneurs and co-operatives.
- 2.1.7 Strengthen partnerships with programmes and initiatives such as the Pacific Green Entrepreneurs Network to equip women-led businesses with the skills and resources needed to establish and scale up green enterprises. Co-ordinate with business development programmes to expand opportunities in the green economy.

Strategy 2.2: Improve access to resources, tools, and protections for women operating businesses in the informal economy, particularly those in rural and maritime areas working in agriculture, co-operatives, and small-scale trade.

Key Actions

- 2.2.1 Introduce mobile 'business start-up clinics' that provide on-the-spot business registration, tax advisory, and mentorship, especially in rural and peri-urban areas.
- 2.2.2 Work with key government ministries through Phase 2 of the ICD programme to ensure effective budget allocation for scaling up existing initiatives and developing new initiatives for women's economic empowerment. Strengthen cross-sectoral collaboration across government ministries to maximise impact and sustainability.
- 2.2.3 Partner with the Ministry of Agriculture to ensure at least 40% women's participation in the Commercial Agriculture Development Programme. Facilitate equitable access to nursery materials, farming and product processing training, modern machinery, technology, and market linkages to boost productivity and income for women in agriculture.
- 2.2.4 Support the digitisation of agricultural value chains to enhance market access, provide financial tools, streamline input sourcing, and enable mobile payments for women-led smallholder farmers in remote rural areas in collaboration with relevant development partners.
- 2.2.5 Revitalise the National Women's Expo into an innovative platform focused on strengthening cultural preservation and heritage and connecting rural women entrepreneurs with local and international markets and buyers, showcasing a high-quality and diverse range of cultural handmade crafts and products, expanding its scope to include skills development in finance and business literacy and leverage existing trade shows to showcase innovative products from selected women artisans, strengthening their market reach and economic opportunities.
- 2.2.6 Support women artisans by establishing dedicated spaces for traditional arts, handmade crafts, and performances. These spaces will serve to share and preserve the diverse cultural heritage, crafts, and artefacts of Fiji's communities as well as recognise and celebrate women's contributions to cultural heritage, promote sustainable practices in cultural preservation, and highlight the impacts of climate change on traditional knowledge and livelihoods.
- 2.2.7 Review, update, and publish the Value Chain Analysis Report on the handmade crafts and products sector, incorporating policy recommendations for improved market linkages

and capacity-building initiatives for women artisans. Use insights from this report to inform the revitalisation of the National Women's Expo and other market-access programmes.

- 2.2.8 In collaboration with relevant stakeholders and development partners, provide women entrepreneurs and co-operatives with skills development support in product development: branding, processing, and broader market access.
- 2.2.9 Integrate the Online Business Information and Support Hub with Fiji's businessNOW platform to provide women entrepreneurs and co-operatives with access to grants, financial opportunities, self-paced e-learning modules on financial literacy, safety, resources, and networking opportunities.
- 2.2.10 Conduct a scoping study on women's access to land within Fiji's land tenure system, examining individual and communal land ownership, lease-holding arrangements, and royalty benefits with actionable recommendations. Work with the Ministry of iTaukei Affairs, other government ministries, and traditional leaders to identify pathways for improved land access for women.
- 2.2.11 Collaborate with market vendor associations and existing business development programmes to create pathways for business registration for women vendors. Provide financial assistance, training on business formalisation, and access to resources, and explore tax incentives and benefits to support women transitioning from informal to formal business operations.
- 2.2.12 Promote direct linkages between women entrepreneurs and local or international buyers of sustainable seafood and organic agricultural products. Work with the Ministry of Trade, Investment Fiji, development partners, and key industry stakeholders to help women-led businesses penetrate niche green economy local and international markets.

Strategy 2.3: Support women entrepreneurs in both formal and informal economies to adapt to climate challenges and take leadership roles in sustainable economic opportunities, particularly in the blue and green economies.

Key Actions

- 2.3.1 Expand access to climate disaster risk insurance, including parametric insurance, for women and women-led businesses in the informal sector to enhance resilience against climate risks, with support from relevant development partners.
- 2.3.2 Strengthen partnerships with relevant stakeholders to advance sustainable waste management and recycling initiatives. Support women in establishing waste-to-wealth enterprises such as biogas production and recycled product manufacturing, creating new economic opportunities while promoting environmental sustainability.
- 2.3.3 Collaborate with key stakeholders to support women and women's co-operatives in developing businesses focused on the blue and green economies, including mangrove and seagrass plantation, restoration, and protection. Facilitate investment in ecotourism ventures and sustainable harvesting of mangrove resources to enhance both environmental conservation and economic benefits for women entrepreneurs.
- 2.3.4 Connect women entrepreneurs with sustainable tourism opportunities, including eco-lodges, marine conservation tours, and locally made eco-friendly souvenirs. Work with the Fiji Hotel and Tourism Association and relevant development partners to leverage Fiji's biodiversity and cultural heritage for economic empowerment.
- 2.3.5 Increase targeted support for women-led businesses in sustainable aquaculture, including shrimp, seaweed, shellfish, and prawn farming. Provide access to equipment, hatcheries, seeds, grants, low-interest loans, training in sustainable farming practices, and market linkages. Strengthen mentorship networks and co-operatives to enhance collaboration and competitiveness in the sector with support from the Ministry of Fisheries, Women in Fisheries Network – Fiji, and relevant development partners.

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90. This initiative is currently undertaken via the Women Entrepreneurs Finance Code (WE-Fi Code Fiji) in partnership with various stakeholders.

2.3.6 Support a rapid gender assessment on the gendered impacts of climate change loss and damage, capturing effects on women's livelihoods, displacement, health, and asset destruction. Develop case studies to illustrate these impacts on women and girls of diverse backgrounds and, in collaboration with the Ministry of Environment and other relevant stakeholders, use the findings to inform climate resilience policies and programmes.

2.3.7 Advocate for the development, endorsement, and implementation of a Gender-Responsive Climate-Smart Agriculture Policy through Phase 2 of the ICD GRPB initiative. Engage with the Ministry of Agriculture and other relevant stakeholders to ensure climate-smart agricultural policies reflect women's needs and priorities.

Strategy 2.4: Shift social attitudes that restrict women's entrepreneurial potential by normalising women's presence in business leadership, particularly in male-dominated sectors, through public campaigns, mentoring programmes, and media showcasing successful women entrepreneurs.

Key Actions

2.4.1 Collaborate with relevant stakeholders to establish a national recognition and award system for outstanding women-owned and women-led businesses across sectors, including young women and women with disabilities, with a focus on small, micro, and informal enterprises in emerging industries. Celebrate innovation, resilience, sustainability, and growth to amplify the contributions and voices of women entrepreneurs.

2.4.2 Partner with the Women Entrepreneurs Business Council to provide targeted mentorship programmes for women-led and women-owned businesses. Facilitate mentorship connections with experienced leaders across sectors, offer specialised training in business management, innovation, and access to finance, and create opportunities for scaling up operations in emerging industries.

2.4.3 Strengthen partnerships with industry associations that support women entrepreneurs, such as the Fiji Commerce and Employers Federation, Fiji Hotel and Tourism Association, Fiji Institute of Chartered Accountants, Construction Industry Council, and Engineers Fiji. Collaborate on initiatives to enhance women's participation, access to resources, and leadership opportunities within these industries.

Key Collaborators

The Ministry of Women, Children and Social Protection will collaborate with various partners to advance progress on these strategies and actions. Key partners include:

Government Agencies:

Ministry of Employment, Productivity and Workplace Relations; Ministry of Education; Ministry of Finance, Strategic Planning, National Development and Statistics; Ministry of Health and Medical Services; Ministry of Tourism and Civil Aviation; Ministry of Agriculture and Waterways; Ministry of Forestry; Ministry of Fisheries; Ministry of Civil Service; Ministry of iTaukei Affairs; Ministry of Multi-Ethnic Affairs and Sugar Industry; Ministry of Youth and Sports; Tertiary Scholarships and Loans Board; Fiji Bureau of Statistics; other relevant line ministries.

Essential Stakeholders: Fiji Revenue and Customs Service; Women Entrepreneurs Business Council; Fiji Commerce and Employers Federation; Fiji Hotel and Tourism Association; Fiji Institute of Chartered Accountants; Engineers Fiji; Construction Industry Council; Registrar of Companies; Asian Development Bank; South Pacific Business Development; Fiji Development Bank; Women in Business; technical agencies; civil society organisations, including feminist civil society organisations; women-led organisations and forums.

3.3

Pillar Three: Women's Financial Inclusion

Pillar Three focuses on driving structural changes that enhance women's financial inclusion, resilience, and independence. It aims to tackle structural barriers that limit their economic participation, particularly in the informal economy, rural and maritime areas, and marginalised communities. These include unequal access to financial services, restrictive lending practices, limited digital financial inclusion, and socio-cultural norms that constrain women's financial decision-making. A core priority is ensuring that financial independence and resilience serve as foundational elements of women's economic empowerment. This pillar and its strategies promote equitable access to credit, strengthened social protections, and gender-responsive financial literacy programmes, while also emphasising the importance of women's control over assets and shared financial decision-making within households, creating pathways for sustainable economic security and agency.

Outcome 3

By 2030, women in all their diversity will have increased access to inclusive financial resources, services, products, skills, tools, and protections that reduce economic vulnerabilities and empower them to achieve financial independence and resilience.

Key Indicators

- Number of financial products and services which consider the needs of women-led and women-owned businesses in both formal and informal sectors.
- Percentage of women with active bank accounts, access to credit, insurance, and mobile financial services.
- Percentage of women-led and women-owned businesses accessing loans, grants, or investment capital to start, sustain, or expand

their enterprises.

- Percentage of women enrolled in and benefiting from social protection programmes, including savings schemes, pension plans, and safety nets.
- Number of gender-responsive policy/legislative analysis submissions on financial inclusion to strengthen women's access to financial resources and services.
- Number of financial institutions adopting and implementing the Women Entrepreneurs Finance (WE-Fi) Code to promote inclusive and gender-responsive financial services.

Strategies and Key Actions

Strategy 3.1: Enhance access to financial products and services for women in both informal and formal economies, supporting their economic participation, financial inclusion, and resilience.

Key Actions

- 3.1.1 Collaborate with financial institutions and relevant stakeholders to introduce new and expand existing women-focused financial products to provide accessible credit, microloans, and tailored financial solutions for women entrepreneurs in both urban and rural areas.
- 3.1.2 Partner with the Reserve Bank of Fiji and financial institutions to align lending policies with the Women Entrepreneurs Finance Code initiative, ensuring the adoption of gender-responsive lending practices. This includes revising collateral requirements, offering flexible repayment options, and creating tailored financial products that support women-led and women-owned businesses across both formal and informal sectors.
- 3.1.3 Assess the feasibility of self-managed, community-formed savings groups, where members contribute their own savings and provide small loans to each other without the involvement of external financial institutions.

- 3.1.4 Support a scoping assessment to evaluate the feasibility and effectiveness of establishing a women’s micro bank modelled after successful initiatives, and/or explore a blended finance-based Women’s Investment Fund.
- 3.1.5 Partner with the Reserve Bank of Fiji to accelerate progress on the Financial Sector Development Policy Statement No. 1 on Minimum Requirements for the Provision of Disaggregated Data. This will improve the tracking of women’s financial inclusion and support the development of policies that address barriers to women’s access to financial services.
- 3.1.6 Collaborate with relevant stakeholders to promote mobile banking, digital wallets, and e-commerce platforms.

Strategy 3.2: Equip women with skills, information, and tools to effectively navigate financial systems and reduce vulnerability to technology-facilitated gender-based violence as well as scams and fraud.

Key Actions

- 3.2.1 Develop and distribute information packages in key vernacular languages to raise awareness about available financial products and initiatives for women, with a focus on rural and marginalised communities, in collaboration with the Ministry of Trade, Reserve Bank of Fiji, and other relevant stakeholders. Use both online platforms and community sessions, in partnership with community organisations, networks, and women’s forums and groups.
- 3.2.2 Support the development and implementation of a comprehensive, gender-sensitive Financial Literacy Strategy under the National Financial Inclusion Strategy 2022–2030 led by the Reserve Bank of Fiji. This strategy will provide a co-ordinated approach to ensure long-term financial empowerment for women, including the creation of a mapped database of financial literacy training providers for better access and outreach.

- 3.2.3 Promote the development and distribution of educational materials on scam prevention and protection, specifically tailored for women, in partnership with the Anti-Scam Taskforce. This includes conducting gender-sensitive surveys to assess women’s awareness, vulnerabilities, and the prevalence of scams impacting them, ensuring targeted interventions for greater financial security and resilience.
- 3.2.4 Support women’s access to digital financial services, ensuring cost-effective and seamless participation in mobile banking, e-wallets, and online transactions in collaboration with relevant stakeholders.
- 3.2.5 Conduct a review and gender analysis of the Online Safety Commission Act 2018 to provide recommendations for its amendment, addressing the issue of technology-facilitated gender-based violence in collaboration with the Online Safety Commission. This review will consider the rise of women’s online economic participation and ensure that the Act includes provisions for effective prevention, protection, and support for women facing technology-facilitated gender-based violence in the digital space.
- 3.2.6 Develop an information package on the prevention of technology-facilitated gender-based violence and financial and economic violence, including protection mechanisms and available response services. Distribute this package both online and through community awareness sessions to ensure broad outreach and provide women with the resources to stay safe in the digital environment.

Strategy 3.3: Address structural barriers in the financial sector to enable equitable access to financial resources for women-owned and women-led businesses.

Key Actions

- 3.3.1 Collaborate with the Reserve Bank of Fiji and other relevant stakeholders to review the MSME Credit Guarantee Scheme by assessing coverage, eligibility, and participating institutions through a gender lens. The review will explore the feasibility of setting a target for at least 30% of guarantees to benefit women-owned and women-led businesses, particularly in agriculture, forestry, fisheries, handmade crafts, and emerging sectors. Additionally, establish a sex-disaggregated database to effectively monitor and track progress.
- 3.3.2 Work with relevant stakeholders to review past efforts to establish a gender investment bond in Fiji, identifying gaps and areas for improvement to better align with the needs of women-led and women-owned businesses. Integrate lessons learned and best practices to inform the development of an inclusive gender bond.
- 3.3.3 Support a rapid study and gender analysis on the impact of microfinance lending practices on women's financial security, business sustainability, and economic resilience. Collaborate with the Reserve Bank of Fiji, Ministry of Trade, and other relevant stakeholders to assess the benefits and challenges. Based on the findings, work with the Reserve Bank of Fiji to propose a regulatory framework to oversee microfinance institutions, ensuring enhanced transparency and fair lending practices.
- 3.3.4 Support the development and implementation of a gender-responsive electronic Know Your Customer (eKYC) system and digital identity framework in Fiji. Work with financial institutions and regulators to create secure, accessible, and inclusive digital identity solutions that help reduce barriers for women, particularly those in rural and underserved areas, to obtain national identity cards and other essential documentation, enabling better access to formal financial services.

- 3.3.5 Work with the Fiji Revenue and Customs Service and other relevant stakeholders to develop a policy paper on 'tax policy and gender equality', focusing on labour, capital, indirect taxation, consumption taxes, and tax incentives. The assessment will identify gender biases in the tax system and explore tax measures and incentives that can promote gender equity.

Strategy 3.4: Strengthen social protection mechanisms to reduce economic vulnerabilities and provide financial safety.

Key Actions

- 3.4.1 Support the implementation and expansion of existing climate disaster risk insurance, such as parametric insurance, targeting women and women-led businesses in the informal sector to boost resilience against climate risks.
- 3.4.2 Advocate for the expansion of the InsuResilience Solutions Fund's 'loss and damage' protection scheme to include high-risk sectors predominantly operated by women, including aquaculture, riverine mussels, floriculture, reeds, pandanus, and seaweed.

Strategy 3.5: Address gender discriminatory social norms and cultural practices that limit women's financial independence and decision-making by fostering shared household financial responsibilities, promoting women's control over assets, and financial leadership through community programmes.

Key Actions

- 3.5.1 Map and integrate a family-centred, gender-transformative community mobilisation programme that actively engages men as allies and co-beneficiaries, fostering equitable household decision-making and shared responsibilities. This action will integrate financial literacy, household labour redistribution, and social norm change strategies to address economic and structural barriers to women's participation.⁹¹

Key Collaborators

The Ministry of Women, Children and Social Protection will collaborate with various partners to advance progress on these strategies and actions. Key partners include:

Government Agencies:

Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications; Ministry of Finance, Strategic Planning, National Development and Statistics; Ministry of Agriculture and Waterways; Ministry of Environment and Climate Change; Ministry of Justice; Ministry of Rural and Maritime Development and Disaster Management; Ministry of Health and Medical Services; Ministry of iTaukei Affairs; Ministry of Youth and Sports; Ministry of Multi-Ethnic Affairs and Sugar Industry.

Essential Stakeholders:

Reserve Bank of Fiji (including InsuResilience Solutions Fund and National Financial Inclusion Taskforce); Fiji Development Bank; Merchant Finance Limited; Fiji National Provident Fund; Consumer Council of Fiji; United Nations Capital Development Fund; Asian Development Bank; United Nations Development Programme; World Bank; Women Entrepreneurs Business Council; Diverse Voices and Action (DIVA) for Equality; civil society organisations, including feminist civil society organisations; women-led groups and forums; financial institutions, including insurance partners.

3.4

Pillar Four: Women's Health and Well-Being

Pillar Four underscores that the well-being and safety of women and girls in all their diversity are fundamental to achieving sustainable and meaningful economic empowerment. Without access to essential health services and protection from gender-based violence, economic empowerment is not possible.

This pillar emphasises the critical role of comprehensive sexual and reproductive health services in ensuring the autonomy of women and girls, enabling them to make informed decisions about their health, education, and economic participation. Access to quality, affordable reproductive healthcare should be available to women and girls throughout their life course. This includes providing accessible, evidence-based, and comprehensive sexuality and family life education that meets international human rights and gender justice standards. Important topics to cover include bodily autonomy, integrity, and the ability to make decisions about one's sexuality, sexual partners, and family planning. Additionally, addressing issues related to maternal health, reproductive cancers, menstrual hygiene, and menopause information can help remove significant barriers to workforce participation and financial independence for women.

Prevention and protection against gender-based violence (GBV) is essential for creating environments where women and girls can pursue economic opportunities free from harm, discrimination, and exploitation. GBV has far-reaching consequences on economic participation, reducing productivity, increasing healthcare costs, and limiting women's ability to engage in formal and informal work.

Outcome 4

Outcome 4: By 2030, women will have increased economic empowerment through strengthened national investment and inclusive service delivery, leading to safer work and community environments, reduced barriers such as adolescent pregnancy, improved access to essential health and social protection services, and expanded opportunities to participate fully and productively in Fiji's economy.

Key Indicators

- Percentage of the national budget allocated to prevention and support services for survivors of gender-based violence.
- Percentage of the national budget allocated to the prevention, early detection, and treatment of cervical and breast cancers, with an emphasis on innovative methods and approaches, including mobile screening units, self-test kits, digital health interventions, and community-based outreach programmes.
- Adolescent pregnancy rate.
- Proportion of health facilities that provide essential sexual and reproductive health and rights (SRHR) services.

Strategies and Actions

Strategy 4.1: Ensure access to comprehensive, inclusive, and high-quality sexual and reproductive health and rights (SRHR) services and education for women and girls in all their diversity.

Key Actions

- 4.1.1 Host dialogue sessions with key stakeholders to review existing policies in order to advocate for appropriate SRHR interventions and referral pathways for continuation of care for high-risk students in high-risk school zones and other identified groups.
- 4.1.2 Develop and adopt a comprehensive Prevention and Protection Strategy on SRHR, including HIV, reproductive cancers, family planning, and sexually transmitted infections, including protocols for early detection, education campaigns, vaccination such as the human papillomavirus (HPV) vaccine, regular screenings, and affordable treatment options.
- 4.1.3 Establish formalised partnerships between the Ministry of Education and the Ministry of Health and Medical Services, in collaboration with higher education institutions, communities, and civil society organisations, for the implementation of identified recommendations from the strategy developed around SRHR, including HIV, menstrual products and hygiene, reproductive cancers, family planning, and sexually transmitted infections. This may include awareness programmes with institutions and communities, reaching diverse young people, women, women of childbearing age, LGBTQIA+ communities, with measurable improvements in SRHR knowledge and attitudes.
- 4.1.4 Advocate for the inclusion of awareness on menopause, postpartum care, reproductive cancers, and mental health within national health policies and programmes, ensuring that health services are adequately funded and accessible to all women.

Strategy 4.2: Strengthen prevention, protection, and response mechanisms to address gender-based violence and its impact on women’s well-being, safety, and economic participation.

Detailed actions will be co-ordinated and aligned with the annual work plan of the National Action Plan to Prevent Violence Against All Women and Girls, starting in 2025. These actions will be integrated into the WEE NAP Implementation, Monitoring, and Evaluation Framework to ensure consistent and effective implementation.

Key Actions

- 4.2.1 Review the definition of ‘domestic violence’ in the Domestic Violence Act 2009 and prepare a submission advocating for the explicit recognition of financial abuse as a form of domestic violence. Conduct consultations with legal experts, women’s advocacy groups, and community leaders to gather input and build support for an amendment to the Act.
- 4.2.2 Promote the establishment of a government-funded Domestic Violence Support Fund as a social protection for survivors of gender-based violence.
- 4.2.3 Collaborate with relevant stakeholders, including service providers, to support income and training pathways and existing economic initiatives for survivors of gender-based violence, including prioritisation of women at risk of gender-based violence to access available economic opportunities within the government system.
- 4.2.4 Support the rollout and implementation of the National Communication Campaign to Prevent Violence Against All Women and Girls, with a specific focus on challenging and shifting discriminatory social norms, particularly within family units, piloting survivor support groups, engaging men and boys, and promoting respectful relationships.
- 4.2.5 Facilitate the effective implementation of the Fiji Service Delivery Protocol (2016).

Key Collaborators

The Ministry of Women, Children and Social Protection will collaborate with various partners to advance progress on these strategies and actions. Key partners include:

Government Agencies: Ministry of Health and Medical Services; Ministry of Education; Ministry of Youth and Sports; Ministry of Justice; Ministry of Finance, Strategic Planning, National Development and Statistics; Ministry of iTaukei Affairs; Ministry of Employment, Productivity and Workplace Relations; Ministry of Multi-Ethnic Affairs and Sugar Industry.

Essential Stakeholders: Medical Services Pacific; Reproductive and Family Health Association of Fiji; United Nations Development Programme; Fiji Law Reform Commission; GBV National Action Plan Technical Working Group; Fiji Police Force; civil society organisations, including feminist civil society organisations; women-led organisations and forums.



91. In conjunction with Action 1.5.1.





4. Implementation Strategy

The implementation of the Women’s Economic Empowerment National Action Plan (WEE NAP) is led by the Ministry of Women, Children and Social Protection (MWCSP), which serves as the gender technical and policy advisory role within the government. The MWCSP plays a pivotal role in supporting progress towards gender equality through a whole-of-government approach, ensuring that gender-responsive policies and programmes are effectively mainstreamed across all sectors.

While the MWCSP provides leadership, co-ordination, and technical guidance, each ministry holds the primary responsibility for delivering on the commitments of the National Development Plan for inclusive economic growth.

The ministries are expected to integrate the WEE NAP actions within their respective mandates, ensuring alignment with national development priorities. It is important to acknowledge that several ministries already have policies and strategies in place that align with and advance the actions stated under the WEE NAP. Recognising this existing progress will help strengthen co-ordination, build on current efforts, and encourage broader cross-sectoral engagement.

The National Development Plan (NDP) aptly states, “A plan defeats its purpose if it is not implemented, and its progress not monitored. This has been the fate of many national and sectoral plans, not exclusive to Fiji alone.” This recognition reinforces the critical importance of technical and financial resources, as well as developing the Implementation, Monitoring, and Evaluation Framework and ensuring rigorous oversight throughout the implementation phases.

4.1 Gender Transformative Institutional Capacity Development Phase 2 (ICD2) Initiative

The implementation strategy of the WEE NAP emphasises co-ordination, minimises duplication, and builds on existing initiatives, reinforcing gender-responsive planning and budgeting and gender statistics to drive evidence-based decision-making. Importantly, it is anchored within Phase 2 of the Gender Transformative Institutional Capacity Development (ICD2) and Gender-Responsive Planning and Budgeting (GRPB) initiatives (2025–2030)—a five-year, whole-of-government gender accountability initiative designed to institutionalise gender equality across Fiji’s public sector.

The ICD2 GRPB is structured with key strategic pillars that are essential for driving the successful implementation of the WEE NAP:

- 1. Strengthening Institutional Capacity for Gender-Responsive Planning and Budgeting:** This pillar focuses on equipping government institutions with the knowledge, tools, and mechanisms to embed gender considerations into policy design, resource allocation, and service delivery. By integrating GRPB into national and sectoral planning, government agencies will be better positioned to allocate resources effectively and ensure that policies translate into tangible benefits for women in Fiji and girls in all their diversity.

2. Supporting Sector-Specific and Multi-Sector Initiatives Aligned with Fiji’s Flagship Gender Equality Policies: This pillar ensures that gender equality commitments, including those under the WEE NAP, are not just policy frameworks but are actively implemented and monitored. It promotes cross-sectoral collaboration, ensuring that ministries, agencies, and all relevant stakeholders work together to drive progress on women’s economic empowerment.

The Ministry of Women, Children and Social Protection will serve as the gender technical adviser and provide support for gender mainstreaming initiatives and gender-responsive planning and budgeting initiatives across the whole of government.

By aligning the WEE NAP with the ICD2 GRPB, Fiji ensures that gender-responsive budgeting and institutional capacity development are integral to its long-term gender equality agenda, with strong government leadership and accountability.

4.2 Governance and Implementation Strategy

Building on this foundation, the implementation strategy of the WEE NAP is supported by a governance framework that ensures accountability, strategic oversight, and co-ordinated execution. The following governance structures will guide the implementation of the WEE NAP (2025–2030):

The **WEE NAP Secretariat** will function as the implementing body, comprising government agencies and other relevant stakeholders as required for technical expertise, resourcing, co-ordination, and support to facilitate the ownership and effective implementation of the WEE NAP actions under an agreed terms of reference. The Secretariat will convene quarterly and/or as required for specific thematic-focused discussions.

The **WEE NAP Advisory Committee** is co-chaired by the Permanent Secretary for the MWCSP with the Fiji Women’s Rights Movement, Women

Entrepreneurs Business Council, Diverse Voices and Action (DIVA) for Equality, Women’s Fund Fiji, and the Asian Development Bank’s Pacific Private Sector Development Initiative, which initially operated as the WEE NAP Secretariat to guide the development of the WEE NAP (2025–2030). Invitations will be extended to other women’s groups and forums to join the WEE NAP Advisory Committee. The Advisory Committee will provide advisory support for the implementation of the WEE NAP under an agreed terms of reference. The Advisory Committee will meet annually and/or as required.

At the operational level, the **WEE NAP Implementation Unit**, within the Department for Women, will be responsible for the day-to-day execution of the WEE NAP. This dedicated unit will ensure timely implementation, monitor progress, and report on key outcomes. It will work in close co-ordination with government agencies, civil society, and private sector stakeholders while reporting directly to the Permanent Secretary for the MWCSP.

In this context, the WEE NAP adopts a two-phase operational approach to effectively advance its implementation and sustain progress. Phase 1 (2025–2027) focuses on building a strong foundation for immediate progress, while Phase 2 (2028–2030) builds on this momentum to achieve sustained impact. Some actions will extend and overlap between phases, while others are specifically scheduled for implementation during the second phase. Both phases are grounded in the WEE NAP strategic framework, with each phase dedicated to delivering specific actions that align with its outcomes.

The WEE NAP Implementation Unit will be established within six months of Cabinet endorsement during Phase 1. It will be allocated the necessary human and financial resources to effectively implement the core strategies and functions of the WEE NAP. Additionally, the WEE NAP Secretariat will be established in Phase 1 and will convene quarterly to monitor the progress in implementing the WEE NAP, while the WEE NAP Advisory Committee will meet annually. A mid-term review will be conducted by the end of Phase 1 in

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93. Government of Fiji, Fiji National Development Plan 2025–2029 and Vision 2050.

2027 to track the progress in implementation and address any challenges encountered.

Aligned with this phased approach, a **robust Implementation, Monitoring, and Evaluation (IME) Framework and Communications Strategy** will be developed during the first six months of Phase 1. The IME Framework will include a comprehensive set of key indicators to track the quarterly and annual implementation of the WEE NAP. These indicators will be aligned with the NDP and developed in consultation with

implementing ministries and agencies, where they will be required to report quarterly and annually on the progress of their respective outcomes and actions to the NDP IME Cabinet Sub-Committee.⁹³ Additionally, they will serve as key performance indicators for the respective Permanent Secretaries, ensuring accountability and coherence across the government.





Appendices

Appendix A: WEE NAP Summary of Actions



Pillar 1: Women at Work			
<p>Key Indicators:</p> <ul style="list-style-type: none"> • Percentage of women in the labour force, categorised by employment type, status, industry, and occupation, and where possible, disaggregated by age, location, and education level. • Percentage of unemployed women, disaggregated by age, location, and education level. • Number of gender analysis submissions of relevant laws and policies, and gender-responsive laws and policies enacted or amended to address equitable participation, workplace safety, and protection of women’s rights. • Percentage of the national budget allocated to programmes that promote gender equality, strengthen skills development, boost income-generation initiatives, and support women’s transition into formal labour and employment pathways, disaggregated by sector. • Proportion of women holding leadership positions in the public and private sectors, as well as in local and community governance structures. 			
<p><i>Outcome 1: By 2030, women’s labour force participation increases, with women employed across both formal and informal sectors, benefiting from safe, equitable, and supportive conditions, accessing opportunities in emerging and non-traditional fields, and advancing into leadership roles across all sectors.</i></p>			
Action	Key Government Ministries ⁹⁴	Relevant Collaborators	Timeline
<p>Strategy 1.1: Enhance women’s access to decent employment, particularly in sectors where they are under-represented, and improve conditions and protections for women in the informal sector, closing the gender pay gap and enabling pathways for those who choose to transition into formal employment.</p>			

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94. The lead government ministries for the actions are highlighted in bold text.

1.1.1	<p>Establish and operationalise a Women’s Desk to drive income and employment initiatives for women in both rural and urban areas, including informal settlements, with a focus on unemployed women, young women, and women with disabilities. This will be implemented in partnership with the Ministry of Employment.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Employment, Productivity and Workplace Relations • Ministry of Youth and Sports • Ministry of Rural and Maritime Development and Disaster Management • Ministry of iTaukei Affairs • Suggested: Ministry of Local Government 	<ul style="list-style-type: none"> • Organisations of persons with disabilities 	December 2028
1.1.2	<p>Support gender analysis of the Fiji National Provident Fund (FNPF) Act, focusing on spousal benefits and support for self-employed women and those in the informal sector. Collaborate with FNPF and other relevant government agencies to explore the potential for government co-contributions, strengthening social protection for women in need.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Finance, Strategic Planning, National Development and Statistics • Ministry of Justice • Office of the Solicitor General 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Fiji National Provident Fund 	December 2030

1.1.3	Promote career expos, internships, and apprenticeship programmes for young women, particularly in under-represented sectors such as STEM, trades, and emerging industries like the blue and green economies. Engage with the Ministry of Education, Fiji Commerce and Employers Federation, TVET and tertiary institutions, and Fiji Higher Education Commission to expand opportunities for women.	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports • Ministry of Education • Ministry of Youth and Sports • Ministry of Trade, Cooperatives, MSMEs and Communications • Suggested: Ministry of Civil Service 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Higher Education Commission Fiji • National Employment Centre • Asian Development Bank 	December 2030
1.1.4	Develop a centralised government WEE portal to map and track the government’s income-generating initiatives for women. Work in collaboration with the Fiji Bureau of Statistics and government ministries to capture data on the government’s contribution towards women’s economic empowerment.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Fiji Bureau of Statistics • Ministry of Trade, Cooperatives, MSMEs and Communications • Suggested: Ministry of Rural and Maritime Development 	<ul style="list-style-type: none"> • UN Women 	December 2028
1.1.5	Support digital literacy and access to technology for rural women through co-ordinated efforts with the Ministry of Trade, telecommunications providers, and development partners.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • United Nations Development Programme • United Nations Capital Development Fund • UN Women • Korea International Cooperation Agency (KOICA) • WESTPAC 	December 2027

1.1.6	Advocate for the implementation of the National Early Childhood Care Services Policy and Regulatory Framework by establishing minimum service standards, developing a licensing and inspection system, and creating a regulatory authority for oversight and compliance. This will be achieved in collaboration with the Department of Children under the MWCSP and other key stakeholders and development partners.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Children • Ministry of Justice (Registrar of Companies & Registrar of Titles) • Suggested: Ministry of Local Government 	<ul style="list-style-type: none"> • International Finance Corporation • World Bank (Social Protection & Gender Team) • Fiji Commerce and Employers Federation • United Nations Children’s Fund (UNICEF) 	November 2027
1.1.7	Conduct a feasibility study to assess childcare systems, examining cost implications, job creation potential, and different childcare models, including community-based regulations, workplace incentives, and social protection benefits for caregivers. Engage with government agencies and relevant development partners to lead this work.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Children 	<ul style="list-style-type: none"> • International Finance Corporation • UNICEF • International Finance Corporation (IFC) • World Bank (Social Protection & Gender Team) • Fiji Commerce and Employers Federation • UN Women 	November 2027
1.1.8	Liaise with relevant stakeholders to strengthen the enforcement of equal remuneration as outlined in Fiji’s Employment Relations Act and explore the potential for research on the gender pay gap in different sectors and strategies.	<ul style="list-style-type: none"> • Ministry of Employment, Productivity and Workplace Relations • Ministry of Women, Children and Social Protection Fiji Bureau of Statistics 	<ul style="list-style-type: none"> • Suggested: International Labour Organization 	November 2030

1.1.9	Advocate and collaborate with relevant stakeholders, such as the Fiji Bureau of Statistics, to explore the potential of including unpaid household work into estimates of Fiji's GDP.	<ul style="list-style-type: none"> • Ministry of Employment, Productivity and Workplace Relations • Ministry of Women, Children and Social Protection • Fiji Bureau of Statistics 	<ul style="list-style-type: none"> • Suggested: International Labour Organization • UN Women 	December 2030
<p>Strategy 1.2: Ensure equitable access to education, training, and skills development opportunities for all women and girls, enabling them to thrive in evolving/emerging industries, including science, technology, engineering, and mathematics (STEM), trades, blue and green economies, and digital economy.</p>				
1.2.1	Advocate for the expansion of skills development and vocational training programmes for women in high-potential and emerging sectors, including sustainable agriculture, food processing and product development, trades, technology, the blue and green economies, and the care industry, with a specific focus on unemployed women and women in informal settlements and low-income communities. Work with TVET institutions, industry leaders, and government agencies to ensure training aligns with market demands and fosters employability, entrepreneurship, and innovation.	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Youth and Sports • Ministry of Employment, Productivity and Workplace Relations 	<ul style="list-style-type: none"> • TVET institutions • Higher Education Commission Fiji • Organisations of persons with disabilities • Suggested: International Labour Organization • UN Women 	November 2027
1.2.2	Conduct research on the future of women's workforce participation to identify emerging trends, opportunities, and challenges in evolving industries such as STEM, the digital economy, and the blue and green economies. Engage with relevant development partners to generate data-driven insights for policy and programme development.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Agriculture and Waterways • Ministry of Forestry and Fisheries • Ministry of Education 	<ul style="list-style-type: none"> • International Labour Organization • TVET and other tertiary institutions • Higher Education Commission • UN Women 	December 2027

1.2.3	Expand and enhance digital skills training by building on existing programmes like digitalFIJI. Work with the Ministry of Trade, Ministry of iTaukei Affairs, Ministry of Rural and Maritime Development and Disaster Management, and relevant development partners to equip women and girls with the necessary digital tools and knowledge for education, entrepreneurship, and employment.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications, MSME Fiji • Ministry of Women, Children and Social Protection • Ministry of iTaukei Affairs • Ministry of Rural and Maritime Development and Disaster Management • Suggested: Ministry of Local Government 	<ul style="list-style-type: none"> • Registrar of Companies 	December 2030
1.2.4	Develop and scale up internship and apprenticeship programmes to provide young women with pathways into emerging industries. Strengthen partnerships with the private sector to create targeted opportunities and ensure industry-aligned skills development.	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports • Ministry of Local Government • Ministry of Trade, Co-operatives, Micro Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Tertiary Scholarships and Loans Service • Higher Education Commission Fiji • TVET and other tertiary institutions • Organisations of persons with disabilities 	November 2028

1.2.5	Strengthen collaboration with TVET institutions to increase women’s participation in courses and programmes on renewable energy, aquaculture, outsourcing, and waste management. This includes addressing barriers to entry, creating inclusive learning environments, and ensuring programmes integrate hands-on experience and industry linkages for greater employability.	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports • Ministry of Local Government • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Asian Development Bank 	<ul style="list-style-type: none"> • Higher Education Commission Fiji • TVET institutions • Organisations of persons with disabilities • Asian Development Bank 	November 2029
1.2.6	Partner with industry associations, including the Fiji Commerce and Employers Federation, to provide on-the-job training opportunities for women in the green, blue, and digital economies. Facilitate industry-led capacity-building programmes to enhance women’s workforce participation in these sectors.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Employment, Productivity and Workplace Relations • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Local Government 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Women Entrepreneurs Business Council 	November 2029

1.2.7	<p>Establish and expand mentorship networks that connect women professionals and industry associations in STEM, trades, and the blue and green economies with students and young women. Engage with industry associations and professional network bodies to foster knowledge sharing and career development.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Agriculture and Waterways • Ministry of Forestry and Fisheries 	<ul style="list-style-type: none"> • Fiji Trades Union Congress, Women's Wing- • Women's industry associations, such as Women in Construction and Trade Fiji, Women in Tech Fiji, • Women in Media Fiji, Graduate Women Fiji, Women in Fisheries Network – Fiji 	December 2027
1.2.8	<p>Advocate for the prioritisation of scholarships and financial support for girls and young women pursuing studies in STEM through existing scholarship platforms. Work with the Ministry of Education, private sector, and other funding bodies to pair financial support with structured apprenticeship and internship programmes to improve pathways to employment for women after graduation.</p>	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Employment, Productivity and Workplace Relations • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection • WESTPAC 	<ul style="list-style-type: none"> • Tertiary Scholarships and Loans Service • Higher Education Commission Fiji • Organisations of persons with disabilities • WESTPAC Bank 	January 2027
1.2.9	<p>Strengthen engagement with tertiary institutions to collect and report gender-disaggregated data on women and girls' participation in education, training, and employment in emerging sectors, including STEM, in collaboration with the Fiji Bureau of Statistics and education institutions to ensure data informs policy decisions and programme design.</p>	<ul style="list-style-type: none"> • Fiji Bureau of Statistics • Ministry of Education • Ministry of Women, Children and Social Protection, Department of Women • UN Women 	<ul style="list-style-type: none"> • Higher Education Commission Fiji • Organisations of persons with disabilities • UN Women 	December 2028

Strategy 1.3: Ensure workplaces are safe, equitable, and inclusive through legislative reforms strengthened by policies, practices, and accountability mechanisms.

<p>1.3.1</p>	<p>Collaborate with the Ministry of Employment and the private sector to ensure policies and legislation frameworks support women’s economic empowerment. This includes advocating for workplace equality by advancing policies on equal pay, maternity and paternity leave, family leave, workplace protections, measures against harassment and discrimination, gender-based violence prevention, robust grievance mechanisms, and enhanced labour protections for informal workers. Promote the inclusion of self-care policies that support women’s physical, mental, and emotional well-being, such as self-care days, flexible work arrangements, employer-supported wellness programmes, and support for caregivers.</p>	<ul style="list-style-type: none"> • Ministry of Employment, Productivity and Workplace Relations • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Justice • Office of the Solicitor General 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Private sector <ul style="list-style-type: none"> • Suggested: International Labour Organization • UN Women • UNICEF • Fiji Law Reform Commission 	<p>December 2030</p>
<p>1.3.2</p>	<p>Conduct a comprehensive gender analysis to support amendments to the Crimes Act 2009, with a focus on strengthening provisions related to gender-based violence and sexual harassment. Work alongside the Ministry of Employment and other relevant stakeholders to enhance employer accountability in preventing workplace sexual harassment.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Office of the Attorney General • Ministry of Employment, Productivity and Workplace Relations • Ministry of Justice • Office of the Solicitor General • Ministry of Policing 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Fiji Law Reform Commission • Fiji Law Society • Suggested: Office of the Director of Public Prosecutions (ODPP), Fiji Corrections Service and The Republic of Fiji Military Forces 	<p>December 2028</p>

1.3.3	Explore the development of sector-specific codes of practice to improve workplace safety and inclusivity, particularly in key industries such as tourism and other high-risk sectors. Engage the Ministry of Employment, Fiji Commerce and Employers Federation, industry bodies, and regulatory agencies to co-design practical and enforceable standards.	<ul style="list-style-type: none"> • Ministry of Employment, Productivity and Workplace Relations • Ministry of Tourism and Civil Aviation • Ministry of Women, Children and Social Protection • Suggested: Ministry of Civil Service 	<ul style="list-style-type: none"> • Fiji Hotel and Tourism Association • Fiji Commerce and Employers Federation 	December 2026
1.3.4	Work with business associations, corporate leaders, and the private sector to recognise gender-inclusive best practices within the private sector and encourage widespread adoption.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Organisations of persons with disabilities 	December 2027
1.3.5	Incentivise the adoption of family-friendly policies across both the public and private sectors. Collaborate with the Fiji Revenue and Customs Service to explore incentive packages for businesses that implement practices such as on-site childcare, flexible work arrangements, and parental leave policies.	<ul style="list-style-type: none"> • Ministry of Employment, Productivity and Workplace Relations • Ministry of Women, Children and Social Protection, Department for Children • Ministry of Civil Service 	<ul style="list-style-type: none"> • Fiji Revenue and Customs Service 	January 2027

Strategy 1.4: Ensure that women are visible, represented, and meaningfully participating in leadership across all sectors, including equal access to governance and decision-making opportunities.

1.4.1	Establish a Women’s Leadership Civil Servants Network across the public sector to foster collaboration, mentorship, and peer support. Engage the Ministry of Civil Service and senior leaders to create a platform for knowledge sharing, mentorship, and career advancement.	<ul style="list-style-type: none"> • Ministry of Civil Service • Ministry of Women, Children and Social Protection • Ministry of Justice 		January 2027
1.4.2	Organise an annual Fiji Women’s Leaders Forum to celebrate women’s achievements, increase the visibility of under-recognised women leaders, and promote women’s leadership and representation across diverse sectors, including politics, business, civil society, public sector, private sector, and community development.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women 	<ul style="list-style-type: none"> • Organisations of persons with disabilities • Civil society organisation (CSO) partners • UN Women 	June 2027
1.4.3	Expand leadership opportunities within Practice Parliament to ensure inclusive representation of women from diverse backgrounds in partnership with relevant development partners and women-led groups.	<ul style="list-style-type: none"> • Parliament of Fiji • Ministry of Women, Children and Social Protection • Suggested: Ministry of Youth and Sports 	<ul style="list-style-type: none"> • United Nations Development Programme • Organisations of persons with disabilities 	October 2028
1.4.4	Conduct a rapid gender analysis to develop a Cabinet paper submission on evidence-based policy recommendations, including gender equity targets for increased representation of women on public and private boards and within political party candidate lists, regulatory industry boards, and professional bodies.	<ul style="list-style-type: none"> • Ministry of Public Enterprise • Fijian Elections Office • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Justice 	<ul style="list-style-type: none"> • South Pacific Stock Exchange • UN Women • Suggested: The Electoral Commission Fiji 	January 2027

Strategy 1.5: Challenge social biases and stereotypes that undervalue women’s contributions in leadership, governance, and the workforce by promoting visible role models, advocacy campaigns, and gender-sensitive education.

1.5.1	<p>Develop and launch a national communications campaign to highlight the importance of women’s participation in the workforce and their contributions to Fiji’s prosperity and sustainable development. Work with media partners, government agencies, and civil society organisations to promote positive and inclusive messaging that challenges discriminatory roles and social biases. This campaign will aim to foster attitude shifts at home and in workplaces, creating just, safe, and inclusive environments free from gender-based violence and sexual harassment.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Employment, Productivity and Workplace Relations • Ministry of Civil Service • Ministry of Policing 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Organisations of persons with disabilities 	
1.5.2	<p>Amplify women’s contributions across various sectors by showcasing their achievements in media platforms. Collaborate with Women in Media Fiji, mainstream media, and content providers to challenge stereotypes, increase visibility, and normalise women’s leadership and participation in all fields.</p>	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications, Department of Information • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Women in Media Fiji • Organisations of persons with disabilities 	
1.5.3	<p>Partner with the Ministry of Education to ensure the inclusion of key topics such as parenting and caregiving, gender-based discrimination, harmful social and cultural gender norms, respectful relationships, financial literacy, gender-based violence prevention, online safety, and gender stereotypes in career choices within the school curriculum alongside gender-responsive professional capacity development for teachers.</p>	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Employment, Productivity and Workplace Relations 	<ul style="list-style-type: none"> • Organisations of persons with disabilities 	

Pillar 2: Women in Business

Key Indicators:

- Percentage of women-owned or women-led businesses formally registered.
- Percentage of women entrepreneurs in both formal and informal sectors accessing financial services.
- Percentage of women-owned or women-led businesses accessing procurement opportunities in public and private sectors, disaggregated by sector and contract size.
- Number of women-led businesses accessing new markets or platforms.
- Number of women entrepreneurs participating in business skills development trainings, with a focus on leveraging technology, enhancing access to markets, and engaging in emerging sectors, targeting both formal and informal sectors, disaggregated by age group and location (urban and rural).
- Number of sector-specific policies and legislations developed or amended to support women entrepreneurs and women's economic empowerment.
- Number of government initiatives and gender-responsive policies introduced and implemented to improve regulatory frameworks, including business registration and licensing simplification and tax incentives to support women entrepreneurs.
- Percentage of the national budget allocated through gender-responsive budgeting across relevant ministries, alongside the collection and reporting of sex-disaggregated data to support women-led and women-owned businesses, tracked annually.

Outcome 2: By 2030, women-owned and women-led businesses, including those in the informal economy, have improved access to tailored business support services, financial products, information, markets, technology, networks, and procurement opportunities, enabling growth and participation in emerging sectors, including the blue and green economies.

Action	Key Government Ministries	Relevant Collaborators	Timeline	
Strategy 2.1: Support women-owned businesses in the formal sector by reducing barriers, streamlining operating processes, and improving access to finance, markets, procurement and skills development opportunities to enable growth and expansion.				
2.1.1	Promote data collection and policy interventions by supporting the adoption of a clear and inclusive definition for women-led and women-owned businesses in collaboration with relevant government agencies and institutions.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Asian Development Bank 	January 2027

2.1.2	Advocate for the analysis and publication of sex-disaggregated data on business registration to highlight key information such as business size, type, location, ownership, and sector. Collaborate with the Ministry of Justice (Registrar of Companies) and other relevant agencies to improve data collection and analysis for evidence-based decision-making.	<ul style="list-style-type: none"> • Ministry of Justice, Registrar of Companies • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Rural and Maritime Development and Disaster Management 	<ul style="list-style-type: none"> • Fiji Revenue and Customs Service 	January 2027
2.1.3	Support co-ordinated initiatives and programmes for streamlining access to business registration, licensing, and compliance processes. Engage the Ministry of Trade, Registrar of Companies, and other relevant stakeholders to provide financial and business literacy training alongside these services.	<ul style="list-style-type: none"> • Ministry of Justice, Registrar of Companies • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 		January 2027
2.1.4	Partner with the Fiji Procurement Office to run procurement trainings for women-owned businesses to increase their engagement in government procurement processes and to ensure sex-disaggregated procurement data is captured within the annual and periodical reports of the Fiji Procurement Office.	<ul style="list-style-type: none"> • Ministry of Finance, Fiji Procurement Office • Ministry of Women, Children and Social Protection 		January 2027

2.1.5	<p>Conduct a gender analysis of the Co-operatives Act 1996 to identify and address barriers women face in co-operative boards, access to resources, and membership criteria. Work closely with the Ministry of Trade to recommend legislative amendments that strengthen co-operatives as a platform for women’s economic empowerment.</p>	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications, Department of Co-operatives • Ministry of Women, Children and Social Protection • Ministry of Justice • Office of the Solicitor General 	<ul style="list-style-type: none"> • United Nations Development Programme (UNDP) 	December 2030
2.1.6	<p>Identify scalable business accelerator programmes to enhance product development and market access for women-led and women-owned businesses in agriculture, tourism, handmade crafts and products, and emerging sectors. Work with the Ministry of Trade, Ministry of Tourism, and other development programmes to create inclusive and sustainable market opportunities for women entrepreneurs and co-operatives.</p>	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Environment • Ministry of Women, Children and Social Protection • Ministry of Tourism and Civil Aviation • Ministry of Youth and Sports • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Global Green Growth Institute • Organisations of persons with disabilities • UN Women 	December 2026
2.1.7	<p>Strengthen partnerships with programmes and initiatives such as the Pacific Green Entrepreneurs Network to equip women-led businesses with the skills and resources needed to establish and scale up green enterprises. Co-ordinate with business development programmes to expand opportunities in the green economy.</p>	<ul style="list-style-type: none"> • Ministry of Environment and Climate Change • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection • Ministry of Forestry and Fisheries • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Global Green Growth Institute • Organisations of persons with disabilities • UN Women 	November 2026

Strategy 2.2: Improve access to resources, tools, and protections for women operating businesses in the informal economy, particularly those in rural and maritime areas and working in agriculture, co-operatives, and small-scale trade.

2.2.1	Introduce mobile ‘business start-up clinics’ that provide on-the-spot business registration, tax advisory, and mentorship, especially in rural and peri-urban areas.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection • Ministry of Justice, Registrar of Companies • Ministry of Rural and Maritime 	<ul style="list-style-type: none"> • Fiji Revenue and Customs Service • Organisations of persons with disabilities 	December 2026
2.2.2	Work with key government ministries through Phase 2 of the ICD programme to ensure effective budget allocation for scaling up existing and developing new initiatives for women’s economic empowerment. Strengthen cross-sectoral collaboration across government ministries to maximise impact and sustainability.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Organisations of persons with disabilities • Asian Development Bank 	February 2027

2.2.3	Partner with the Ministry of Agriculture to ensure at least 40% women's participation in the Commercial Agriculture Development Programme. Facilitate equitable access to nursery materials, farming and product processing training, modern machinery, technology, and market linkages to boost productivity and income for women in agriculture.	<ul style="list-style-type: none"> • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection • Suggested: Ministry of Fisheries and Forestry 	<ul style="list-style-type: none"> • United Nations Capital Development Fund • Organisations of persons with disabilities • Asian Development Bank • World Bank (Social Protection & Gender Team) • Suggested: Food and Agriculture Organisation, Australian Centre for International Agriculture Research • Asian Development Bank 	December 2026
2.2.4	Support the digitisation of agricultural value chains to enhance market access, provide financial tools, streamline input sourcing, and enable mobile payments for women-led smallholder farmers in remote rural areas in collaboration with relevant development partners.	<ul style="list-style-type: none"> • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection • Ministry of Trade, Cooperatives, MSMEs and Communications 	<ul style="list-style-type: none"> • United Nations Capital Development Fund • Organisations of persons with disabilities • UN Women • United Nations Development Programme 	December 2026

2.2.5	<p>Revitalise the National Women’s Expo into an innovative platform focused on strengthening cultural preservation and heritage and connecting rural women entrepreneurs with local and international markets and buyers, showcasing a high-quality and diverse range of cultural handmade crafts and products, expanding its scope to include skills development in finance and business literacy and leverage existing trade shows to showcase innovative products from selected women artisans, strengthening their market reach and economic opportunities.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of iTaukei Affairs • Ministry of Rural and Maritime Development and Disaster Management • Ministry of Education • Ministry of Health and Medical Services • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Tourism and Civil Aviation • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Fiji Arts Council • Financial institutions • Organisations of persons with disabilities • UN Women • United Nations Development Programme • KOICA 	December 2027
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<p>2.2.6</p>	<p>Support women artisans by establishing dedicated spaces for traditional arts, handmade crafts, and performances. These spaces will serve to share and preserve the diverse cultural heritage, crafts, and artefacts of Fiji’s communities, as well as recognise and celebrate women’s contributions to cultural heritage, promote sustainable practices in cultural preservation, and highlight the impacts of climate change on traditional knowledge and livelihoods.</p>	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection, Department of Women • Ministry of iTaukei Affairs • Ministry of Rural and Maritime Development and Disaster Management • Ministry of Multi-Ethnic Affairs and Sugar Industry • Ministry of Tourism and Civil Aviation • Ministry of Trade, Cooperatives, MSMEs and Communications 	<ul style="list-style-type: none"> • Women-led organisations and forums • Fiji Multicultural Centre • Great Council of Chiefs • Fiji Museum • Organisations of persons with disabilities • UN Women 	<p>December 2028</p>
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2.2.7	Review, update, and publish the Value Chain Analysis Report on the handmade crafts and products sector, incorporating policy recommendations for improved market linkages and capacity-building initiatives for women artisans. Use insights from this report to inform the revitalisation of the National Women's Expo and other market-access programmes.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of iTaukei Affairs • Ministry of Rural and Maritime Development and Disaster Management • Ministry of Education • Ministry of Health and Medical Services • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Fiji Arts Council 	December 2027
2.2.8	In collaboration with relevant stakeholders and development partners, provide women entrepreneurs and co-operatives with skills development support in product development: branding, processing, and broader market access.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Fiji Arts Council • Women Entrepreneurs Business Council • Women's Fund Fiji • Organisations of persons with disabilities 	December 2026
2.2.9	Integrate the Online Business Information and Support Hub with Fiji's businessNOW platform to provide women entrepreneurs and co-operatives with access to grants, financial opportunities, self-paced e-learning modules on financial literacy, safety resources, and networking opportunities.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Organisations of persons with disabilities 	December 2028

2.2.10	Conduct a scoping study on women’s access to land within Fiji’s land tenure system, examining individual and communal land ownership, lease-holding arrangements, and royalty benefits with actionable recommendations. Work with the Ministry of iTaukei Affairs, other government ministries, and traditional leaders to identify pathways for improved land access for women.	<ul style="list-style-type: none"> • Ministry of Lands and Mineral Resources • Ministry of Women, Children and Social Protection • Ministry of Justice (Registrar of Titles) • Ministry of iTaukei Affairs • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • iTaukei Land Trust Board 	December 2029
2.2.11	Collaborate with market vendor associations and existing business development programmes to create pathways for business registration for women vendors. Provide financial assistance, training on business formalisation, and access to resources, and explore tax incentives and benefits to support women transitioning from informal to formal business operations.	<ul style="list-style-type: none"> • Ministry of Local Government • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • UN Women • United Nations Development Programme • Market vendor associations • Fiji Revenue and Customs Service 	January 2027
2.2.12	Promote direct linkages between women entrepreneurs and local or international buyers of sustainable seafood and organic agricultural products. Work with the Ministry of Trade, Investment Fiji, development partners, and key industry stakeholders to help women-led businesses penetrate niche green economy local and international markets.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection, Department of Women 	<ul style="list-style-type: none"> • Investment Fiji 	December 2027

Strategy 2.3: Support women entrepreneurs in both formal and informal economies to adapt to climate challenges and take leadership roles in sustainable economic opportunities, particularly in the blue and green economies.

2.3.1	Expand access to climate disaster risk insurance, including parametric insurance, for women and women-led businesses in the informal sector to enhance resilience against climate risks, with support from relevant development partners.	<ul style="list-style-type: none"> • Ministry of Environment and Climate Change, Climate Change Division • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Reserve Bank of Fiji: InsuResilience Solutions Fund • Asian Development Bank • United Nations Capital Development Fund • Pacific Insurance and Climate Adaptation Programme 	December 2027
2.3.2	Strengthen partnerships with relevant stakeholders to advance sustainable waste management and recycling initiatives. Support women in establishing waste-to-wealth enterprises such as biogas production and recycled product manufacturing, creating new economic opportunities while promoting environmental sustainability.	<ul style="list-style-type: none"> • Ministry of Environment and Climate Change • Ministry of Women, Children and Social Protection • Ministry of Local Government • Ministry of Housing and Community Development • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Pacific Recycling Foundation • Suggested: Japan International Cooperation Agency 	January 2027
2.3.3	Collaborate with key stakeholders to support women and women's co-operatives in developing businesses focused on the blue and green economies, including mangrove and seagrass plantation, restoration, and protection. Facilitate investment in ecotourism ventures and sustainable harvesting of mangrove resources to enhance both environmental conservation and economic benefits for women entrepreneurs.	<ul style="list-style-type: none"> • Ministry of Forestry and Fisheries • Ministry of Environment and Climate Change • Ministry of Women, Children and Social Protection • Ministry of Agriculture and Waterways, Department of Waterways • Ministry of Tourism and Civil Aviation 	<ul style="list-style-type: none"> • Kiwa Initiative 	June 2027

2.3.4	<p>Connect women entrepreneurs with sustainable tourism opportunities, including eco-lodges, marine conservation tours, and locally made eco-friendly souvenirs. Work with the Fiji Hotel and Tourism Association and relevant development partners to leverage Fiji’s biodiversity and cultural heritage for economic empowerment.</p>	<ul style="list-style-type: none"> • Ministry of Tourism and Civil Aviation • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Fisheries and Forestry • Ministry of Agriculture and Waterways 	<ul style="list-style-type: none"> • Fiji Hotel and Tourism Association • Fiji Ports Authority • Fiji town councils • Organisations of persons with disabilities 	October 2027
2.3.5	<p>Increase targeted support for women-led businesses in sustainable aquaculture, including shrimp, seaweed, shellfish, and prawn farming. Provide access to equipment, hatcheries, seeds, grants, low-interest loans, training in sustainable farming practices, and market linkages. Strengthen mentorship networks and co-operatives to enhance collaboration and competitiveness in the sector with support from the Ministry of Fisheries, Women in Fisheries Network – Fiji, and relevant development partners.</p>	<ul style="list-style-type: none"> • Ministry of Forestry and Fisheries, Department of Fisheries • Ministry of Rural and Maritime • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Women in Fisheries Network – Fiji • Conservation International Fiji • Organisations of persons with disabilities 	October 2028
2.3.6	<p>Support a rapid gender assessment on the gendered impacts of climate change loss and damage, capturing effects on women’s livelihoods, displacement, health, and asset destruction. Develop case studies to illustrate these impacts on women and girls of diverse backgrounds and, in collaboration with the Ministry of Environment and other relevant stakeholders, use the findings to inform climate resilience policies and programmes.</p>	<ul style="list-style-type: none"> • Ministry of Environment and Climate Change • Ministry of Women, Children and Social Protection • Ministry of Rural and Maritime Development and Disaster Management, National Disaster Risk Management Office 	<ul style="list-style-type: none"> • Diverse Voices and Action (DIVA) for Equality • United Nations Capital Development Fund 	January 2028

2.3.7	Advocate for the development, endorsement, and implementation of a Gender-Responsive Climate-Smart Agriculture Policy through Phase 2 of the ICD GRPB initiative. Engage with the Ministry of Agriculture and other relevant stakeholders to ensure climate-smart agricultural policies reflect women’s needs and priorities.	<ul style="list-style-type: none"> • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection • Ministry of Finance, Strategic Planning, National Development and Statistics- 	<ul style="list-style-type: none"> • Diverse Voices and Action (DIVA) for Equality • Pacific Community (SPC) • Fiji Development Bank 	June 2026
<p>Strategy 2.4: Shift social attitudes that restrict women’s entrepreneurial potential by normalising women’s presence in business leadership, particularly in male-dominated sectors, through public campaigns, mentoring programmes, and media showcasing successful women entrepreneurs.</p>				
2.4.1	Collaborate with relevant stakeholders to establish a national recognition and award system for outstanding women-owned and women-led businesses across sectors, including young women and women with disabilities, with a focus on small, micro, and informal enterprises in emerging industries. Celebrate innovation, resilience, sustainability, and growth to amplify the contributions and voices of women entrepreneurs.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Agriculture and Waterways • Ministry of Forestry and Fisheries • Ministry of Rural and Maritime Development and Disaster Management 	<ul style="list-style-type: none"> • South Pacific Business Development • Fiji Development Bank • Women Entrepreneurs Business Council • Women in Business • Organisations of persons with disabilities 	December 2026

2.4.2	<p>Partner with the Women Entrepreneurs Business Council to provide targeted mentorship programmes for women-led and women-owned businesses. Facilitate mentorship connections with experienced leaders across sectors, offer specialised training in business management, innovation, and access to finance, and create opportunities for scaling up operations in emerging industries.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Women Entrepreneurs Business Council 	December 2026
2.4.3	<p>Strengthen partnerships with industry associations that support women entrepreneurs, such as the Fiji Commerce and Employers Federation, Fiji Hotel and Tourism Association, Fiji Institute of Chartered Accountants, Construction Industry Council, and Engineers Fiji. Collaborate on initiatives to enhance women’s participation, access to resources, and leadership opportunities within these industries.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Employment, Productivity and Workplace Relations • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Fiji Commerce and Employers Federation • Fiji Hotel and Tourism Association • Fiji Institute of Chartered Accountants • Construction Industry Council • Engineers Fiji 	January 2027

Pillar 3: Women's Financial Inclusion

Key Indicators:

- Number of financial products and services which consider the needs of women-led and women-owned businesses in both formal and informal sectors.
- Percentage of women with active bank accounts, access to credit, insurance, and mobile financial services.
- Percentage of women-led and women-owned businesses accessing loans, grants, or investment capital to start, sustain, or expand their enterprises.
- Percentage of women enrolled in and benefiting from social protection programmes, including savings schemes, pension plans, and safety nets.
- Number of gender-responsive policy/legislative analysis submissions on financial inclusion to strengthen women's access to financial resources and services.
- Number of financial institutions adopting and implementing the Women Entrepreneurs Finance (WE-Fi) Code to promote inclusive and gender-responsive financial services.

Outcome 3: By 2030, women in all their diversity will have increased access to inclusive financial resources, services, products, skills, tools, and protections that reduce economic vulnerabilities and empower them to achieve financial independence and resilience.

Action	Key Government Ministries	Relevant Collaborators	Timeline
Strategy 3.1: Enhance access to financial products and services for women in both informal and formal economies, supporting their economic participation, financial inclusion, and resilience.			
3.1.1	Collaborate with financial institutions and relevant stakeholders to introduce new and expand existing women-focused financial products to provide accessible credit, microloans, and tailored financial solutions for women entrepreneurs in both urban and rural areas.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications, MSME Fiji 	<ul style="list-style-type: none"> • WESTPAC • Financial institutions • South Pacific Business Development • Fiji Development Bank • Reserve Bank of Fiji • Organisations of persons with disabilities • Suggested: Registered Moneylenders

3.1.2	Partner with the Reserve Bank of Fiji and financial institutions to align lending policies with the Women Entrepreneurs Finance Code initiative, ensuring the adoption of gender-responsive lending practices. This includes revising collateral requirements, offering flexible repayment options, and creating tailored financial products that support women-led and women-owned businesses across both formal and informal sectors.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Suggested: Ministry of Lands and Mineral Resources 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Asian Development Bank • WESTPAC • Financial institutions • iTaukei Land Trust Board 	December 2027
3.1.3	Assess the feasibility of self-managed, community-formed savings groups, where members contribute their own savings and provide small loans to each other without the involvement of external financial institutions.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Financial institutions • WESTPAC • Reserve Bank of Fiji • Fiji Development Bank • Organisations of persons with disabilities 	December 2028
3.1.4	Support a scoping assessment to evaluate the feasibility and effectiveness of establishing a women’s micro-bank modelled after successful initiatives and/or explore a blended finance-based Women’s Investment Fund.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Finance, Strategic Planning, National Development and Statistics • Ministry of iTaukei Affairs • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • United National Capital Development Fund • Financial institutions • WESTPAC 	December 2028

3.1.5	Partner with the Reserve Bank of Fiji to accelerate progress on the Financial Sector Development Policy Statement No. 1 on Minimum Requirements for the Provision of Disaggregated Data. This will improve the tracking of women's financial inclusion and support the development of policies that address barriers to women's access to financial services.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Finance, Strategic Planning, National Development and Statistics • Fiji Bureau of Statistics • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • United National Capital Development Fund • Financial institutions • WESTPAC 	December 2028
3.1.6	Collaborate with relevant stakeholders to promote mobile banking, digital wallets, and e-commerce platforms	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Financial institutions • WESTPAC 	November 2030
Strategy 3.2: Equip women with skills, information, and tools to effectively navigate financial systems and reduce vulnerability to technology-facilitated gender-based violence as well as scams and fraud.				
3.2.1	Develop and distribute information packages in key vernacular languages to raise awareness about available financial products and initiatives for women, with a focus on rural and marginalised communities in collaboration with the Ministry of Trade, Reserve Bank of Fiji, and other relevant stakeholders. Use both online platforms and community sessions, in partnership with community organisations, networks, and women's forums and groups.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection • Ministry of Tourism and Civil Aviation • Suggested: Ministry of Information/ Digital Fiji • Ministry of iTaukei Affairs 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Financial institutions 	January 2027

3.2.2	Support the development and implementation of a comprehensive, gender-sensitive Financial Literacy Strategy under the National Financial Inclusion Strategy 2022–2030 led by the Reserve Bank of Fiji. This strategy will provide a co-ordinated approach to ensure long-term financial empowerment for women, including the creation of a mapped database of financial literacy training providers for better access and outreach.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Financial institutions 	January 2028
3.2.3	Promote the development and distribution of educational materials on scam prevention and protection, specifically tailored for women, in partnership with the Anti-Scam Taskforce. This includes conducting gender-sensitive surveys to assess women’s awareness, vulnerabilities, and the prevalence of scams impacting them, ensuring targeted interventions for greater financial security and resilience.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Anti-Scam Taskforce • Suggested: Consumer Council of Fiji 	December 2028
3.2.4	Support women’s access to digital financial services, ensuring cost-effective and seamless participation in mobile banking, e-wallets, and online transactions in collaboration with relevant stakeholders.	<ul style="list-style-type: none"> • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Women, Children and Social Protection 	<ul style="list-style-type: none"> • Financial institutions • Reserve Bank of Fiji • Organisations of persons with disabilities • KOICA 	October 2026

3.2.5	<p>Conduct a review and gender analysis of the Online Safety Commission Act 2018 to provide recommendations for its amendment, addressing the issue of technology-facilitated gender-based violence in collaboration with the Online Safety Commission. This review will consider the rise of women’s online economic participation and ensure that the Act includes provisions for effective prevention, protection, and support for women facing technology-facilitated gender-based violence in the digital space.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Justice (Resgistar of Companies) • Office of the Solicitor General • Ministry of Policing 	<ul style="list-style-type: none"> • Online Safety Commission • Organisations of persons with disabilities • Fiji Law Reform Commission 	December 2029
3.2.6	<p>Develop an information package on the prevention of technology-facilitated gender-based violence and financial and economic violence, including protection mechanisms and available response services. Distribute this package both online and through community awareness sessions to ensure broad outreach and provide women with the resources to stay safe in the digital environment.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Agriculture and Waterways • Ministry of Rural and Maritime Development and Disaster Management • Ministry of Forestry and Fisheries • Ministry of iTaukei Affairs • Fiji Police Force • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Online Safety Commission • Organisations of persons with disabilities 	December 2027

Strategy 3.3: Address structural barriers in the financial sector to enable equitable access to financial resources for women-owned and women-led businesses.

<p>3.3.1</p>	<p>Collaborate with the Reserve Bank of Fiji and other relevant stakeholders to review the MSME Credit Guarantee Scheme by assessing coverage, eligibility, and participating institutions through a gender lens. The review will explore the feasibility of setting a target for at least 30% of guarantees to benefit women-owned and women-led businesses, particularly in agriculture, forestry, fisheries, handmade crafts, and emerging sectors. Additionally, establish a sex-disaggregated database to effectively monitor and track progress.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women. • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Financial institutions • Women Entrepreneurs Business Council 	<p>November 2030</p>
<p>3.3.2</p>	<p>Work with relevant stakeholders to review past efforts to establish a gender investment bond in Fiji, identifying gaps and areas for improvement to better align with the needs of women-led and women-owned businesses. Integrate lessons learned and best practices to inform the development of an inclusive gender bond.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Finance, Strategic Planning, National Development and Statistics 	<ul style="list-style-type: none"> • United Nations Development Programme 	<p>November 2028</p>

3.3.3	Support a rapid study and gender analysis on the impact of microfinance lending practices on women’s financial security, business sustainability, and economic resilience. Collaborate with the Reserve Bank of Fiji, Ministry of Trade, and other relevant stakeholders to assess the benefits and challenges. Based on the findings, work with the Reserve Bank of Fiji to propose a regulatory framework to oversee microfinance institutions, ensuring enhanced transparency and fair lending practices.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Finance, Strategic Planning, National Development and Statistics 	<ul style="list-style-type: none"> • Reserve Bank of Fiji 	November 2029
3.3.4	Support the development and implementation of a gender-responsive electronic Know Your Customer (eKYC) system and digital identity framework in Fiji. Work with financial institutions and regulators to create secure, accessible, and inclusive digital identity solutions that help reduce barriers for women, particularly those in rural and underserved areas, to obtain national identity cards and other essential documentation, enabling better access to formal financial services.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications 	<ul style="list-style-type: none"> • Reserve Bank of Fiji • Asian Development Bank • Organisations of persons with disabilities 	December 2030
3.3.5	Work with the Fiji Revenue and Customs Service and other relevant stakeholders to develop a policy paper on ‘tax policy and gender equality’, focusing on labour, capital, indirect taxation, consumption taxes, and tax incentives. The assessment will identify gender biases in the tax system and explore tax measures and incentives that can promote gender equity.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Finance, Strategic Planning, National Development and Statistics 	<ul style="list-style-type: none"> • Fiji Revenue and Customs Service • Reserve Bank of Fiji 	January 2029

Strategy 3.4: Strengthen social protection mechanisms to reduce economic vulnerabilities and provide a financial safety.

3.4.1	Support the implementation and expansion of existing climate disaster risk insurance such as parametric insurance, targeting women and women-led businesses in the informal sector to boost resilience against climate risks.	<ul style="list-style-type: none"> • Ministry of Agriculture and Waterways • Ministry of Women, Children and Social Protection • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Rural and Maritime Development and Disaster Management • Ministry of Environment and Climate Change • Office of the Prime Minister 	<ul style="list-style-type: none"> • Reserve Bank of Fiji: InsuResilience Solutions Fund • Asian Development Bank • United Nations Capital Development Fund • Pacific Insurance and Climate Adaptation Programme • Insurance institutions • Organisations of persons with disabilities • UNICEF 	October 2027
3.4.2	Advocate for the expansion of the InsuResilience Solutions Fund's 'loss and damage' protection scheme to include high-risk sectors predominantly operated by women, including aquaculture, riverine mussels, floriculture, reeds, pandanus, and seaweed.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Agriculture and Waterways • Ministry of Forestry and Fisheries • Ministry of Women, Children and Social Protection • Ministry of Finance, Strategic Planning, National Development and Statistics • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Environment and Climate Change 	<ul style="list-style-type: none"> • Reserve Bank of Fiji: InsuResilience Solutions Fund • Asian Development Bank • United Nations Capital Development Fund • Pacific Insurance and Climate Adaptation Programme • Organisations of persons with disabilities • UNICEF 	December 2030

Strategy 3.5: Address gender discriminatory social norms and cultural practices that limit women’s financial independence and decision-making by fostering shared household financial responsibilities, promoting women’s control over assets, and financial leadership through community programmes.

<p>3.5.1</p>	<p>Map and integrate a family-centred, gender-transformative community mobilisation programme that actively engages men as allies and co-beneficiaries, fostering equitable household decision-making and shared responsibilities. This action will integrate financial literacy, household labour redistribution, and social norm change strategies to address economic and structural barriers to women's participation.</p>	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Rural and Maritime Development and Disaster Management • Ministry of iTaukei Affairs • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Suggested: Fiji Bureau of Statistics 	<ul style="list-style-type: none"> • Organisations of persons with disabilities • UNICEF • UN Women • KOICA 	<p>January 2028</p>
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Pillar 4: Women's Health and Well-Being

Key Indicators:

- Percentage of the national budget allocated to prevention and support services for survivors of gender-based violence.
- Percentage of the national budget allocated to the prevention, early detection, and treatment of cervical and breast cancers, with an emphasis on innovative methods and approaches, including mobile screening units, self-test kits, digital health interventions, and community-based outreach programmes.
- Adolescent pregnancy rate.
- Proportion of health facilities that provide essential sexual and reproductive health and rights (SRHR) services.

Outcome 4:

Action	Key Government Ministries	Relevant Collaborators	Timeline	
Strategy 4.1: Ensure access to comprehensive, inclusive, and high-quality sexual and reproductive health and rights (SRHR) services and education for women and girls in all their diversity.				
4.1.1	Host dialogue sessions with key stakeholders to review existing policies in order to advocate for appropriate SRHR interventions and referral pathways for continuation of care for high-risk students in high-risk school zones and other identified groups.	<ul style="list-style-type: none"> • Ministry of Health and Medical Services • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Justice • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Medical Services Pacific • United Nations Development Programme • Fiji Law Reform Commission • Reproductive and Family Health Association of Fiji • CSO partners • Organisations of persons with disabilities 	January 2027

4.1.2	Develop and adopt a comprehensive Prevention and Protection Strategy on SRHR, including HIV, reproductive cancers, family planning, and sexually transmitted infections, including protocols for early detection, education campaigns, vaccination such as the human papillomavirus (HPV) vaccine, regular screenings, and affordable treatment options.	<ul style="list-style-type: none"> • Ministry of Health and Medical Services • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Medical Services Pacific • Reproductive and Family Health Association of Fiji • Organisations of persons with disabilities • CSO partners • Suggested: UN Aids and United Nations Population Fund 	December 2025
4.1.3	Establish formalised partnerships between the Ministry of Education and the Ministry of Health and Medical Services, in collaboration with higher education institutions, communities, and civil society organisations, for the implementation of identified recommendations from the strategy developed around SRHR, including HIV, menstrual products and hygiene, reproductive cancers, family planning, and sexually transmitted infections. This may include awareness programmes with institutions and communities, reaching diverse young people, women, women of childbearing age, LGBTQIA+ communities, with measurable improvements in SRHR knowledge and attitudes.	<ul style="list-style-type: none"> • Ministry of Health and Medical Services • Ministry of Education • Ministry of Women, Children and Social Protection • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Medical Services Pacific • Reproductive and Family Health Association of Fiji • CSO partners • Organisations of persons with disabilities • Suggested: Higher Education Commission Fiji and Fiji National University (College of Medicine) 	January 2027
4.1.4	Advocate for the inclusion of awareness on menopause, postpartum care, reproductive cancers, and mental health within national health policies and programmes, ensuring that health services are adequately funded and accessible to all women.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection • Ministry of Health and Medical Services 	<ul style="list-style-type: none"> • Mental health service providers • Organisations of persons with disabilities 	December 2026

Strategy 4.2: Strengthen prevention, protection, and response mechanisms to address gender-based violence and its impact on women’s well-being, safety, and economic participation.

4.2.1	Review the definition of ‘domestic violence’ in the Domestic Violence Act 2009 and prepare a submission advocating for the explicit recognition of financial abuse as a form of domestic violence. Conduct consultations with legal experts, women’s advocacy groups, and community leaders to gather input and build support for an amendment to the Act.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Justice • Office of the Solicitor General 	<ul style="list-style-type: none"> • Diverse Voices and Action (DIVA) for Equality • Fiji Women’s Rights Movement • GBV service providers • CSO partners • Organisations of persons with disabilities 	December 2030
4.2.2	Promote the establishment of a government-funded Domestic Violence Support Fund as a social protection for survivors of gender-based violence.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Finance, Strategic Planning, National Development and Statistics • Office of the Solicitor General • Ministry of Justice • Fiji Police Force • Ministry of Policing 	<ul style="list-style-type: none"> • World Bank • GBV service providers • CSO partners • Organisations of persons with disabilities • UN Women 	December 2029
4.2.3	Collaborate with relevant stakeholders, including service providers, to support income and training pathways and existing economic initiatives for survivors of gender-based violence, including prioritisation of women at risk of gender-based violence to access available economic opportunities within the government system	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Health and Medical Services • Ministry of Rural and Maritime Development and Disaster Management • Ministry of iTaukei Affairs • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Youth and Sports • Ministry of Policing 	<ul style="list-style-type: none"> • GBV service providers • Fiji Police Force • Mental health service providers • CSO partners • Training institutions • Organisations of persons with disabilities • UN Women 	December 2026

4.2.4	Support the rollout and implementation of the National Communication Campaign to Prevent Violence Against All Women and Girls, with a specific focus on challenging and shifting discriminatory social norms, particularly within family units, piloting survivor support groups, engaging with men and boys, and promoting respectful relationships.	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Rural and Maritime Development and Disaster Management • Ministry of iTaukei Affairs • Ministry of Trade, Co-operatives, Micro, Small and Medium Enterprises and Communications • Ministry of Youth and Sports • Ministry of Agriculture and Waterways • Ministry of Policing • Suggested: Ministry of Information 	<ul style="list-style-type: none"> • GBV service providers • CSO partners • Organisations of persons with disabilities • UNICEF 	December 2026
4.3.5	Facilitate the effective implementation of the Fiji Service Delivery Protocol (2016).	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Protection, Department of Women • Ministry of Finance, Strategic Planning, National Development and Statistics • Ministry of Policing • Suggested: Ministry of Information 	<ul style="list-style-type: none"> • World Bank • GBV service providers • UN Women 	January 2028

Appendix B: Key Global, Regional and National Commitments on WEE

Key International Commitments	
Convention on the Rights of the Child (Ratified 1993)	States Parties undertake to protect children from all forms of sexual exploitation, sexual abuse, and economic exploitation.
Convention on the Elimination of All Forms of Discrimination Against Women (Ratified 1995)	States Parties commit to take measures to ensure non-discrimination in education, employment, economic, and social activities, and protection of women's economic rights, including representation in decision-making.
Beijing Platform for Action (Ratified 1995)	Calls for urgent action in 12 key areas: women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms, human rights of women, women and the media, women and the environment, and the girl child. All 12 areas of intervention are critical for women's economic empowerment.
United Nations Convention on the Rights of Persons with Disabilities (CRPD) (Signed 2010)	States Parties shall take all appropriate measures to protect people with disabilities from all forms of discrimination, exploitation, violence, and abuse. In particular, Article 5 of the CRPD forbids discrimination against persons with disabilities and talks about the importance of reasonable accommodations, and Article 27 states that persons with disabilities have the same right to work and get jobs as everyone else.

<p>Sustainable Development Goals (2015)</p>	<p>To achieve gender equality and empower all women and girls, Sustainable Development Goal 5 sets out the following priorities:</p> <ul style="list-style-type: none"> • 5.1 End all forms of discrimination against all women and girls everywhere. • 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. • 5.3 Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilation. • 5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. • 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. • 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences. • 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws. • 5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women. • 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.
<p>Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Convention Against Transnational Organized Crime (Accession, 2017)</p>	<p>States Parties shall adopt legislation and take other measures to criminalise, prevent, and combat trafficking in persons, with particular attention to women and children, and to protect and assist victims of trafficking.</p>

<p>International Covenant on Economic, Social and Cultural Rights (Ratified 2018)</p>	<p>State Parties are to work towards granting economic, social, and cultural rights to all individuals, including those living in non-self-governing and trust territories, including articles 6–15 which focus on rights such as just and favourable work conditions, right to join trade unions, social security and social insurance, family life, leave and protection of children, adequate standard of living, health and education.</p>
<p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Ratified 2019)</p>	<p>State Parties must ensure the protection of migrant workers, including equality of treatment and the same working conditions, including in case of temporary work, for migrants and nationals alike.</p>
<p>International Labour Organization (ILO) Conventions</p>	<p>Fiji has ratified the following nine out of 10 Fundamental Conventions, four out of four Governance Conventions, and 26 out of 177 Technical Conventions. Out of 39 Conventions and one Protocol ratified by Fiji, 29 are in force. Some of the Conventions which are relevant to women’s economic empowerment include:</p> <ul style="list-style-type: none"> • C029 – Forced Labour Convention, 1930 (No. 29) (Ratified 19 April 1974) • C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (Ratified 17 April 2002) • C098 – Right to Organise and Collective Bargaining Convention, 1949 (No. 98) (Ratified 19 April 1974) • C190 – Violence and Harassment Convention, 2019 (No. 190) (Ratified 25 June 2020) • C100 – Equal Remuneration Convention, 1951 (No. 100) (Ratified 17 April 2002) • C105 – Abolition of Forced Labour Convention, 1957 (No. 105) (Ratified 19 April 1974) • C111 – Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (Ratified 17 April 2002) • C138 – Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years (Ratified 03 January 2003) • C155 – Occupational Safety and Health Convention, 1981 (No. 155) (Ratified 28 May 2008) • P155 – Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (Ratified 25 June 2020) • C182 – Worst Forms of Child Labour Convention, 1999 (No. 182) (ratified 17 April 2002)

Key Regional Commitments	
Pacific Platform for Action (PPA) on Gender Equality and Women’s Human Rights (2018–2030)	<p>Provides a roadmap for achieving gender equality and enhancing the well-being of all women and girls in all their diversity, including young women, older women, rural women, women with disabilities, women with diverse sexual orientations and gender identities, and Indigenous women.</p> <p>The PPA focuses on five main expected outcomes:</p> <ol style="list-style-type: none"> 1. Policies and legislation for the promotion of gender equality and women’s human rights are adopted and strengthened. 2. Full and effective participation and equal opportunities for leadership and decision-making become the norm for all women and men. 3. Reforms to give women and men equal rights to economic resources are implemented. 4. Gender-based violence is eliminated. 5. Universal access to sexual and reproductive health and rights (SRHR) and diverse opportunities through education are provided.
Revitalised Pacific Leaders Gender Equality Declaration (2023)	Pacific Leaders have pledged to have a revitalised focus to lift the status of Pacific women through 14 commitments, including reaffirming that women’s economic empowerment is fundamental to development.
Key National Commitments	
Constitution of the Republic of Fiji (2013)	Section 26 (3) on Right to Equality and Freedom from Discrimination expands on the grounds of non-discrimination to include “gender, sexual orientation, gender identity and expression”; Section 10 guarantees all Fijians freedom from slavery, servitude, forced labour, and human trafficking.
Employment Relations Act (2007)	Provides a statutory framework for promoting the welfare and prosperity of Fiji’s people, with a focus on setting minimum labour standards, addressing direct and indirect discrimination, the rights and responsibilities of employers and employees, mediation and other relevant aspects of employment relations, and productive improvement, including consideration of international obligations.

Rights of Persons with Disabilities Act (2018)	This Act makes provision for the realisation of the rights of persons with disabilities in accordance with the United Nations Convention on the Rights of Persons with Disabilities. Among other things, the Act addresses discrimination, accessibility, freedom from exploitation, violence, and abuse, and work and employment.
National Development Plan (2025–2029)	<p>The National Development Plan (NDP) 2025–2029 and Vision 2050 is founded on the vision of empowering the people of Fiji through unity. To lay the groundwork for achieving the vision, the NDP is implementing a suite of policies and strategies across three pillars: economic resilience, people empowerment, and good governance. Major priority actions include:</p> <ul style="list-style-type: none"> • Institutionalise gender mainstreaming and gender-responsive budgeting. • Increase women’s labour force participation from 32% to 60% by 2030. • Raise registered women-owned MSMEs from 19% to 50% by 2029. • Improve women's representation: Parliament (10% to 30%), Non-Commercial Boards (27% to 50%), Commercial Boards (19% to 50%). • Ensure 20 women in advisory/village leadership roles by 2029. • Improve financial inclusion: 85% of adult women have bank accounts. • Raise women’s tertiary enrolment in STEM fields from 25% to 50%. • Expand access to childcare, aged care, and flexible work. • Promote skill-building and leadership, especially in rural areas. • Strengthen social care systems to address unpaid care work. • Combat gender-based violence, including technology-facilitated violence. • Revise the National Gender Policy, WEE Plan of Action, and Gender Budget Template.

National Gender Policy (2014)	<ul style="list-style-type: none"> • The overall goal of this policy is to promote gender equity, equality, social justice, and sustainable development in the Republic of Fiji. The policy aims to: • Improve the quality of life of men, women, boys, and girls, at all levels of society, through the promotion of gender equity and equality. • Reinforce the inextricable links between gender equality and sustainable development goals in national development. • Promote active and visible gender mainstreaming in all sectors and within civil society to ensure agency for gender equity and equality in all spheres of national life. • Remove all forms of gender inequality and gender discrimination in Fiji.
Women’s Plan of Action (2010–2019)	This Plan of Action outlines five priorities for the promotion of women’s rights: formal sector employment and livelihood, equal participation in decision-making, the elimination of violence against women and children, access to basic services, and women and the law. The overall objective of this Plan of Action is to enhance and facilitate the implementation of changes and improvements to the lives of women and families in Fiji.
Fiji National Action Plan to Prevent Violence Against All Women and Girls (VAWG) (2023–2028)	The Government of Fiji’s long-term commitment to prevent violence against all women and girls. The National Action Plan employs five key strategies to comprehensively address violence: transformative public education and social norm change, strengthening of equal and respectful relationships, survivor-centred services for survivors of violence, co-ordinated legal protection for survivors of violence, and fostering a gender-equal society in 13 settings.
Fiji’s National Human Trafficking Strategy (2021–2026) and National Action Plan to Combat Human Trafficking (2021–2026)	The Strategy and National Action Plan focuses on prevention, protection, prosecution, and partnerships to help address trafficking in persons in Fiji.
National Policy on Sexual Harassment in the Workplace (2008)	Defines the types of sexual harassment and the responsibilities of employers and workers to address sexual harassment.
Ministry of Civil Service Workplace Harassment, Discrimination and Anti-Bullying Policy (2024)	The policy aims to foster a secure and safe work environment by addressing critical issues of harassment, sexual harassment, discrimination, and workplace bullying within the civil service.

Appendix C: Ministry-Level Commitments on Gender Equality and Women’s Economic Empowerment

Policy Name and Ministry	GE and WEE Commitments
National Gender Policy (2014) Ministry of Women, Children and Social Protection	<ul style="list-style-type: none"> Promote gender equity and sustainable development. Mainstream gender in all planning. Improve life quality for all genders. Establish gender-responsive implementation mechanisms.
Gender Equality and Social Inclusion (GESI) Policy (2021–2024) Ministry of Economy	<ul style="list-style-type: none"> Mainstream GESI in operations, budgeting, and planning. Ensure climate projects are GESI-sensitive. Recognise unpaid care work and address gender-based violence.
GESI Policy and Action Plan (2018–2021) Fiji Development Bank	<ul style="list-style-type: none"> Empower marginalised groups through financial inclusion. Implement gender-responsive budgeting and services.
Gender Toolkit and Standing Orders Parliament of Fiji	<ul style="list-style-type: none"> Use gender-based analysis in legislative reviews. Consider gender in all committee assessments.
Gender in Agriculture Policy (2022–2027) Ministry of Agriculture	<ul style="list-style-type: none"> Ensure access to land, technology, finance, and training. Promote women’s leadership in agriculture. Build gender capacity in the Ministry of Agriculture.
Gender Mainstreaming Action Plan Ministry of Fisheries	<ul style="list-style-type: none"> Integrate gender in fisheries programmes. Train and empower women in fisheries decision-making.
Strategic Development Plan (2018–2023) Ministry of iTaukei Affairs	<ul style="list-style-type: none"> Include iTaukei women in leadership and governance. Gender inclusion in cultural development and preservation.
National Sustainable Tourism Framework (2024–2034) Ministry of Tourism and Civil Aviation	<ul style="list-style-type: none"> Empower women and persons with disabilities in the tourism industry. Foster women-led tourism enterprises. Remove barriers to participation in agritourism and culinary sectors.
Strategic Plan (2018–2023) Ministry of Industry, Trade and Tourism	<ul style="list-style-type: none"> Promote women in MSMEs and co-operatives. Increase the number of women in leadership roles in business. Integrate gender in trade and economic policy.

<p>Strategic Plan (2023–2026) Ministry of Education</p>	<ul style="list-style-type: none"> • Ensure inclusive access for girls and marginalised students. • Implement a gender-sensitive curriculum. • Prevent gender-based violence in schools.
<p>Strategic Plan (2020–2025) Ministry of Health and Medical Services</p>	<ul style="list-style-type: none"> • Improve maternal, child, and mental health services. • Expand reproductive health access. • Mainstream gender in health delivery and data systems.
<p>Forest Policy Statement (2007) Ministry of Forestry</p>	<ul style="list-style-type: none"> • Recognise women’s traditional forest knowledge. • Support women’s participation in forestry governance. • Provide forestry training for women.
<p>Strategic Development Plan (2019–2029) Ministry of Fisheries</p>	<ul style="list-style-type: none"> • Engage communities, including women and marginalised groups, in fisheries decision-making and management. • Foster collaboration with non-governmental organisations (NGOs) and civil society to strengthen community-based fisheries initiatives. • Support coastal communities, including women, to derive sustainable incomes from marine aquaculture and access to fish aggregating devices (FADs). • Facilitate the participation of rural and smallholder farmers in aquaculture through enabling programmes and joint venture initiatives. • Develop tailored enabling programmes with NGOs to empower women and disadvantaged groups in aquaculture and fisheries value chains. • Encourage the growth of women-led and community-based enterprises within the fisheries and aquaculture sectors. • Build service centres with the right capacity and capability to effectively serve all stakeholders, including marginalised groups. • Promote a values-based culture across the Ministry that emphasises excellence, professionalism, inclusiveness, and accountability.

<p>National Climate Finance Strategy (2022) Ministry of Economy, Climate Change and International Cooperation Division</p>	<ul style="list-style-type: none"> • Integrate gender equality and social inclusion across climate finance planning and implementation. • Prioritise projects that empower women and marginalised groups in climate adaptation and mitigation efforts. • Collect and utilise sex-disaggregated data to inform climate finance decisions. • Expand access to climate-resilient infrastructure and services for women, especially in rural and maritime communities. • Promote women's leadership in climate governance and decision-making processes.
<p>Strategic Plan (2018–2022) Ministry of Youth and Sports</p>	<ul style="list-style-type: none"> • Promote gender equality, ethnic equality, disability services, and inclusion of LGBTQIA+ youth across all its programmes, policies, and outreach activities. • Embed gender equality, disability support, and inclusivity into youth and sports development initiatives, including through policy reforms, service provision, and facility access improvements. • Collaborate with other ministries to align and standardise programmes and communications that promote gender equality, support persons with disabilities, and encourage inclusive participation in sports and youth services. • Ensure that youth programmes, including leadership development, skills training, and entrepreneurship support, are accessible and equitable, targeting under-represented groups such as women, youth with disabilities, and LGBTQIA+ youth to enhance their participation and leadership opportunities.
<p>10-Year Strategic Development Plan (2021–2031) Ministry of Rural and Maritime Development and Disaster Management</p>	<ul style="list-style-type: none"> • Mainstream gender and social inclusion into all rural development and disaster risk reduction activities. • Co-ordinate inclusive and resilient disaster planning that reflects the voices and needs of women, youth, and persons with disabilities. • Allocate 20% of programme assistance annually to support women and youth-led enterprises. • Strengthen traditional skills, resource management, and financial literacy training for women and girls. • Improve women's access to clean water, sanitation, education, and health services in rural and maritime areas. • Design infrastructure (e.g., foot crossings, solar lighting) to be disability- and gender-friendly. • Partner with civil society and women's groups to co-develop rural development priorities. • Ensure women and marginalised groups are represented in community disaster planning and relocation assessments.

<p>National Climate Change Policy (2018–2030) Ministry of Economy</p>	<ul style="list-style-type: none"> • Embed gender-responsiveness as a core policy pillar alongside human rights and evidence-based approaches. • Ensure climate actions do not reinforce traditional gender roles that contribute to inequality. • Understand and address the disproportionate impacts of climate change on women and girls, including in areas like food security and energy access. • Engage women in planning and decision-making to develop inclusive, equitable, and sustainable solutions. • Utilise gender-sensitive indicators to evaluate the effectiveness of climate responses. • Recognise women's unique roles in natural resource management, integrating their knowledge into climate strategies.
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Appendix D: Glossary

<p>agency</p>	<p>Agency is the ability to define one’s goals and act on them. This includes three concepts:</p> <ul style="list-style-type: none"> • A person’s ability to set goals that align with their values regarding a particular issue or decision. • Their perception of whether they can achieve these goals. • Their ability to act towards achieving these goals. <p>Agency can involve decisions related to an individual’s own activities, such as deciding to work outside the household. It can also relate to others’ activities, particularly in the home, such as household savings or children’s education. Agency can be transformative (the ability to act towards changing the existing decision-making structure to suit the respondent’s preferences, even if he/she is not successful), or non-transformative (the ability to make one’s own choices within existing decision-making hierarchies).⁹⁵</p>
<p>blue and green economies</p>	<p>Blue and green economies are two concepts that have the same end goal: to make the world a more sustainable and equal place for both living creatures and the environment. Their main difference lies in their field of action, although they are not limited to it. A blue economy focuses on looking after the ocean and its inhabitants, while a green economy focuses on the land’s natural resources and making sure they are abundant and cater to the needs of the human population. As an important pillar of any country’s well-being, these two economies are key to ensuring a safe, sustainable, and equal environment for people and the right path to follow to preserve the world’s resources, effectively preventing human actions and activities from purposely harming and contaminating the planet.⁹⁶</p>
<p>bodily autonomy</p>	<p>The concept of an individual having full control over their own body and decisions related to their body. It includes an individual’s right to control what does and does not happen to their body and to choose and make decisions. Bodily autonomy means one governs their body without external influence, control, or coercion by others, without discrimination. Bodily autonomy is the foundation for gender equality and, above all, it is a fundamental right.</p>
<p>care economy</p>	<p>The care economy refers to paid and unpaid care work provided by people as part of human survival, welfare, and reproducing the labour force. Care is the cornerstone of all human development because it “contributes to meeting the material and/or developmental, emotional, and spiritual needs of one or more other people”.⁹⁷ It is a good thing. Yet, because it is pervasive and all-encompassing, care also “goes largely unremarked and unquestioned”.⁹⁸</p>

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95. A. Donald, et al., Measuring Women’s Agency, Policy Research Working Paper 8148 (World Bank Group, 2017).

96. Sinay Maritime Data Solution, ‘How Can We Define the Difference Between Blue and Green Economies’, Sinay Maritime Data Solution (25 August 2022), <https://sinay.ai/en/how-can-we-define-the-difference-between-blue-and-green-economies/>

97. D. Chopra and C. Sweetman, ‘Introduction to gender, development and care’, Gender and Development, 22/3 (2014), p. 409.

98. United Nations Economic and Social Commission for Asia and the Pacific, How to Invest in the Care Economy: A Primer (2022).

decent work	Decent work sums up the aspirations of people in their working lives. It involves opportunities for productive work that provide fair wages, job security, social protection for everyone, better prospects for personal development and social integration, as well as the freedom for people to express their concerns, organise, and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men. ⁹⁹
economic justice	<p>Economic justice, which affects both the individual person and the social order, encompasses the moral principles which guide us in designing our economic institutions. These institutions determine how each person earns a living, enters into contracts, exchanges goods and services with others, and otherwise produces an independent material foundation for his or her economic sustenance. The ultimate purpose of economic justice is to free each person to engage creatively in the unlimited work beyond economics, that of the mind and the spirit.</p> <p>Like every system, economic justice involves input, out-take, and feedback for restoring harmony or balance between input and out-take. Within the system of economic justice, as defined by Louis Kelso and Mortimer Adler, there are three essential and interdependent principles: participative justice (the input principle), distributive justice (the out-take principle), and social justice (the feedback and corrective principle). Like the legs of a three-legged stool, if any of these principles is weakened or missing, the system of economic justice will collapse.¹⁰⁰</p>
economic violence	<p>Economic violence is behaviour that is coercive, deceptive, or unreasonably controls another without their consent and in a way which denies them economic or financial autonomy. It also includes situations where one person withholds or threatens to withhold financial support necessary to meet reasonable living expenses like food, water, and medical treatment. Acts of economic violence include:</p> <ul style="list-style-type: none"> • preventing, discouraging, or actively interfering with a partner from finding or keeping employment or educational endeavours; • forcing a woman to quit her job; • controlling a woman's finances; • forcing a woman to work to pay back debt; • tracking women's spending/use of money; • denying the woman food, clothing, or medication; • withholding or hiding earned money; • withholding or obscuring information about shared property; • preventing the woman from having access to a bank account; and • using her line of credit without permission.¹⁰¹



99. International Labour Organization, 'Decent Work', International Labour Organization (2024), <https://www.ilo.org/topics/decent-work>

100. Center for Social and Economic Justice, 'Defining Economic Justice and Social Justice', Center for Social and Economic Justice (2024), <https://www.cesj.org/learn/definitions/defining-economic-justice-and-social-justice/>

101. MWCSF, Fiji National Service Delivery Protocol for Responding to Cases of Gender Based Violence (2018).

evidence-based	In the context of addressing women’s economic empowerment (WEE) at the national level, an evidence-based approach involves supporting multi-sector efforts—including action plans, strategies, policy development, and services—with research, local knowledge, and other forms of evidence. It means that all decisions in and across different sectors are informed by or derived from evidence. Evidence comes from various sources, including research, practices, service providers’ expertise, WEE programmes and initiatives, and women’s experiences. The best evidence integrates information from all sources. It is important that the evidence base is the best available, current, valid, and relevant to the local context. Evidence-based WEE practices require regular monitoring, evaluation, learning, and reflection.
financial inclusion	Financial inclusion means that individuals and businesses have access to useful and affordable financial products and services that meet their needs—transactions, payments, savings, credit, and insurance—and are delivered in a responsible and sustainable way. ¹⁰²

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102. World Bank Group, ‘Financial Inclusion’, World Bank Group (2024), <https://www.worldbank.org/en/topic/financialinclusion/overview>

<p>formal economy</p>	<p>The formal economy has the following characteristics:</p> <ul style="list-style-type: none"> • Organised system of employment with clear written rules of recruitment, agreement, and job responsibilities. • Standardised relationship between the employer and the employee is maintained through a formal contract. • The employee is expected to work fixed hours and receives a fixed salary in addition to incentives and perks. Employees work in a decent work environment and are entitled to benefits such as leave, savings, and loans. • They have the right to form an organised association or union where their official grievances are addressed and they are covered under social protection benefits, such as life insurance, health insurance, pension, and gratuity. <p>At a global level, participation in the formal economy has been widely recognised as an important vehicle for raising the status of women and promoting gender equality between women and men. Participation in formal sector employment has likely been the most important route to empowerment for women, contributing to increased gender equality in high-income countries. The regular wages and salaries, relative job security, prospects for promotion, supplementary benefits, and regulated working conditions that characterise formal employment offer a range of potential benefits for women and girls.</p> <p>Formal employment can increase an individual woman’s access to skills development, market information, credit, technology, and other productive assets, as well as social protection, pensions, and social safety nets, and the means to acquire personal wealth in the form of land, housing, and capital. The resulting enhancements to her human and economic resource base contribute to higher productivity, economic empowerment, and increased economic status, which in turn can lead to higher social status, more equal power relations with men, as well as greater autonomy and negotiating power.</p> <p>Formal employment and the access to housing and land that it may bring can empower women in other contexts. Participation in paid work has been associated with a reduced likelihood of domestic violence and an increased probability that married women will make decisions individually or with their partners.¹⁰³</p>
<p>gender</p>	<p>Gender refers to the socially given attributes, roles, activities, responsibilities, opportunities, expectations, privileges, and limitations associated with being a woman or a man, at a given time, and as a member of a specific community. Because these attributes are learned behaviours, acquired during socialisation, they can and do change over time and vary across cultures.</p> <p>Gender identity determines how women and men are perceived and how they are expected to think and act. Gender is used in the distribution of privilege, prestige, power, and a range of social and economic resources. Although gender is deeply rooted in every culture, it changes over time and place.</p>

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103. L. Corner, 'Women and the Formal Economy', Australian Government (November 2011), <https://www.dfat.gov.au/sites/default/files/women-formal-economy-lorraine-corner.pdf>

<p>gender-based violence</p>	<p>Gender-based violence (GBV), used interchangeably with violence against women and girls (VAWG), is any act (including threats of such act) that results in, or is likely to result in, physical, sexual, emotional, or psychological harm to women, that is perpetrated against a person because of her/his gender and the socially ascribed norms, roles, and expectations that society has for women and men. GBV highlights the gender dimension of violence, specifically the relationship between women’s subordinate/unequal status and their increased vulnerability to violence. Men and boys may also be survivors of GBV, especially sexual violence, although survivors are predominantly women and girls.</p> <p>GBV is most commonly used to underscore how the inequalities between women and men in society act as a unifying characteristic of most forms of VAWG throughout the lifecycle, from early childhood marriage and genital mutilation to sexual abuse, domestic violence, coercion, structural violence, and legal discrimination and exploitation. The common thread to all types of GBV is that it is founded on the dynamic of exerting power to gain control.</p>
<p>gender bond</p>	<p>Gender bonds specifically finance projects that support the empowerment of women, gender equality, and access to finance. Gender-themed bond instruments mix debt with some level of impact on a predefined group of women—such as leaders, entrepreneurs, employees, consumers, and community stakeholders—and under specific gender equality areas.¹⁰⁴</p>
<p>gender equality</p>	<p>Gender equality is when people of all genders enjoy the same status. This means women, men, and people of all gender identities have equal rights, responsibilities, and opportunities. For instance, women and men have equal access to education, health, managerial positions, pay for work of equal value, and equal seats in government. Women, men, and people of all gender identities have equal conditions that enable them to realise their full human rights and potential to contribute to political, economic, social, and cultural development, locally, nationally, and internationally, and to benefit from the results.</p> <p>Sameness of treatment and opportunity does not necessarily ensure equality in outcomes. Thus, gender equality must be accompanied by gender equity (fairness).</p>
<p>gender inequality</p>	<p>Gender inequality is the unequal distribution of power, resources, opportunity, and value between men and women in society due to widely accepted gender norms, roles, expectations, and structures.</p>

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104. Asian Development Bank, Gender Bonds: From Incidental to Center Stage. ADB Briefs No. 243 (Manila, 2023).

<p>gender norms</p>	<p>Gender norms refer to the collective beliefs and expectations within a community or society, at a given point in time, about what behaviours are appropriate for women and men, as well as the relationships and interactions between them. They are the standards and perceived rules that guide how individuals should behave based on their biological sex. Although gender norms are socially constructed and mostly informal, the biological differences between men and women are often used to justify socially expected differences. As a subset of social norms, gender norms are internalised from an early age and can perpetuate discrimination and inequities through acceptance of those who conform to the norms (rewards) and exclusion of those who do not conform (sanctions). Gender norms give expression to and reinforce the power dynamics inherent in a society’s valuation of male and female gender roles. Thus, they often amplify male privilege and exacerbate discriminatory treatment of girls, women, and non-binary gender identities.¹⁰⁵</p>
<p>human rights</p>	<p>Human rights are the basic rights and freedoms that belong to every person in Fiji and around the world, from birth until death. They apply regardless of where you are from, what you believe, or how you choose to live your life, whatever your nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status.¹⁰⁶ They can never be taken away, although they can sometimes be restricted; for example, if a person breaks the law.</p> <p>These basic rights are based on shared values like dignity, fairness, equality, respect, and independence. These values are defined and protected by Fijian law under the 2013 Constitution with its Bill of Rights. Human rights protect people in many areas of their day-to-day life, including:</p> <ul style="list-style-type: none"> • The right to have and express your own opinions. • The right to an education. • The right to a private and family life. • The right to protection from discrimination (on any grounds, including ethnicity; gender; social origin; sexual orientation; age; economic, social, or health status; disability; or religion). • The right of every person to work and to a just minimum wage.
<p>informal economy</p>	<p>The informal economy refers to all economic activities by workers and economic units that are—in law or practice—not covered or insufficiently covered by formal arrangements.¹⁰⁷</p> <p>In many countries, the informal economy represents a significant part of the labour market and plays a major role in production, employment creation, and income generation. However, informality puts workers at a higher risk of vulnerability and precariousness. It has a strong adverse impact on the adequacy of earnings, occupational safety and health, and working conditions in general. Women make up a large proportion of the informal economy.</p>



105. UNICEF, Defining Social Norms and Related Concepts (New York, 2021).

106. Adapted from: Funds for NGOs, ‘Specific Characteristics of the Formal Economy and Informal Economy’, Funds for NGOs (2024), <https://www.fundsforngos.org/development-dictionary/specific-characteristics-of-the-formal-economy-and-informal-economy/>

107. OCED/ILO, Tackling Vulnerability in the Informal Economy, Development Centre Studies (Paris: OECD Publishing, 2019).

<p>intersectionality</p>	<p>Intersectionality is the concept that all forms of oppression are linked. Intersectionality is a lens or framework of analysis through which to look at systems of oppression, discrimination, and disadvantage that impact different social categories of people (gender, race, class, ability, sexual orientation). It acknowledges that everyone across social categories has their own unique experience of discrimination. While interconnected, intersections of race, ability, gender identity (i.e., cisgender, gender non-conforming), employment insecurity, rural and remote location, colonised history, poverty, and migrant status can result in added harm and increased vulnerability. These oppressions can speak to common experiences as well as experiences that are unique to specific communities. Intersectionality recognises that we must consider all factors that can marginalise people and provide privilege/power to others. To ignore different oppressions and their intersections undermines our efforts to tackle inequality. Instead, it reinforces systems of inequality and existing power dynamics and renders diverse people more vulnerable to victimisation based on their identity.</p>
<p>LGBTQIA+</p>	<p>People identify with a number of different gender identities, gender expressions, sexual orientations, and sex characteristics. This is often referred to as LGBTQIA+ or SOGIESC. LGBTQIA+ is the abbreviation for 'lesbian, gay, bisexual, transgender, intersex, queer, asexual, plus'. The plus symbol recognises other diverse ways people identify that may be perceived as sexually and/or gender non-conforming by the wider society. This abbreviation expresses pride in LGBTQIA+ collective identity.</p> <p>Lesbian refers to a woman who is sexually and/or emotionally attracted to other women.</p> <p>Gay refers to a man who is sexually and/or emotionally attracted to other men.</p> <p>Bisexual refers to someone who is sexually and/or emotionally attracted to more than one gender out of many gender identities.</p> <p>Transgender describes any person who has a gender identity that is different from the gender (boy, girl) that they were given by their parents or caregivers.</p> <p>Queer is often used as an umbrella term referring to anyone who is not straight and not cisgender. Cisgender people are people whose gender identity and expression match the sex (male, female, intersex) they were assigned at birth.</p> <p>Questioning refers to someone who is not sure about their identity. Someone can be questioning and exploring their sexual orientation and/or their gender identity.</p> <p>Intersex refers to people who naturally have biological traits, such as hormonal levels or genitalia, that do not match what is typically identified as male or female. There are many different intersex variations. Being intersex is a naturally occurring trait in humans. Being intersex is not linked to sexual orientation or gender identity; intersex people can have different sexual orientations and gender identities and expressions.</p> <p>Asexual refers to people who experience little or no sexual attraction to others.</p>

patriarchy	Patriarchy describes the society in which we live today. It is characterised by current and historical unequal power relations between different gender groups: women and men; women and other women; gender-diverse individuals and men; gender-diverse individuals and women. Patriarchy is the system, social arrangements and structures that maintain gender, class, racial, and heterosexual power and privilege. It relies on mechanisms such as the law and violence to perpetuate inequality and reinforce domination based on gender. Within this system, power operates through norms, beliefs, and practices, all of which effectively limit the rights, agency, independence, and well-being of women and gender-diverse individuals. Put simply, the structures created systematically disadvantage and oppress women and gender-diverse individuals. Patriarchal beliefs of male, heterosexual dominance, and the devaluation of women, girls, and gender-diverse individuals lie at the root of GBV, gendered forms of discrimination, lack of women's representation in decision-making positions, and inequitable participation of women in the economy.
poverty	Poverty is said to exist when people lack the means to satisfy their basic needs. Women's poverty is shaped by gender identity and expression, sexual orientation, sex characteristics, social class, skin colour, race and ethnicity, Indigeneity, location, disability, and many other intersectional identities and realities, and their context and conditions. Women are experiencing intensifying impoverishment in the form of income poverty, food poverty, water and sanitation poverty, time poverty, indebtedness, lack of rest and leisure, poverty caused by climate-induced loss and damage, and more. Women's poverty is related to the large amount of paid and unpaid care and domestic and communal work undertaken, and the lack of recognition of this work by the State and society. ¹⁰⁸
sexual harassment	<p>Sexual harassment is any unwanted, unwelcome, unreciprocated attention of a sexual nature. Sexual harassment is an abuse of power. It can happen to both women and men and can appear as physical, sexual, verbal, and non-verbal harassment. Sexual harassment could include:</p> <ul style="list-style-type: none"> • unnecessary and unwanted touching or physical contact on any part of the body (including pinching, patting, kissing, neck massage, stroking); • unwelcome comments or propositions of a sexual nature; • unwanted sexual looks such as looking a person up and down, leering (persistent staring) at someone's body, or making sexual gestures (with a finger or tongue); • displaying offensive or pornographic material such as posters or drawings; • demanding sex in exchange for a benefit; • sending offensive e-mails and/or text messages, including colleagues downloading pornographic e-mails or texts, even if they aren't sent to you personally; and • unwanted sexual advances or verbal harassment outside of the workplace. <p>Sexual harassment could be a one-off incident or a series of incidents. It could be sexual harassment if you are working in an environment in which the behaviour of others is intimidating, hostile, degrading, humiliating, or offensive. Sexual harassment might be deliberate, but it doesn't have to be. Someone could be sexually harassing you, even if they don't mean to, or don't realise they are doing it. This does not mean that it is not wrong or that you should not complain about it.</p>



108. DIVA for Equality, Gender, Poverty and Economic Justice in Fiji.

social norms	Social norms are the perceived, informal, mostly unwritten rules that define acceptable and appropriate actions within a given group or community, thus guiding human behaviour. They consist of what we do, what we believe others do, and what we believe others approve of and expect us to do. Social norms are therefore situated at the interplay between behaviour, beliefs, and expectations. ¹⁰⁹
social protection	Social protection constitutes a wide range of legislation, policies, programmes, and measures implemented by governments and societies to support individuals and households during various stages of life and in times of increased need. It aims to ensure a minimum standard of living, reduce poverty and inequality, and provide a safety net for violated, at-risk, vulnerable, and marginalised individuals and groups, including women and gender-diverse people, not from a charity framework but arising from distributive and redistributive justice. ¹¹⁰
sexual and reproductive health and rights	Sexual and reproductive health and rights is a state of physical, emotional, mental, and social well-being in relation to all aspects of sexuality and reproduction, not merely the absence of disease, dysfunction or infirmity, and the human rights therein. A positive approach to sexuality and reproduction should recognise the part played by pleasurable sexual relationships, trust, and communication in promoting self-esteem and well-being. All individuals have a right to make decisions governing their bodies and to access services supporting that human right. ¹¹¹

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109. UNICEF, Defining Social Norms and Related Concepts.

110. DIVA for Equality Gender, Poverty and Economic Justice in Fiji.

111. Diverse Voices and Action (DIVA) for Equality, Gender, Poverty and Economic Justice in Fiji: Grassroots-Led Feminist and Human Rights Analysis by the DIVA Poverty to Power Network (2024), <https://drive.google.com/file/d/1htqwO-qcehS9GUeBIG0MOZXj1Qs57DTp/view>

<p>SOGIESC</p>	<p>SOGIESC is an abbreviation for sexual orientation, gender identity, gender expression, and sex characteristics. SOGIESC is the term for all people whose sexual orientations, gender identities, gender expressions, and/or sex characteristics place them outside culturally mainstream categories.</p> <p>Sexual orientation: The direction of a person’s sexuality relative to their own sex. Sexual orientation is usually categorised as: homosexual (directed at the same sex); heterosexual (directed at the opposite sex); bisexual (directed at both sexes); queer (without gendered direction, see above); asexual (without defined sexual orientation or directed to none in particular). Note that gender identity is about someone’s personal sense of maleness and/or femaleness and is different from sexual orientation, which is who someone is attracted to or chooses as a sexual or romantic partner. Transgender people may be heterosexual/ straight, lesbian, gay, bisexual, or asexual just like non-transgender people.</p> <p>Gender identity: A person’s internal, deeply felt sense of being male or female (or something other or in between). A person’s gender identity may or may not correspond with their sex. Gender identity and its expression vary greatly. There is no universally accepted umbrella term that adequately conveys the rich diversity of gender identities. People are free to define their own gender identity and not all people fit neatly into categories.</p> <p>Gender expression: How someone expresses their sense of masculinity and/or femininity externally.</p> <p>Sex characteristics: The anatomy of an individual’s sexual and reproductive system and secondary sex characteristics, which are not always binary.</p> <p>Gender non-conforming person, gender non- binary person. A person who has, or is perceived to have, gender-related characteristics and/or behaviours that do not conform to traditional or societal expectations. Gender non- conforming women may or may not also identify as lesbian, gay, bisexual, or transgender.¹¹²</p>
<p>unpaid care work</p>	<p>Unpaid care work includes the following:</p> <ul style="list-style-type: none"> • Work is unpaid domestic services for own use within households, such as cooking, cleaning, or shopping. • Unpaid caregiving services to persons of one’s own household, such as looking after children, older or sick persons, persons with disabilities, or other adults requiring care. • Unpaid community or voluntary services or services rendered free to other households or the community. <p>These activities can be further classified as direct (care of dependents) or indirect care (domestic tasks, such as cooking, cleaning, and collecting water or fuelwood). Multitasking by women blurs the boundary between direct care and indirect or household responsibilities because they are often carried out simultaneously.</p>
<p>women’s economic empowerment</p>	<p>Women’s economic empowerment is a transformative process through which women, in all their diversity, gain the agency, autonomy, and access to resources necessary to make meaningful decisions that benefit themselves, their families, and their communities. It ensures that women enjoy their economic and social rights and gain ownership and control over resources, assets, income, time, and their own lives.</p>

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112. Diverse Voices and Action (DIVA) for Equality, My Body, My Human Rights, and My Activism on SRHR in Fiji: (2022), https://drive.google.com/file/d/1aKkn0aYufMDdKLDCCuJGoo7VCFE_gBTh/view

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