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Foreword

The Employment and Unemployment Survey (EUS) remains one of Fiji's most important statistical undertakings, providing a comprehensive picture of the nation's labour market and the wellbeing of our working-age population. The 2023–24 EUS represents a significant milestone in our ongoing commitment to strengthen the quality, relevance, and international comparability of Fiji's labour statistics.

This round of the survey adopts the latest international standards endorsed by the 19th and 21st International Conferences of Labour Statisticians (ICLS), ensuring that our measures of employment, unemployment, labour underutilization, and informal employment align with global best practice. These improvements allow us to better understand the dynamics of work in Fiji, including the growing diversity of jobs, the challenges faced by young people and women, and the contribution of the informal sector to our economy.

The findings presented in this report provide essential evidence for policymakers, development partners, researchers, and the private sector. They support informed decision-making on job creation, skills development, social protection, and inclusive economic growth. At a time when labour markets are evolving rapidly, high-quality data is indispensable for designing policies that respond to the needs of all Fijians.

The Fiji Bureau of Statistics extends its sincere appreciation to all households and individuals who generously participated in the survey. Your cooperation ensures that our statistics accurately reflect the lived realities of our people and provide a strong foundation for evidence-based decision-making.

We also acknowledge the leadership and commitment of the former Chief Executive of the Fiji Bureau of Statistics, Mr. Kemueli Naiqama, whose guidance supported every phase of this work from survey preparation and field implementation to data processing and the finalisation of this report. His contribution has been instrumental in strengthening the quality and integrity of this survey.

Our gratitude is further extended to the Household Survey Division, led by the Chief Statistician, Mr. Poasa Naimila, and his dedicated team of technical staff, supervisors and enumerators. Their professionalism, perseverance, and attention to detail ensured the successful execution of this nationwide exercise.

We also express our appreciation to the International Labour Organisation (ILO) for their continued support and technical guidance. Their expertise has been invaluable in aligning Fiji's labour statistics with global standards and enhancing the robustness of our labour market statistics.

It is my hope that this report will serve as a valuable resource for all stakeholders and contribute meaningfully to evidence-based planning and development in Fiji.



Apisalome Tamani [Mr.]
Acting Chief Executive

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Acronyms and Abbreviations

EUS	Employment & Unemployment Survey
EPR	Employment-to-population-ratio
GDP	Gross Domestic Product
ICLS	International Conference of Labour Statisticians
ICSE-93	International Classification of Status in Employment of 1993 (15 th ICLS)
ICSE-18	International Classification of Status in Employment of 2018 (20 th ICLS)
ILO	International Labour Organization
ISCO-08	International Standard Classification of Occupations 2008
ISIC Rev.4	International Standard Industrial Classification of All Economic Activities Revision 4
KILM	Key Indicators of Labour Market
EA	Enumeration Area
LFS	Labour force Survey
LFPR	Labour force participation rate
LU	Labour underutilization
SDGs	Sustainable Development Goals
WAP	Working-age population
NEET	Not in Education, Employment and Training
PPS	Probability Proportionate to Size
PWD	Person with Disability

Methodology

Survey coverage

The 2023–24 Employment and Unemployment Survey (EUS) was designed and carried out by the Household Survey Division of the Fiji Bureau of Statistics to provide nationally representative data on labour market conditions. The survey was national in scope, covering sampled areas across all four divisions of Fiji; Central, Western, Eastern, and Northern and extending to the maritime divisions to ensure full geographic representation.

The 2017 Population and Housing Census served as the sampling frame, providing the most comprehensive listing of households and enumeration areas (EAs) available. To capture seasonal variations in employment characteristics, the survey was conducted over a 12-month period. This year-long fieldwork was divided into four sub-rounds of three months each, with one quarter of the sampled households enumerated in each sub-round. Within each sub-round, 12 lots are designated to ensure full coverage. This approach ensures that the survey accounts for seasonal changes in labour market activity without compromising statistical reliability.

A total of 6,000 households were selected from 600 EAs across the country. The sample size was determined primarily by the level of funding available, balancing cost considerations with the need for robust national estimates. Data collected from this sample provide the basis for drawing inferences about the wider Fijian population.

The survey adopted a two-stage stratified sampling design. In the first stage, Fiji's population was stratified by division and further classified into urban and rural sectors, resulting in seven reporting domains (four rural strata and three urban strata). Because the size of each stratum varied, a proportional allocation method was applied to ensure that the sample drawn from each stratum accurately reflected its population size and characteristics.

Proportion tables selecting EAs

Stratum	Division	HH	Proportion	EA Sample	EA Distribution by Strata
1	Central East Urban	58,479	0.30	600	183
2	Central Rural	20,719	0.11		65
3	Eastern Rural	7,741	0.04		24
4	Northern Urban	8,817	0.05		27
5	Northern Rural	19,919	0.10		62
6	Western Urban	41,433	0.22		130
7	Western Rural	34,802	0.18		109
Total		191,910	1		600

Sample selection

The sample design followed a two-stage process:

Selection of Enumeration Areas (EAs): Within each stratum, the list of EAs was sorted by household size. Using Probability Proportional to Size (PPS) sampling, EAs were selected in proportion to the number of households they contained. This ensured that larger EAs had a higher chance of selection, thereby improving representativeness.

Selection of households within EAs: Once EAs were selected, all households within each EA were listed. From this listing, a fixed cluster of 10 households per EA was chosen using systematic random sampling. This process produced the final sample of 6,000 households, distributed across the country in a way that reflects both geographic and demographic diversity.

1. Executive Summary

The 2023–24 Fiji Employment and Unemployment Survey (EUS) provides the most up-to-date and comprehensive picture of Fiji’s labour market across demographic and geographic groups. The survey captures key labour market indicators, including:

1. Employment,
2. Unemployment,
3. Working hours,
4. Earnings, and
5. Labour force participation.

The findings offer critical insights for evidence-based planning, policy formulation, and monitoring of national development priorities, including the Sustainable Development Goals (SDGs) and the National Development Plan.

The report outlines the dynamics of employment in Fiji, with a strong focus on the Labour Force Participation among the working-age population (15 years and above). Within the labour force, the analysis places particular emphasis on sectoral patterns of employment, distinguishing between main economic and secondary economic activities to better understand the multifaceted nature of work in Fiji.

Sector-specific analyses are presented across age groups, highest level of education attained, and other key demographic characteristics, enabling a deeper understanding of disparities and opportunities within the labour market. The report further elaborates on economic activity, occupation classifications, and employment-to-population ratios, providing a holistic view of how individuals engage in the economy.

Significant emphasis is placed on gender-disaggregated and division-level labour statistics, highlighting differences in participation, employment outcomes, and access to economic opportunities across Fiji’s divisions. Youth participation is also examined in detail, given its importance in understanding emerging labour market trends, skills transitions, and the future workforce.

Labour force underutilisation is assessed through four measures: unemployment, time-related underemployment, unemployment combined with the potential labour force, and a composite indicator of overall labour underutilisation.

Lastly, the report includes a dedicated chapter on functioning challenges, recognising the importance of understanding how disability-related barriers affect labour market participation, employment outcomes, and access to decent work. This chapter draws on internationally aligned frameworks using the Washington Group Sets of questions and extended ILO labour force module to highlight disparities and support inclusive policy development.

Overall, the 2023–24 EUS strengthens Fiji’s labour market evidence base and supports targeted policy interventions aimed at promoting inclusive growth, reducing inequalities, and enhancing decent work opportunities for all.

Table 1. Key indicators by sex, Fiji, 2024

	Male	Female	Total
Working-age population, aged 15+ years	312, 518 [50.8%]	302, 314 [49.2 %]	614, 832
Labour force	205,424	109,474	314,898
Employment	195,432 [65.8%]	101,393 [34.2%]	296,825
Unemployment	9,992 [55.3%]	8,081 [44.7%]	18,073
Outside labour force	107,094	192,839	299,933
Of which: Subsistence foodstuff producers (000)	49.3	52.8	102.1
Labour force participation rate (%)	65.7	36.2	51.2
Unemployment rate (%)	4.9	7.4	5.7
<i>By age</i>			
ILO Age Group (%)			
15-24	15.8	22.7	18.3
25-64	3.6	5.4	4.2
Fiji Age Group (%)			
15-35	8.4	13.0	10.1
36-64	2.7	3.4	2.9
65+	1.2	2.5	1.6
Composite rate of labour underutilization LU4 (%)	9.9	16.9	12.5
Informal employment rate (%)	46.0	34.0	41.9

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

1.1 Working-age population and Labour force

The Employment and Unemployment Survey (EUS) for 2023–2024, conducted by the Fiji Bureau of Statistics, estimated that Fiji's total working-age population, defined as individuals aged 15 years and over was 614,832. Out of this population, 312,518 males and 302,314 females were classified as part of the labour force. This indicates active participation through employment or job-seeking activities.

This means that approximately 50.8 percent of the working-age population were male and 49.2 percent were female, reflecting a relatively balanced gender distribution in the labour force. The survey also provides insights into employment status, unemployment rates, and the economically inactive population, which includes students, retirees, and those engaged in unpaid domestic work.

1.2 Employment and Unemployment

Labour force participation comprises employment and unemployment, defined according to international standards set by the International Conference of Labour Statistics (ICLS). The 2023–24 EUS adopts the 19th ICLS framework, which classifies employment strictly as work performed for pay or profit. Under this standard, activities done solely for own final use, such as the own-production of food for household consumption, are not counted as employment. This differs from the 2015–16 EUS, which used the broader 13th ICLS definition. As a result, employment estimates in this report are not directly comparable with the 2015-16 EUS results.

A total of 296,825 working aged population were employed in Fiji during the survey period. 195,432 were male, representing 65.8 percent of the employed population, while 101,393 were female, accounting for 34.2 percent. This signifies that more males are employed compared to female during the survey period.

The unemployed population is defined as individuals within the working-age group who are not currently employed but are actively seeking work and are available to start working. According to the 2023–2024 Employment and Unemployment Survey, a total of 18,073 people out of the 314,898 labour force participants were classified as unemployed. This group included 9,992 males and 8,081 females, indicating that men made up approximately 55.3 percent of the unemployed population, while women accounted for 44.7 percent.

This data highlights the gender distribution among job seekers and provides insight into the dynamics of Fiji’s labour market during the survey period.

1.3 Subsistence production work as main job

A total of 102,106 was recorded for subsistence foodstuff producers. Female reflected the highest record of 52,762 compared to male which is 49,344.

1.4 Youth and Elderly Unemployment

Population dynamics are measured across five cohorts, reflecting both international and national classifications:

- **UN Classification**
 - 15–24 Youth
 - 25–64 Adult
- **Fiji Classification**
 - 15–35 Youth
 - 36–64 Adult
- **65 and above** (incorporating both classifications)

Survey findings reveal important labour market patterns; age group **15–24** records a relatively high unemployment rate of 18.3 percent, highlighting challenges and the need for targeted youth employment initiatives.

The age group 65 years and above, as expected, shows the lowest unemployment rate 1.6 percent, largely because many in this cohort are no longer actively seeking work. This reflects reduced labour market participation, reliance on family support, pensions, or subsistence activities, and in some cases, discouragement from continued job search.

1.5 Rate of labour underutilization (%)

Labour underutilization is a broad measure that goes beyond the standard unemployment rate.

It captures all situations where people of working age are not fully engaged in productive employment. This includes:

- **Unemployment** – Individuals without work but actively seeking and available for employment.
- **Time-related underemployment** – Workers who are employed but working fewer hours than they are willing and available to work.
- **Potential labour force** – Persons who are available for work but not actively seeking (e.g., discouraged workers).

By combining these categories, labour underutilization provides a more comprehensive picture of inefficiencies in the labour market and highlights hidden vulnerabilities that a simple unemployment rate may overlook.

The survey further revealed that females experienced a 7 percent more labour underutilization compared to males.

This directly indicates that women face greater challenges in securing adequate employment opportunities, reflecting structural barriers such as limited access to formal jobs, occupational segregation, and unequal caregiving responsibilities.

1.6 Employment and Unemployment by Ethnicity

Table 2. Key indicators by ethnic groups, Fiji, 2024

	Itaukei	Indo-Fijian	Others	Total
Working-age population, aged 15+ years	374,904	217,865	22,062	614,832
Labour force	192,866	111,905	10,127	314,898
Employment	180,422	106,845	9,557	296,825
Unemployment	12,444	5,059	570	18,073
Outside labour force	812,038	105,960	11,935	299,933
Of which: Subsistence foodstuff producers	69.5	29.6	3.0	102.1
Labour force participation rate (%)	51.4	51.4	45.9	51.2
Unemployment rate (%)	6.5	4.5	5.6	5.7
Working Age Population by age:				
<i>ILO Age Group</i>				
Youth Age (15-24)	84,631	32,822	5,332	122,784
Adult (25-64)	259,442	154,162	14,202	427,805
<i>Fiji Age Group</i>				
Youth Age (15-35)	171,654	73,826	9,599	255,079
Adult (36-64)	172,419	113,157	9,934	295,510
Age 65+	30,831	30,882	2,529	64,242

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 2 represents the different major ethnic group in Fiji; i'Taukei, Indo-Fijian and Others. The working-age population within this group shows a clear ethnic distribution, with i'Taukei comprising 374,904 individuals (61%), Indo-Fijians accounting for 217,865 (35%), and a further 22,062 (4%) belonging to other ethnic groups.

Out of the working-age population, 314,898 persons were in the labour force, representing a labour force participation rate (LFPR) of 51.2 percent. Both i'Taukei and Indo-Fijians recorded equal LFPRs of 51.4 percent, while participation among other ethnic group was lower at 45.9 percent.

Employment stood at 296,825 persons, with i'Taukei accounting for 180,422 employed persons (61%), Indo-Fijians 106,845 (36%), and Others 9,557 (3%).

A total of 18,073 persons were unemployed, yielding a national unemployment rate of 5.7 percent. The unemployment rate was highest among i'Taukei (6.5 percent), compared with Indo-Fijians (4.5 percent) and Others (5.6 percent). This indicates that while labour force participation is similar across major sub groups, unemployment disproportionately affects i'Taukei workers.

Outside the Labour Force, approximately 299,933 persons were outside the labour force. Within this group, 102,100 individuals were engaged in subsistence food production, highlighting the continued importance of informal and non-market activities in Fiji's economy.

With the age structure of the Working-Age Population the ILO classification, youth aged 15–24 years comprised 122,784 persons (20%), while adults aged 25–64 years made up 427,805 persons (70%). Using Fiji’s national classification, youth aged 15–35 years accounted for 255,079 persons (41%), adults aged 36–64 years for 295,510 persons (48%), and those aged 65 years and above for 64,242 persons (10%).

Table 3. Selected indicators of the labour force by sex, Fiji, 2024

	Male	Female	Total
Working-age population, aged 15+ years	312,518	302,314	614,832
Labour force	205,424	109,474	314,898
<i>By education (% distribution)</i>			
Completed primary	5.2	2.4	4.2
Completed secondary	72.4	64.9	69.8
Tertiary (first stage or completed)	22.0	32.4	25.6
Labour force participation rate (%)	65.7	36.2	51.2
Employment	195,432	101,393	296,825
<i>By economic activity (% distribution)</i>			
Agriculture, forestry and fishery	29.9	10.5	23.3
Industry	16.7	10.4	14.5
Services	51.0	70.3	57.6
<i>By status in employment (% distribution)</i>			
Employees	52.9	65.2	57.0
Employers	3.9	1.4	3.1
Own-account workers	23.8	23.6	23.7
Contributing family workers	1.0	1.1	1.1
Share of informal employment (%)	50.3	37.2	45.2
Labour underutilization	20,9478	20,080	41,028
Unemployment	9,992	8,081	18,073
Time-related underemployment	5,639	2,920	8,559
Potential labour force	5,317	9,079	14,396
Labour underutilization rate (%)	9.9	16.9	12.5
Unemployment rate	4.9	7.4	5.7
Time-relate under-employment rate	7.6	10.0	8.5
Potential labour force rate	7.3	14.5	9.9

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 3 presents the distribution of the Labour Force by educational attainment and labour force participation across different economic activities. The table also provides a breakdown of employment status, highlighting the share of informal employment and its relationship to three major contributing factors:

The data are disaggregated by sex, allowing for analysis of gender disparities in labour market outcomes.

1.7 Distribution of Labour Force by Educational Attainment and Sex

The majority of Fiji’s labour force has completed secondary-level education, accounting for 69.8 percent of the total workforce. Within this category, 72.4 percent of males and 64.9 percent of females have attained secondary education, underscoring the central role of this level in shaping the country’s labour market. This indicates that secondary education remains the primary pathway into employment for both genders, though men are slightly more represented.

The second largest category is those with tertiary education, representing 25.6 percent of the labour force. This reflects achievement in higher education, with 22.0 percent of males and 32.4 percent of females attaining tertiary qualifications. The higher proportion of women in this category demonstrates notable progress in female participation in advanced education, suggesting a gradual shift toward gender parity in skilled and professional occupations.

At the lower end of the spectrum, individuals who have completed only primary education remain a very small proportion of the workforce. Among these, 0.4 percent of males and 0.3 percent of females fall into this category, indicating that basic education alone is increasingly rare among Fiji’s active labour force.

1.8 Distribution of Employment by Economic Activities and Sex

In the report, economic activity of Fiji’s labour force has been classified into three major categories, as defined below:

- **Agriculture, forestry and fisheries** – includes crop production, livestock, forestry operations, and fishing activities.
- **Industry** – includes manufacturing, construction, mining, quarrying, and utilities (electricity, gas, water supply).
- **Services** – includes wholesale and retail trade, transport, accommodation and food services, education, health, finance, and public administration.

Agriculture, forestry, and fisheries sector accounts for 23.3 percent of total employment. Within this sector, men represent 29.9 percent while 10.5 percent are represented by women, underscoring the traditionally male-dominated nature of primary industries.

Industrial sector contributes 14.5 percent of employment, with 16.7 percent of men and 10.4 percent of women engaged in activities such as manufacturing, construction, and utilities.

The services sector makes up the largest share, accounting for 57.6 percent of employment. This indicates that more than half of both male and female workers are concentrated in service-oriented industries such as trade, transport, tourism, education, and health.

1.9 Status in employment by Sex

For this report, employment status is classified into four major categories; employers, employees, own-account workers, and contributing family workers. Employees dominates the labour market, accounting for 57 percent of total employment. Within this category, 65.2 percent are female and 52.9 percent are male, reflecting the central role of wage and salaried work in Fiji's economy.

Own-account worker representing 23.7 percent of employment, this category with similar proportion by sex (23.8 percent male, 23.6 percent female). These workers are typically engaged in small-scale, self-employed activities, often in agriculture and informal trade, or artisanal work. Employers' relatively small group, employers contribute 3.1 percent of employment, with 3.9 percent male and 1.4 percent female.

Contributing family workers represents the smallest category at 1.1 percent, consisting of individuals working without direct pay in family enterprises. This group often reflects informal and subsistence activities, with limited social protection.

1.10 Labour underutilization

A total of 41,028 working-age individuals reported almost evenly across genders, with 9.9 percent male and 17.1 percent female were classified under labour underutilization which has three categories;

Unemployment accounted for the largest share, with 18,073 individuals with Women recorded 8,081 (7.4 percent), compared to men's 9,992 (4.9 percent), showing higher female vulnerability to joblessness.

Time-related underemployment was recorded at 8,559 individuals, reflecting workers employed but working fewer hours than they are willing and available to work. Women reported 2,919 (10.0 percent), compared to men's 5,639 (7.6 percent), indicating women are more likely to be employed in part-time or insufficiently hour-based work.

Potential labour force (*those available for work but not actively seeking or not immediately available*) comprised 14,396 Individual. Women accounted for 9,079 (14.5 percent), compared to men's 5,317 (7.3 percent), highlighting a larger proportion of women outside the labour force.

Table 4. Selected indicators of the labour force by divisions, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Working-age population, aged 15+ years	265,652	25,874	88,527	234,779	614,832
Labour force	141,911	12,757	34,805	125,425	314,898
<i>By education (% distribution)</i>					
Completed primary	1.3	0.2	0.9	1.8	4.2
Completed secondary	29.7	3.1	7.7	29.2	69.8
Tertiary (first stage or completed)	14.0	0.7	2.4	8.6	25.7
Labour force participation rate (%)	53.4	49.3	39.3	53.4	51.2
Employment	131,956	12,439	33,413	119,017	296,825
<i>By economic activity (% distribution)</i>					
Agriculture, forestry and fishery	17.3	44.6	43.8	21.9	23.3
Industry	14.6	14.7	8.4	16.1	14.5
Services	62.6	34.9	45.8	57.8	57.6
Economic activity not classified	5.5	5.7	2.0	4.1	4.6
<i>By status in employment (% distribution)</i>					
Employees	68.7	27.3	48.6	60.0	61.3
Employers	2.2	1.8	2.8	4.9	3.3
Own-account workers	22.2	55.9	19.5	27.3	25.5
Contributing family workers	1.0	4.0	1.0	1.1	1.1
Workers not classifiable by status	6.0	11.0	28.2	6.2	8.8
Share of informal employment (%)					
Labour underutilization	22,130	1,813	2,944	14,141	41,02
Time-related underemployment	3,928	514	290	3,827	8,559
Unemployment	9,955	318	1,392	6,408	18,073
Potential labour force	8,247	982	1,262	3,906	14,396
Labour underutilization rate (%)	15.6	14.2	8.5	11.3	49.5
Time-related underemployment rate	2.8	4.0	0.8	3.1	2.7
Unemployment rate	7.0	2.5	4.0	5.1	5.7
Potential labour force rate	5.8	7.7	3.6	3.1	4.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Building on the analysis presented in Table 3, **Table 4 provides a further disaggregation of Fiji's labour force by geographic division:** Central, Eastern, Western and Northern. This breakdown allows for a more nuanced understanding of employment patterns and educational attainment across the country's major divisions.

1.11 Distribution of Labour Force by Educational Attainment and Division

Majority of the labour force across divisions have attained secondary education, accounting for 69.8 percent of the total. Within this group, Central division recorded 29.7 percent and the Western division closely followed with 29.2 percent, highlighting their strong representation in secondary-level qualifications.

The second highest level of attainment is tertiary education, which makes up 25.7 percent of the labour force. Notably, the Central division leads with 14.0 percent, followed by the Western division at 8.6 percent. In contrast, the Northern division shows a lower share of 2.4 percent, while the Eastern division records a significantly low proportion of 0.2 percent, underscoring divisional disparities in access to higher education.

This distribution reflects the concentration of educational opportunities and institutions in more urbanized divisions, particularly Central and Western, compared to the limited access in Northern and Eastern. The data suggests that while secondary education is widespread, tertiary attainment remains unevenly distributed, with implications for labour market competitiveness and divisional development.

1.12 Distribution of Labour Force by Economic Activity and Division

Fiji's labour force exhibits distinct divisional patterns by economic activity. In agriculture, forestry, and fisheries, the Eastern Division records the highest participation at 44.6 percent, closely followed by the Northern Division at 43.8 percent. These figures underscore the reliance of rural and maritime divisions on primary industries, reflecting subsistence livelihoods and limited economic diversification.

Western Division leads the industry sector with 16.1 percent, followed by the Eastern Division at 14.7 percent. This distribution reflects the concentration of manufacturing, construction, and resource-based activities in the Western Division, which benefits from tourism and sugar production infrastructure.

The services sector; Central Division dominates with 62.6 percent, outranking all other divisions, followed by the Western Division at 57.8 percent. This underscores the role of Suva and other urban centres as hubs for trade, education, health, finance, and public administration.

Other unclassified activities: The Eastern Division records the highest participation at 5.7 percent, followed by the Central Division at 5.5 percent, reflecting informal or miscellaneous work not captured under standard classifications.

1.13 Distribution of Employment by Division

Employment categories across Fiji's divisions reveal distinct divisional patterns; Central Division records the highest employee share at 68.7 percent, followed by the Western Division at 60.0

percent. This reflects the concentration of wage and salaried employment in urban centres such as Suva and Nadi, where formal sector opportunities are more prevalent.

Western Division shows the highest ratio of employers indicating a 4.9 percent, followed by the Northern Division at 2.8 percent. This indicates stronger entrepreneurial activity in the Western Division, likely linked to tourism, commerce, and sugar industry enterprises.

The Eastern Division records the highest share of own-account workers at 59.3 percent, followed by the Northern Division at 27.3 percent. This distribution underscores the strong reliance on self-employment and subsistence activities in rural and maritime divisions, where access to formal employment opportunities remains limited.

The Eastern Division records the highest share of contributing family workers at 4.0 percent, followed by the Western Division at 1.1 percent. This indicates that unpaid family labour is more prevalent in maritime and rural households, although the overall proportion remains relatively small compared to other employment categories.

1.14 Labour Underutilisation by Division

This section presents a comparative analysis of labour market indicators across Fiji's four division; Central, Eastern, Northern, and Western highlighting disparities in employment dynamics and labour force engagement.

The labour underutilization rate is highest in the Central division (15.6 percent), followed closely by Eastern (14.2 percent) and Western (11.3 percent), while Northern records the lowest at 8.5 percent.

Eastern division shows the highest time-related underemployment at 4.0 percent, suggesting a greater share of workers seeking more hours with Northern has the lowest rate at 0.8 percent, compare to the national average at 2.7 percent, reflecting relatively limited underemployment across divisions.

Central division leads with the highest unemployment rate of 7.0 percent, while Eastern has the lowest at 2.5 percent. The overall unemployment rate is 5.7 percent, indicating moderate levels of joblessness.

Nationally, the potential labour force accounts for 4.6 percent of individuals, comprising those available for work but not actively seeking employment. Divisionally, the Eastern Division records the highest share at 7.7 percent, followed by the Central Division at 5.8 percent, the Northern Division at 3.6 percent, and the Western Division at 3.1 percent. These figures highlight the presence of discouraged workers and barriers to job search across division

2. Demographic characteristics

Chapter 2 presents the demographic and socio-economic characteristics of the Fiji population, providing a detailed profile of age group and sex distribution. It highlights patterns of urban and rural settlement, divisional variations, and key socio-economic indicators such as educational attainment. Together, these statistics offer a foundational understanding of the population dynamics that shape labour force participation and broader economic development.

Table 5. Population by sex, age, geographic location and educational attainment, Fiji, 2024

	Male	Female	Total
Total population	432,500	413,309	845,809
<i>By 5-year age group</i>			
00-04	37,465	34,825	72,289
05-09	41,492	37,677	79,169
10-14	41,025	38,493	79,518
15-19	36,020	31,316	67,336
20-24	28,931	26,516	55,447
25-29	29,687	29,818	59,505
30-34	30,383	29,818	60,201
35-39	32,063	28,768	60,831
40-44	31,981	30,485	62,466
45-49	29,403	24,895	54,300
50-54	24,942	22,714	47,656
55-59	22,800	22,744	45,544
60-64	18,541	18,763	37,304
65+	27,767	36,476	64,242
<i>By educational attainment</i>			
Less than primary or none	24,568	26,303	50,871
Completed primary	82,534	70,682	153,216
Completed secondary	251,584	246,475	498,059
Tertiary (first stage or completed)	52,878	49,567	102,445
<i>By geographic location</i>			
Urban	226,616	228,765	455,381
Rural	205,884	184,542	390,428

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

2.1 Demographic characteristics of the estimated population

2023 – 24 Employment and Unemployment Survey (EUS), records an estimated population of 845,809 individuals. Of this total, males accounted for 432,500 (51 percent), while females comprised 413,309 (49 percent). The figures indicate a fairly balanced gender distribution across the population, with a slightly higher proportion of males than females, reflecting the general demographic composition observed in Fiji's household population during the survey period.

The demographic characteristics captured during the 2023-24 EUS provide essential context for interpreting labour market influence patterns of employment, unemployment, and labour force participation in Fiji.

2.2 Estimated Population Distribution by Age Group

The smallest age cohorts were observed among the older working-age groups, reflecting the gradual decline in population size as age increases. The 55–59 years category accounted for 45,544 persons, almost evenly split between males (22,800) and females (22,744). The 60–64 years group recorded 37,304 persons, with 18,541 males and 18,763 females, highlighting a gender imbalance in the older age groups, where women outnumber men.

In contrast, the younger age cohorts show much larger population sizes. The 10–14 years group recorded 79,518 persons, while the 05–09 years group accounted for 79,169 persons, underscoring the demographic weight of younger generations.

Alarmingly, the youth population [aged 15-24] showed a smaller figure than those older age cohorts, specifically the prime ages, posing a threat on Fiji's labour force in the near future.

The least numbers were recorded in the age group of 55-59 with a total of 45,544 persons consisting of 50 percent (22,800) males and 50 percent (22,744) females whereas age group 60-64 records a total of 37,304 persons with 50 percent (18,541) males and 50 percent (18,763) females.

2.3 Estimated population distribution by education attainment

The educational attainment of the respondents shows clear stratification across levels of schooling. A total of 50,871 persons reported having acquired less than primary education or none at all, comprising 24,568 males and 26,303 females. This group represents a vulnerable segment of the population with limited access to formal employment opportunities.

At the primary education level, 153,216 persons have completed primary, with 82,534 males and 70,682 females. This indicates that a significant proportion of the labour force has at least basic literacy and numeracy skills, though higher-level qualifications remain essential for improved labour market outcomes.

The majority of the population, 498,059 individuals, have completed secondary education, almost evenly split between 251,584 males and 246,475 females. This reflects the widespread reach of

secondary schooling across Fiji and highlights its role as the dominant level of educational attainment among the working-age population.

The tertiary level accounts for 102,445 individuals, either at the first stage or fully completed. This group includes 52,878 males and 49,567 females, showing relatively balanced gender representation. While tertiary attainment remains comparatively smaller than secondary, it represents a critical segment of the workforce with advanced skills and qualifications that are vital for professional and technical occupations.

2.4 Estimated population distribution by sector

The geographical location illustrates that out of the total population (845,809 individuals), 455,381 [53.8 percent] reside in urban areas while 390,427 [46.2 percent] are located in rural areas, as reported by survey respondents. This distribution highlights the continuing trend of urban concentration, with more than half of the population living in towns and cities, reflecting the pull of employment opportunities, education, and access to services.

At the same time, the rural population remains substantial, accounting below half of the total population, underscoring the importance of agriculture, subsistence production, and rural livelihoods in Fiji's socio-economic fabric.

Table 6. Population by division, sex, age and educational attainment, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Total population	363,250	37,377	125,872	319,310	845,809
<i>By sex</i>					
Male	182,469	20,723	64,581	164,727	432,500
Female	180,781	16,653	61,291	154,584	413,309
<i>By 5-year age group</i>					
0-4	30,376	3,354	11,556	27,003	72,289
5-9	32,022	4,543	13,554	29,050	79,169
10-14	35,199	3,606	12,235	28,478	79,518
15-19	28,678	2,588	10,062	26,008	67,336
20-24	27,203	1,619	7,071	19,555	55,448
25-29	26,168	2,223	8,085	23,029	59,505
30-34	26,379	2,370	8,860	22,593	60,202
35-39	28,219	2,326	7,832	22,454	60,831
40-44	26,266	2,309	7,883	26,009	62,467
45-49	22,691	2,635	7,934	21,039	54,299
50-54	19,881	1,787	7,981	18,007	47,656

	Central	Eastern	Northern	Western	Total
55-59	17,369	2,605	7,690	17,879	45,543
60-64	15,208	2,228	5,832	14,035	37,303
65+	27,591	3,184	9,297	24,171	64,243
<i>By educational attainment</i>					
Less than primary or none	10,389	1,517	4,848	10,414	27,168
Completed primary	95,025	13,657	45,487	94,900	249,068
Completed secondary	167,420	15,410	53,980	149,214	386,024
Tertiary (first stage or completed)	55,180	2,989	10,171	34,095	102,435

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 6 presents the further distribution of Fiji's population across the four main divisions; Central, Eastern, Western, and Northern, highlighting demographic variations that shape socio-economic outcomes.

2.5 Population characteristic by division

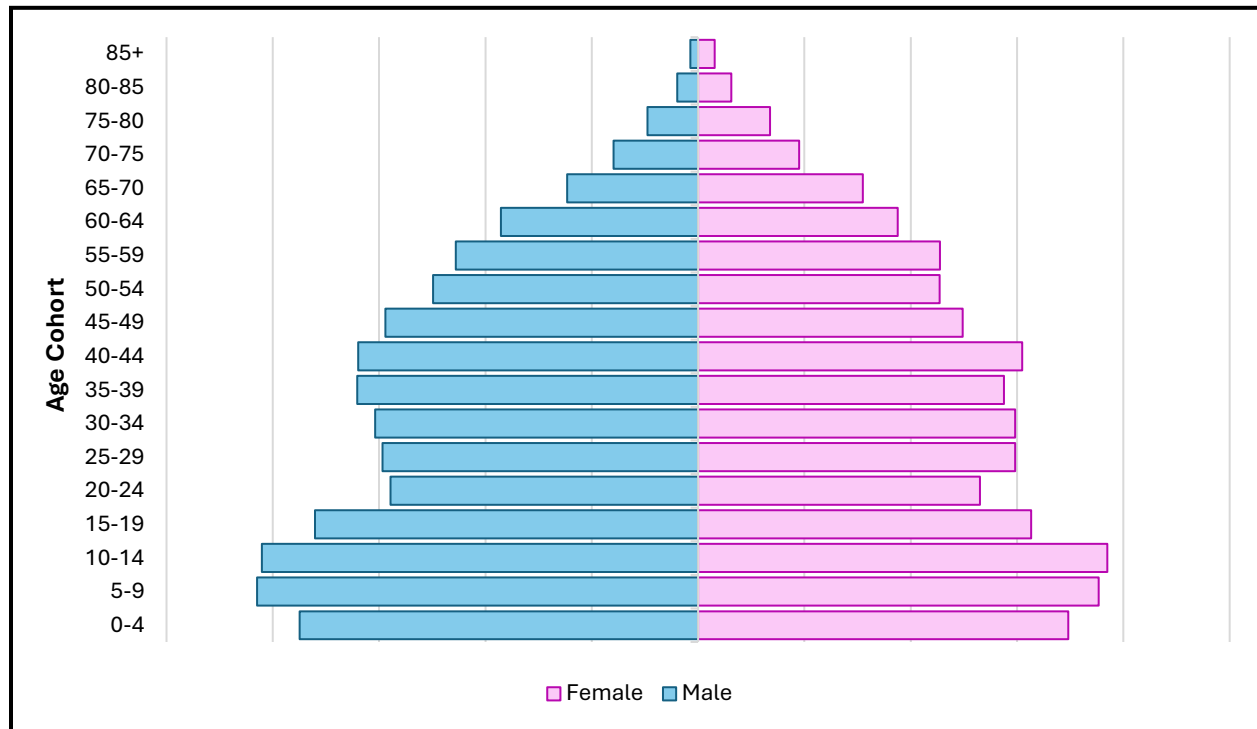
The total population of the survey accounts to 845,809 represented by divisions with majority in the Central division (363,250) followed by Western division (319,310) and the Northern Division (125,872) while Eastern division recorded the least count of 37,377.

Out of the total estimated population; Central division records 186,469 males and 180,781 females followed by Western division (164,727 males, 154,584 females) and the Northern division (64,581 males, 61,291 females) while the Eastern division recorded the least count of 20,723 males and 16,653 females.

Focusing on the working age population of 15 years and above; the age group of 15-19 records the highest number of 67,336 (8 percent) followed by age group 65 and above 64,243 (8 percent) compared to age group 60-64 with 37,303 (4 percent). At divisional level age group 15-19 records the highest number of 28,678 (43 percent) in the Central division, 26,008 (39 percent) in the Western division, 10,062 (15 percent) in the Northern division and 2,588 (4 percent) in the Eastern division.

The educational attainment of completed secondary education records the highest number of 498,705 (59 percent) followed by completed primary education 153,216 (18 percent) and tertiary education either first stage or completed 102,445 (12 percent) followed by less than primary or none 50,871 (6 percent) with level of education not stated 40,572 (5 percent). At the divisional level the highest records of completed secondary education represents 208,738 (42 percent) in Central division, 195,375 (39 percent) in the Western division, 72,482 (15 percent) in the Northern division and 22,110 (4 percent) in the Eastern division.

Figure 1. Population pyramid by age, Fiji, 2024 (% distribution)



Source: Fiji Employment and Unemployment Survey 2024.

Figure 1 presents Fiji’s population distribution by age cohort and sex, using a pyramid format that spans from the youngest age group (0–4 years) at the base to the oldest (85+ years) at the top. The pyramid reveals a notable inward tapering between the 15–24 age cohorts, indicating a relatively smaller share of youth poised to enter the labour force in the near future. The structure also highlights gender differences in older age groups, with females outnumbering males in the 70+ cohorts, consistent with higher female longevity

3. Working-age population, labour force and labour force participation rate

Chapter 3 presents detailed statistics on labour force status, disaggregated at the national, urban, and rural levels, and further separated by sex. The chapter provides insights into the working-age population, labour force participation and those that outside the labour force. It also highlights differences in labour market outcomes between men and women, as well as across geographic areas, offering a comprehensive view of employment dynamics and structural challenges. In addition, the chapter examines subsistence production as the main form of work, underscoring the role of informal and non-market activities in sustaining livelihoods.

Table 7. Labour force status by ex and geographic location, Fiji, 2024

		Labour force status			
		Employed	Unemployed	Outside the labour force	Total
Fiji	Male	195,432	9,992	107,094	312,518
	Female	101,393	8,081	192,839	302,314
	Total	296,825	18,073	299,933	614,832
Urban	Male	92,677	2,763	51,545	146,986
	Female	36,204	2,828	91,661	130,693
	Total	128,881	5,591	143,206	277,678
Rural	Male	102,755	7,229	55,549	165,533
	Female	65,188	5,254	101,178	171,621
	Total	167,943	12,483	156,727	337,153

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

3.1 Labour force status

The estimated working-age population stands at 614,832 individuals, with 312,518 males and 302,314 females, showing an almost equal gender balance. However, when examining labour force participation, only 314,899 persons are active, and males make up a substantially larger share (205,424) compared with females (109,474). This contrast highlights that while the gender composition of the working-age population is nearly even, women participate in the labour force at a much lower rate, reflecting persistent gender gaps in employment opportunities and labour market engagement.

$$\text{Labour Force Participation} = \text{Employed} + \text{Unemployed}$$

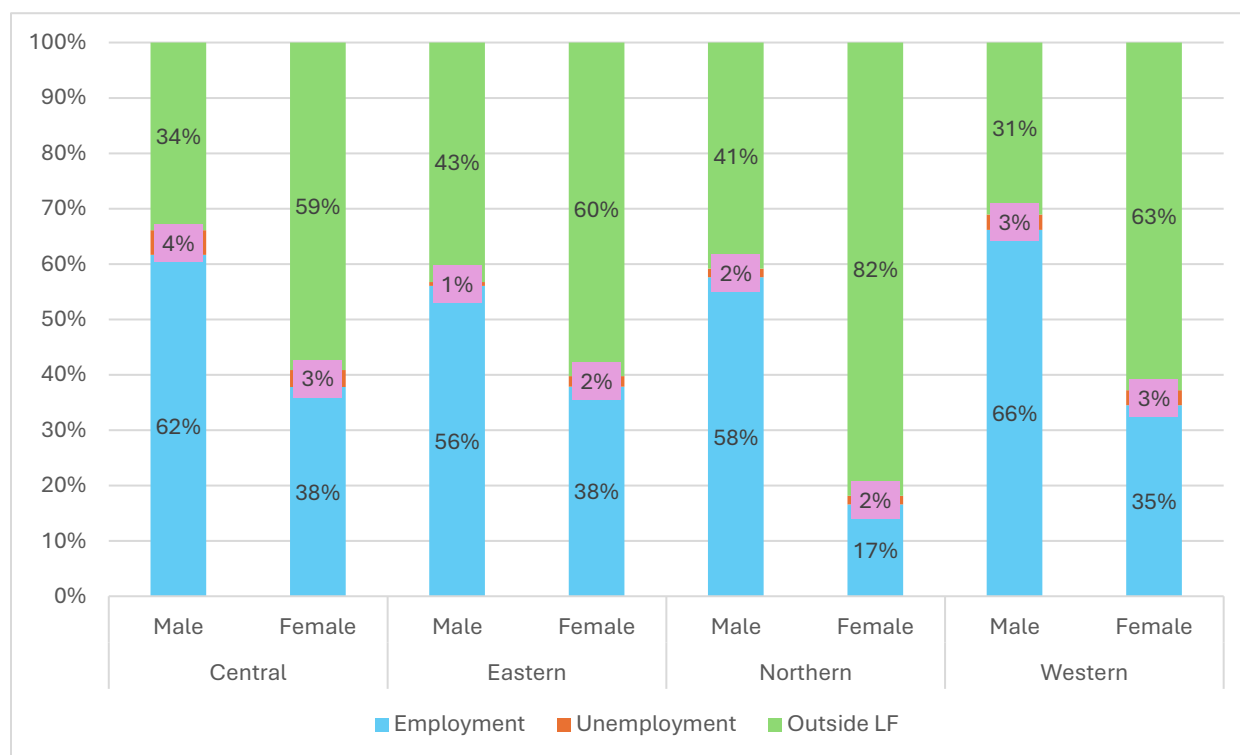
A total of 299,934 persons are outside the labour force, comprising individuals who are not employed, not seeking work, and not available to work. This group includes 107,094 males and a

significantly larger number of 192,839 females, underscoring the disproportionate withdrawal of women from active labour market participation. Among the employed population, 195,432 are males and 101,393 are females. The unemployed population, 9,992 are males and 8,082 are females,

In urban areas, the working-age population totals 277,678 persons, comprising 146,986 males and 130,693 females. Of this group, 143,206 individuals are outside the labour force (51,545 males and 55,549 females). The urban labour force includes 128,881 employed persons (92,677 males and 36,204 females), while 5,591 are unemployed (2,763 males and 2,828 females). This distribution indicates that urban women are more likely to be employed compared to their rural counterparts.

In rural areas, the working-age population totals 337,153 persons, comprising 165,533 males and 171,620 females. Of this group, 156,727 individuals are outside the labour force. The rural labour force registers 167,943 employed persons (102,755 males and 65,188 females), while 12,483 are unemployed (7,229 males and 5,254 females).

Figure 2. Working-age population in employment, unemployment, outside the labour force by sex and geographic location, Fiji, 2024 (% distribution)



Source: Fiji Employment and Unemployment Survey 2024.

Notes: The figures included in this graph shows the percentages in relation to the total estimated working age population.

Figure 2 represents the working-age population (WAP) disaggregated by division and sex. The results indicate that the unemployment-to-WAP ratio is relatively low, suggesting that fewer individuals are actively seeking employment and available to work. In both the Central and Western divisions, men account for a higher share of employed individuals compared to women. By contrast,

women in these divisions record a significantly larger proportion of individuals outside the labour force, reflecting gendered differences in labour market participation.

Table 8. Labour force, age groups and educational attainment by sex, Fiji, 2024

	Male	Female	Total
Working-age population, aged 15+ years	312,518	302,314	614,832
Labour force	205,424	109,474	314,898
<i>By age group</i>			
15-24	22,821	13,135	35,956
25-64	175,186	93,077	268,263
15-35	79,854	45,997	125,851
36-64	118,153	60,215	178,368
65+	7,417	3,262	10,679
<i>By educational attainment</i>			
Completed primary	38,924	10,148	49,072
Completed secondary	120,492	63,518	184,010
Tertiary (first stage or completed)	45,202	35,440	80,642
Labour force participation rate (%)	65.7	36.2	51.2
<i>By age group [percent]</i>			
15-24	35.1	22.7	29.3
25-64	79.7	44.7	62.7
15-35	60.2	37.6	49.3
36-64	77.7	42.0	60.4
65+	26.7	8.9	16.6
<i>By educational attainment [%]</i>			
Completed primary	18.9	9.3	15.6
Completed secondary	58.7	58.0	58.4
Tertiary (first stage or completed)	22.0	32.4	25.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

3.2 Labour Force Composition by Age and Sex

The total labour force comprised 314,898 individuals, with males accounting for 65.7 percent and females for the remaining 34.3 percent. This reflects a significantly higher level of male participation in the labour market compared with females.

Within the youth population aged 15–24 years, there were 22,821 males and 13,135 females, making

a combined total of 35,956 individuals. This group represents a critical segment of the labour force, as they are transitioning from education into employment.

The prime working-age group 25–64 years accounted for the majority of the labour force, representing a total of 268,263 economically active persons. This group forms the backbone of Fiji’s workforce, contributing most significantly to national productivity and economic growth.

The national Labour Force Participation Rate (LFPR) for 2023–2024 EUS stood at 51.2 percent, indicating that just over half of Fiji’s working-age population is labour force active. Male participation is recorded a higher rate of 65.7 percent compared to 36.2 percent for females.

By age group, the prime working-age population, 25–64 years recorded the highest LFPR at 62.7 percent, reflecting their dominant role as the backbone of Fiji’s workforce. In contrast, participation among the 65 year and above was significantly lower at 16.6 percent, consistent with retirement trends and reduced economic activity among older cohorts.

3.3 Labour Force Composition by Education Attainment

The majority of the labour force had attained secondary education, 58.4 percent reflecting the central role of secondary schooling in labour market readiness. Those with tertiary education at 25.6 percent, indicating increasing access to higher education and its role in labour market participation.

Table 9. Labour force, sex, age groups and educational attainment by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Working-age population, aged 15+ years	265,652	25,874	88,527	234,779	614,832
Labour force	141,912	12,757	34,804	125,425	314,898
By Age group					0
15-24	16,602	768	3,827	14,759	35,956
25-64	120,420	11,368	30,457	106,018	268,263
15-35	58,418	4,030	13,322	50,081	125,851
36-64	78,604	8,106	20,961	70,696	178,368
65+	4,889	621	521	4,648	10,679
<i>By educational attainment</i>					
Completed primary	16,455	2,988	7,176	22,453	49,072
Completed secondary	80,998	7,509	19,976	75,527	184,010
Tertiary (first stage or completed)	43,969	2,260	7,461	26,952	80,642
Level not stated					
Labour force participation rate (%)	53.4	49.3	39.3	53.4	51.2
By Age Group					
15-24	29.7	18.3	22.3	32.4	29.3
25-64	66.1	61.5	49.0	64.2	62.7
15-35	51.0	42.3	37.6	52.4	49.3
36-64	63.7	61.6	47.8	61.4	60.4

	Central	Eastern	Northern	Western	Total
65+	17.7	19.5	5.6	19.2	16.6
By Education attainment					
Less than primary or none	22.8		67.3	18.0	22.9
Complete primary	40.2	40.9	32.0	45.2	40.8
Complete secondary	48.7	48.7	37.3	51.1	48.0
Tertiary (first stage complete)	79.7	75.4	73.4	79.0	78.7

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

3.4 Labour Force Composition by Division

The Central Division, where the capital city Suva is located, recorded the largest share of the working-age population, with 265,652 individuals. This was followed by the Western Division with 234,779 individuals. The Northern Division registered 88,527, while the Eastern Division recorded the lowest count at 25,874.

The labour force followed a similar pattern recording; Central Division: 141,912, Western Division: 125,425, Northern Division: 34,804 and Eastern Division: 12,757

3.5 Labour Force Disaggregation by Age Group and Division

The disaggregation of the labour force by age group and division highlights significant divisional differences in economic participation.

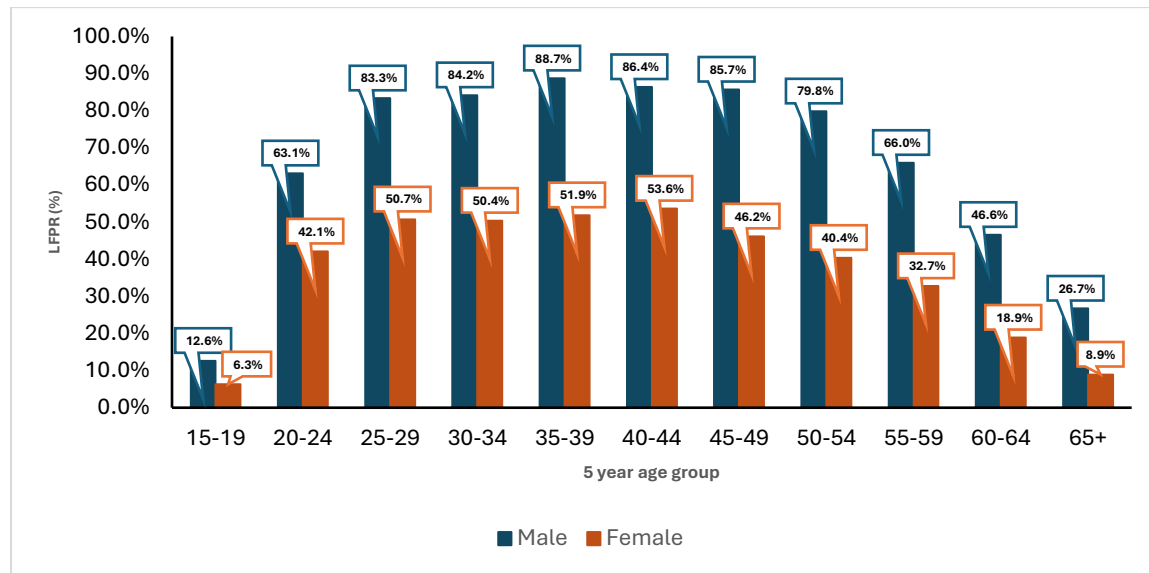
Age group 15–24 years; The Central Division recorded the highest number of youths in the labour force with 16,602 individuals, while the Eastern Division registered the lowest at 768. This reflects the concentration of educational institutions and entry-level employment opportunities in Central, compared with limited access in Eastern.

Age group 25–64 years indicates that the Central Division again led with 120,420 persons, underscoring its role as the backbone of Fiji's workforce. The Western Division also contributed substantially, reflecting its diverse economic base in tourism, agriculture, and industry.

Within the age group 15–35 years, 58,418 individuals were located in Central, followed by 50,081 in Western. This distribution highlights the strong pull of urban centres for younger workers seeking formal employment and career development.

The age group 36–64 years accounts for Central Division continued to dominate, registering 78,604 individuals, reflecting its strong concentration of economic activity and employment opportunities across both public and private sectors.

Figure 3. Labour force participation rate by sex and five-year age group, Fiji, 2024 (%)

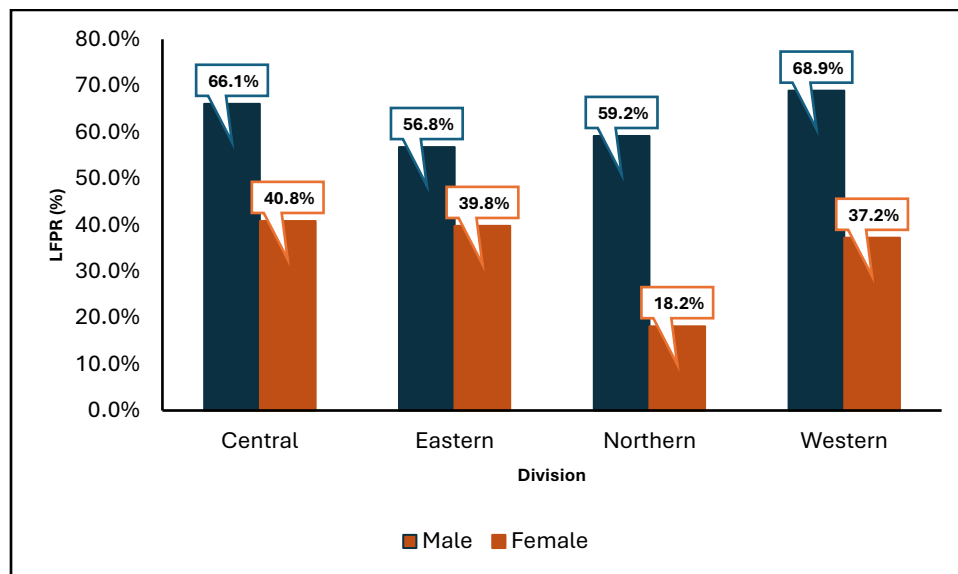


Source: Fiji Employment and Unemployment Survey 2024.

Notes: The figures included in this graph shows the percentages in relation to the total estimated labour force.

Figure 3 reveals that age 15–24 years participation begins low in the 15–19 age group, reflecting ongoing education and limited employment. 25–49 age group shows labour force participation peaks between 25–29 and 45–49 years, with males consistently showing higher rates than females. Age group 50–64 years participation begins to decline from 50–54 years onward, with a steeper drop among females. Old Age Group (65+ years) participation is lowest, consistent with retirement norms. Male participation remains slightly higher, though overall rates are minimal.

Figure 4. Labour force participation rate by sex and geographic location, Fiji, 2024 (%)

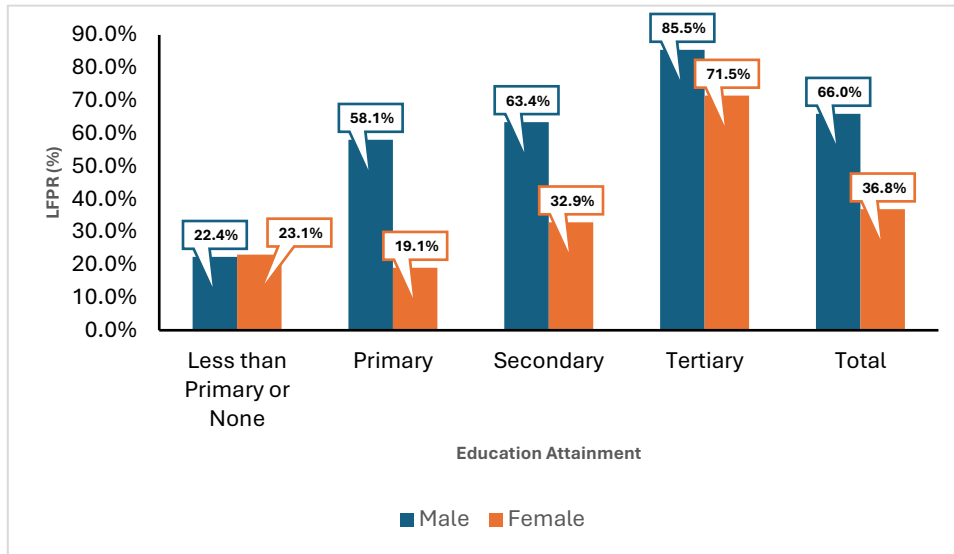


Source: Fiji Employment and Unemployment Survey 2024.

Notes: The figures included in this graph shows the percentages in relation to the total estimated labour force.

Figure 4 represents the percentage distribution of the working-age population across Fiji’s four divisions; Central, Eastern, Northern, and Western disaggregated by sex (male and female) and total population. The data reveals notable divisional and gender-based disparities in population concentration.

Figure 5. Labour force participation rate by educational attainment and sex, Fiji, 2024 (%)



Source: Fiji Employment and Unemployment Survey 2024.

Notes: The figures included in this graph shows the percentages in relation to the total estimated labour force.

Figure 5 illustrates the percentage distribution of educational attainment across five categories Less than Primary or None, Primary, Secondary, Tertiary disaggregated by sex (male and female) and overall population. The data highlights significant gender disparities and trends in access to education.

Tertiary education shows the highest concentration across all groups, with males peaking above 80 percent, females around 70 percent. This reflects increasing access to higher education, particularly among men. Secondary education also accounts for a substantial share, indicating that a large portion of the population has completed secondary education. Primary education and Less than Primary or None categories show lower percentages in labour force participation, suggesting that basic education coverage has improved nationally. Across all education levels, males consistently record higher percentages than females, pointing to persistent gender gaps in educational attainment.

Table 10. Working-age population outside the labour force by sex, age group and educational attainment, Fiji, 2024

	Number of persons			Percentage of respective working-age population (%)		
	Male	Female	Total	Male	Female	Total
Population outside the labour force, aged 15+ years	107,094	192,839	299,934	34.3	63.8	48.8
<i>By age group</i>						
15-24	42,131	44,697	86,828	13.5	14.8	14.1
25-64	44,614	114,928	159,542	14.3	38.0	25.9
15-35	52,774	76,483	129,227	16.9	25.3	21.0
36-64	34,000	83,143	117,143	10.9	27.5	19.1
65+	20,350	33,214	53,564	6.5	11.0	8.7
<i>By educational attainment</i>						
Less than primary or none	1,849	6,069	7,918	0.6	2.0	1.3
Completed primary	8,909	13,211	22,119	2.9	4.4	3.6
Completed secondary	88,661	159,432	248,093	28.3	52.7	40.3
Tertiary (first stage or completed)	7,676	14,127	21,803	2.5	4.7	3.5

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

3.6 Outside Labour Force Rate by Age Group and Sex

The population outside the labour force, by sex, refers to women and men of working age who are neither employed nor unemployed, whether because they are not seeking work or are not available for work. In Fiji, this group totals 299,934 individuals, representing 49 percent of the working-age population. Of this share, males account for 34 percent and females for 64 percent, highlighting the greater withdrawal of women from labour market participation.

A significant proportion of individuals aged 25–64 remain outside the labour force, accounting for 26 percent of the working-age population (WAP). This may reflect the relatively higher share of individuals within this age group. The youth age cohort shows that 14 percent are outside the labour force, with 38 percent being female and 14 percent male. Among the older age group (65 years and above), 9 percent of WAP are outside the labour force, comprising 11 percent of females and 7 percent of males. Participation stabilizes at the age 36-64. However, gender differences persist, with females more likely to remain outside the labour force due to caregiving responsibilities or limited access to formal employment opportunities.

3.7 Outside Labour Force Rate by Educational Attainment

By educational attainment, the majority of the population outside the labour force had completed secondary education, accounting for 248,093 persons. Within this group, 46.6 percent were male and 53.4 percent were female, highlighting the significant share of women who remain economically inactive despite achieving secondary-level qualifications.

A further 21,803 persons outside the labour force had attained tertiary education, comprising 14.5 percent of males and 28.5 percent of females. This indicates that even among those with advanced qualifications, a notable proportion particularly women are not participating in the labour market.

Those with less than primary or no education accounted for 7,918 persons, with 69.6 percent of males and 94.3 percent of females outside the labour force. Meanwhile, 22,119 persons had completed primary education, of which 13.3 percent are males and 24.8 percent of females were inactive.

4. Employment Population

Chapter 4 presents the statistics of the employed population, disaggregated by sex and division.

The employed population is defined as all persons of working age (15 years and above) who, during the reference period (the past seven days), were engaged in any activity to produce goods or provide services for pay or profit. Employment includes persons working in jobs for wages or salaries, as well as those engaged in market-oriented self-employment activities.

In line with the latest international standards from the **19th International Conference of Labour Statisticians (ILO, 2013)**, persons involved in own-use production of goods that is, producing goods only or mainly for household or family consumption are excluded from employment. This ensures consistency with global labour statistics frameworks and comparability across countries.

Table 11. Employment by sex, age groups, industry, status in employment and occupation, Fiji, 2024

	Male	Female	Total
Employment, aged 15+ years	195,432	101,393	296,825
<i>By age group</i>			
15-24	19,220	10,155	29,374
25-64	168,887	88,057	256,944
15-35	73,119	40,018	113,138
36-64	114,987	58,194	173,180
65+	7,326	3,181	10,507
<i>By economic activity</i>			
Agriculture, forestry and fishery	58,396	10,691	69,087
<i>Industry</i>			
Manufacturing	11,739	7,509	19,247
Construction	16,387	2,416	18,803
Other industry	4,478	593	5,070
<i>Services</i>			
Wholesale and retail trade	33,302	25,790	59,092
Accommodation and food service activities	11,793	10,024	21,817
Administrative and support services	4,369	1,938	6,307
Public administration and defence	10,152	5,594	15,746
Education	8,112	9,445	17,557
Other services	31,979	18,525	50,505
Economic activity not classified	4,726	8,868	13,594
<i>By status in employment</i>			
Employees	112,529	69,301	181,830

	Male	Female	Total
Employers	8,336	1,531	9,867
Own-account workers	72,400	29,376	101,776
Contributing family workers	2,167	1,184	3,351
<i>By occupation</i>			
Managers	10,903	6,027	16,930
Professionals	17,969	15,021	32,990
Technicians and associate professionals	13,609	10,108	23,717
Clerical support workers	10,013	9,957	19,971
Service and sales workers	30,365	23,105	53,470
Skilled agricultural, forestry & fishery workers	45,870	8,821	54,691
Craft and related trades workers	24,596	8,830	33,426
Plant and machine operators, and assemblers	20,539	5,856	26,395
Elementary occupations	21,568	13,668	35,236
Employment-to-population ratio, aged 15+ years (%)			
<i>By age group (EPR)</i>			
15-24	29.6	17.6	23.9
25-64	76.8	42.3	60.1
15-35	55.1	32.7	44.4
36-64	75.6	40.6	58.6
65+	26.4	8.7	16.4

Source: Fiji Employment and Unemployment Survey 2024.

Notes: (*) Denotes cells with small sample of less than 30 cases.

4.1 Employment by Main Classifications

Information on employment from the 2023–2024 Employment and Unemployment Survey (EUS) estimated that the employed population amounted to 296,825 individuals, comprising 195,432 males and 101,393 females. This distribution highlights that male accounting for nearly two-thirds of total employment.

4.2 Employment by Age Group and Sex

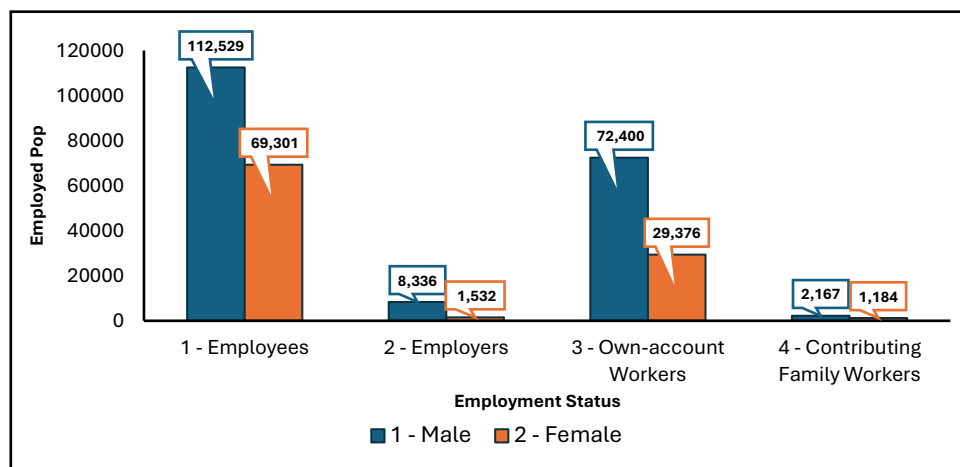
Fiji's total employment for individuals aged 15 years and above was estimated at 296,825 persons, with males (195,432) outnumbering females (101,393) across all age groups.

Age cohort 25–64 years accounted for the largest share of employment, with 256,944 workers (168,887 males and 88,057 females). As the core of the labour force, this age group represents the main contributors to national economic output, reflecting stable workforce participation and productivity.

The youth group age 15–24 years comprised 29,374 individuals (19,220 males and 10,155 females). These figures highlight the role of younger entrants into the labour market, though participation remains lower compared to older cohorts, reflecting ongoing education and training commitments.

Older Age Group 65 years and above consist of a total of 10,507 individuals (7,326 males and 3,181 females) who are remained employed, demonstrating continued workforce participation among older persons. This reflects both extended working lives and reliance on income-generating activities beyond retirement age.

Figure 6. Employment Status by Sex, Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Figure 6 presents the graphical interpretation of employment status distribution by sex, highlighting the differences in how men and women participate in the labour force. This visualization underscores both the numerical disparities and the structural composition of employment across male and female.

4.3 Employment Distribution by Economic Activity

EUS reveals that the Fiji’s employment distribution is classified under three main categories: Agriculture, Forestry and Fisheries, Industry, and the Services sector, based on the International Standard Industrial Classification (ISIC Rev.4). These categories reflect the structure of Fiji’s labour market and the gender composition across different economic activities.

Agriculture, Forestry and Fisheries accounts for the largest share of employment, with a total of 69,087 workers. Employment is heavily male-dominated, with 58,396 males and 10,691 females engaged in agricultural, forestry, and fishing activities. This reflects the rural and subsistence nature of the sector, where men are more likely to be involved in primary production.

The services sector is the second-largest contributor to employment, encompassing a wide range of activities. Wholesale and Retail Trade register 59,092 workers (33,302 males; 25,790 females). Accommodation and Food Service Activities: 21,817 workers (11,793 males; 10,024 females) while Other Services (including education, public administration, administrative support, and personal

services) registering 50,505 workers. Female participation is relatively higher in service-related activities, particularly in education, hospitality, and retail trade, reflecting occupational patterns and gendered roles in the labour market.

Industry-related employment includes manufacturing, construction, and other industrial activities. Manufacturing accounting for 19,247 workers (11,739 males; 7,509 females). Construction indicating a total of 18,803 workers (16,387 males; 2,416 females) while Other Industry reveals 5,070 workers (4,478 males; 593 females).

Figure 7. Employment distribution by Economic Activity, Fiji, 2024

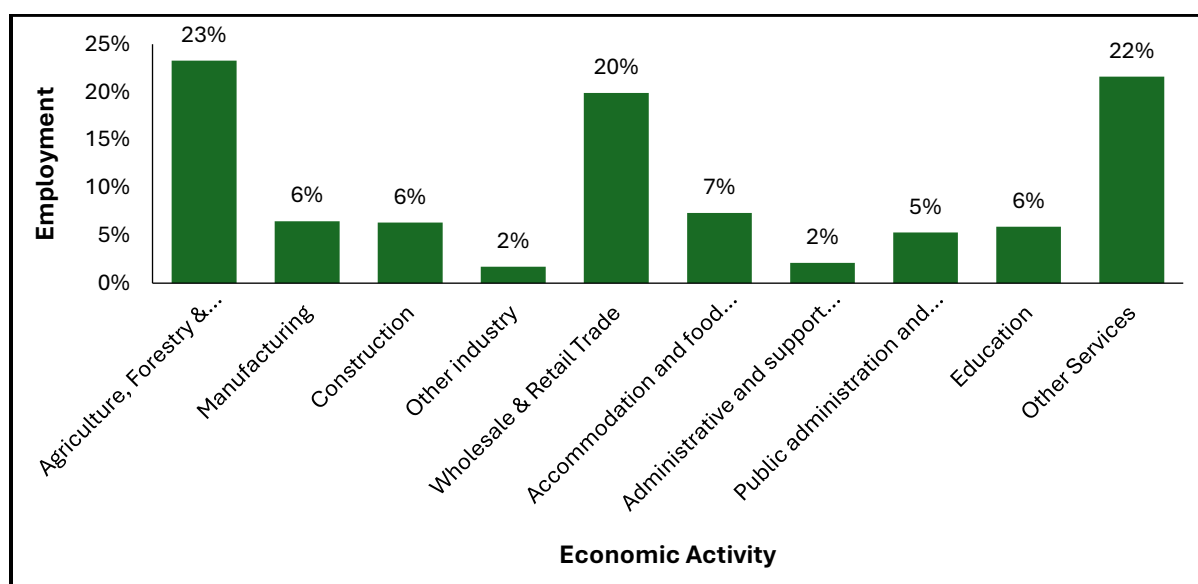


Figure 7 presents the total employment distribution by economic activity, disaggregated by industry sectors that drive Fiji's economy. This visualization highlights the relative size and importance of different sectors in absorbing the workforce.

4.4 Employment Status of Fiji's Workforce

The EUS shows that Fiji's workforce is predominantly composed of employees, totalling 181,830 workers. Within this group, males (112,529) outnumber females (69,301), reflecting the continued male dominance in formal wage and salary employment.

Own-account workers reveal 101,776 workers (72,400males; 29,376females) which is the second largest group, showing higher male participation. This reflects the prevalence of self-employment in agriculture, retail trade, and informal activities.

Employers indicates 9,867 workers (8,336 males; 1.531 females) remain a relatively small group, with males dominating. Female representation is limited, pointing to barriers in entrepreneurship and business ownership.

Contributing family workers signifies 3,351 workers (2,167 males; 1,184 females) reflecting unpaid work within family enterprises, with a more balanced gender distribution compared to other categories.

4.5 Employment by Occupation

EUS Survey indicates that Fiji's employment distribution by occupation highlights the diverse structure of the workforce and the gender composition across major occupational groups. Skilled Agricultural, Forestry and Fishery Workers demonstrate the largest occupational group, employing 54,691 workers (45,870 males; 8,821 females) reflecting the continued importance of agriculture and related activities in Fiji's economy, with male dominance consistent with traditional labour roles in primary production.

Service and Sales Workers second the largest group, comprising 53,470 workers (30,365 males and 23,105 females). This category shows relatively balanced participation, with females strongly represented in retail, hospitality, and customer service roles.

Elementary Occupations records a total of 35,236 workers (21,568 males; 13,668 females), reflecting low-skilled jobs often concentrated in manual labour and basic service provision. Craft and Related Trades Workers identifies 33,426 workers (24,596 males; 8,830 females), dominated by males, consistent with gendered participation in construction, carpentry, and mechanical trades.

Professional accounting for 32,990 workers (17,969 males; 15,021 females). This group shows stronger female representation compared to other categories, particularly in education, health, and administrative professions. Technicians and Associate Professionals shows 23,717 workers (13,609 males; 10,108 females), reflecting mid-level technical and support roles across industries.

Clerical Support Workers has 19,971 workers (10,013 males; 9,957 females), showing near gender parity, with females slightly more represented in administrative and office support functions while Plant and Machine Operators and Assemblers register 26,395 workers (20,539 males; 5,856 females), heavily male-dominated, consistent with occupational segregation in industrial and transport operations.

Figure 8. Employment by occupation, Fiji, 2024

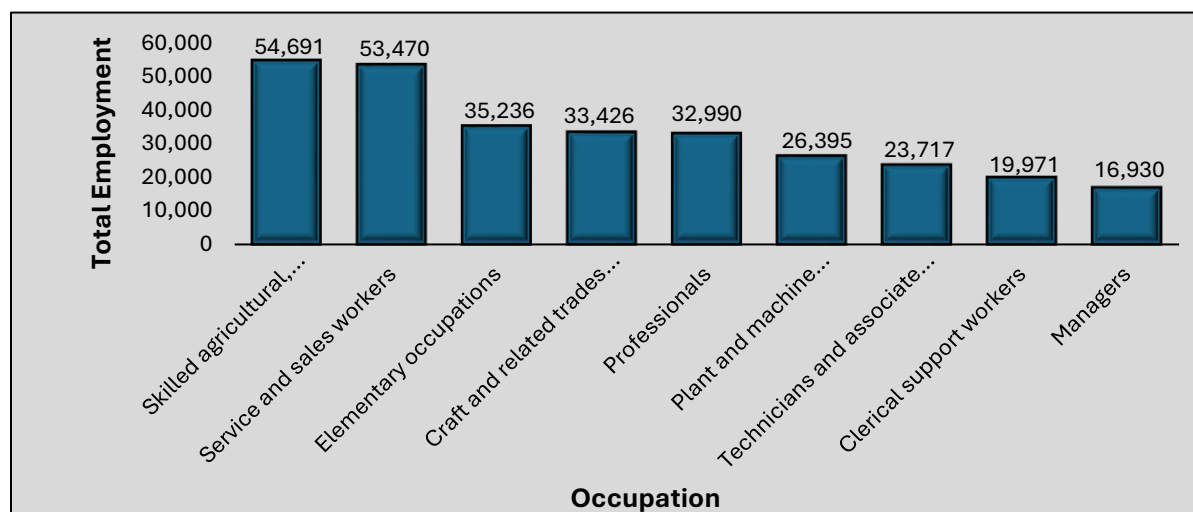


Figure 8 illustrates the distribution of employment across major occupational categories, providing a graphical interpretation of how Fiji's workforce is spread by occupation. This visualization highlights the relative size of occupational groups.

4.6 Employment-to-Population Ratio (EPR)

The employment-to-population ratio (EPR) provides a key measure of labour market engagement across different age groups. The 2023–2024 EUS highlights significant variation by age and sex, underscoring both demographic and gender-related dynamics in employment.

The age cohort 25–64 years on the EPR was 60 percent overall, with a notable gender disparity 77 percent for males compared to 42 percent for females. This age group represents the core of the labour force and the main contributors to economic output. The lower female participation reflects persistent barriers such as caregiving responsibilities, cultural expectations, and limited access to formal employment opportunities.

Youth age group 15–24 years of the EPR stood at 24 percent, indicating lower labour force participation among young people. This is largely attributable to continued education and training, as well as challenges in transitioning from school to work. The older Age Group, 65 years and above on the EPR was 16 percent overall, with male participation (26 percent) nearly three times higher than female participation (9 percent). This reflects extended working lives among men, often in agriculture or informal activities, while women are less likely to remain economically active beyond retirement age.

Table 12. Employment by divisions, sex, age groups, industry, status in employment and occupation, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Employment, aged 15+ years	131,956	12,439	33,413	119,017	296,825
<i>By sex</i>					
Male	81,571	8,140	26,307	79,415	195,432
Female	50,385	4,299	7,106	39,602	101,393
Male-to-Female Ratio	1.62	1.89	3.70	2.01	1.93
<i>By age group (% distribution)</i>					
15-24	9.7	5.9	9.5	10.6	9.9
25-64	86.7	89.1	88.9	85.5	86.6
15-35	39.2	31.7	36.4	38.1	38.1
36-64	57.2	63.3	62.1	58.0	58.3
65+	3.6	5.0	1.6	3.9	3.5
<i>By economic activity (% distribution)</i>					
Agriculture, forestry and fishery	17.3	44.6	43.8	21.9	23.3
<i>Industry</i>					
Manufacturing	5.8	11.4	4.3	7.4	6.5
Construction	7.4	3.3	2.9	6.5	6.3
Other industry	1.4	0.0	1.3	2.3	1.7
<i>Services</i>					
Wholesale and retail trade	19.8	17.5	16.0	21.3	19.9
Accommodation and food service activities	4.3	0.0	5.5	12.1	7.4
Administrative and support services	2.7	0.0	1.0	2.1	2.1
Public administration and defence	7.8	2.1	6.3	2.5	5.3
Education	7.3	8.6	6.9	3.8	5.9
Other services	23.6	12.7	14.8	16.6	19.3
<i>By status of employment (% distribution)</i>					
Employees	72.4	28.6	50.2	63.1	64.3
Employers	2.1	1.8	2.8	4.6	3.2
Own-account workers	23.4	62.2	46.3	29.7	30.1
Contributing family workers	2.2	7.4	0.8	2.6	2.4
<i>By occupation (% distribution)</i>					

	Central	Eastern	Northern	Western	Total
Managers	6.5	4.3	5.1	5.1	5.7
Professionals	13.4	9.8	10.9	8.8	11.1
Technicians and associate professionals	9.5	5.8	3.8	7.7	8.0
Clerical support workers	8.0	4.3	4.3	6.3	6.7
Service and sales workers	18.8	6.3	16.6	18.8	18.0
Skilled agricultural, forestry & fishery workers	13.2	36.9	35.6	17.5	18.4
Craft and related trades workers	11.0	15.9	8.0	12.0	11.3
Plant and machine operators, and assemblers	9.2	2.0	6.9	9.9	8.9
Elementary occupations	10.5	14.8	8.8	13.9	11.9
Employment-to-population ratio, aged 15+ years (%)					
<i>By age group</i>					
15-24	23.0	17.6	18.6	27.7	23.9
25-64	62.8	60.0	47.8	61.7	60.1
15-35	45.1	41.4	34.3	47.5	44.4
36-64	61.2	59.9	47.3	60.0	58.6
65+	17.3	19.5	5.6	19.0	16.4

Source: Fiji Employment and Unemployment Survey 2024.

Notes: (*) Denotes cells with small sample of less than 30 cases.

Table 12 provides a further disaggregation of employment by division, offering insights into the geographic distribution of Fiji's workforce. This breakdown highlights the concentration of employment in the more urbanized divisions, while also reflecting the role of rural economies in sustaining livelihoods.

4.7 Employment Distribution by Division

The majority of employment in Fiji is concentrated in the Central and Western divisions, reflecting their larger populations, stronger economic bases, and higher levels of urbanization.

Central Division records the largest share of employment, with 131,956 workers. Western Division accounts for 119,017 workers while the Northern Division employment totals 33,413 workers. Eastern Division registers the lowest employment, with 12,439 workers.

4.8 Employment Distribution by Division and Sex

The Survey shows that males account for the highest number of workers, totalling 195,432, compared to 101,393 females. This reflects a consistent male majority across Fiji's labour market.

Central Division records the highest employment for both sexes, with 81,571 males and 50,385 females followed by the Western Division which recorded 79,415 males and 39,602 females. The lesser urbanized divisions also recorded the similar disparities in gender with the Northern division

recording 26,307 males & 7,160 females while the Eastern division recorded 8,140 males & 4,299 females.

The male-to-female ratio measures the balance of employed men relative to women. It is calculated using the formula:

$$\text{Male-to-Female Ratio} = \frac{\text{Number of Employed Males}}{\text{Number of Employed Females}}$$

The male-to-female employment ratio highlights the gender balance in Fiji's labour market. The 2023–2024 EUS shows that men are much more likely to be employed than women, with an average of 1.93 employed men for every employed woman nationwide.

The Male to Female employment ratio depends on the division's socio-cultural & geographical setting.

Northern Division records the highest male-to-female ratio at 3.70, indicating that men are nearly four times more likely to be employed than women. This reflects limited female participation in formal employment, with women more concentrated in subsistence and unpaid household activities.

Central Division shows the lowest ratio at 1.62, suggesting relatively greater female participation compared to other divisions. The presence of government, education, and service sector jobs in Suva and surrounding areas contributes to more balanced employment opportunities.

Western Division records a male-to-female employment ratio of 2.01, which is above the national average similarly with Eastern division also shows a high male-to-female ratio of 1.89, reflecting female participation is comparatively lower, often concentrated in informal or unpaid household activities.

4.9 Employment Distribution by Division and Age Groups

The EUS Survey highlights clear differences in employment across age cohorts and divisions, reflecting both demographic dynamics and divisional labour market structures.

The 25-64 age cohort records the highest employment ratios nationally, underscoring its role as the backbone of Fiji's workforce. A strong divisional participation rates as reflected by; Central (87 percent), Eastern (89 percent), Western (89 percent), and Northern (86 percent). These figures confirm that the majority of economically active individuals are concentrated in the age cohort, with relatively balanced participation across divisions.

Age group 15-24 employment significantly lower, reflecting delayed entry into the labour market due to education and training commitments. Divisional participation rates showing; Central (10 percent),

Eastern (6 percent), Northern (10 percent), and Western (11 percent). These low ratios highlight the challenges of school-to-work transitions and the need for targeted youth employment programs.

The older age cohort 65 year and above records the lowest employment ratios, consistent with retirement age and reduced economic activity. Divisional participation rates accounts for the following; Central (4 percent), Eastern (5 percent), Northern (2 percent), and Western (4 percent), compared to the national average of 4 percent.

4.10 Status in Employment by Division

The survey further disaggregates status in employment by division, underscoring the geographic distribution of employment and the influence of local economic activities. Different divisions reflect varying ratios, largely dependent on the type of industries and livelihoods available in each geographical setting. Employers remain a small share across all divisions, highlighting limited entrepreneurship and business ownership.

The employment for the Central Division is dominated by employees (72 percent), reflecting the concentration of government services, education, health, and commercial activities in Suva and surrounding urban centres. Own-account workers account for 23 percent; while contributing family workers (2 percent) and employers (2 percent) represent relatively small shares.

Western Division records 63 percent employees, own-account workers make up 30 percent, reflecting more informal sector participation. Employers and contributing family workers account for a relatively low proportion.

Northern Division shows a more balanced distribution, with 50 percent employees and a significant share of own-account workers (46 percent). This reflects reliance on informal and small-scale trade, with fewer formal employment opportunities compared to Central and Western divisions.

Eastern Division distinctly characterized by own-account workers (62 percent), highlighting the reliance on subsistence agriculture, fisheries and informal trade. Employees represent 29 percent, while contributing family workers (7 percent) are more prominent here than in other divisions, reflecting work within family enterprises.

4.11 Employment Distribution by Occupation and Division

The survey provides detailed insights into how employment is distributed across major occupational groups and geographic divisions. This disaggregation highlights both the structural composition of Fiji's labour market and the divisional variation in occupational demand.

Service and sales workers, together with skilled agricultural, forestry, and fisheries workers, each contributed 18 percent to national employment. The Eastern and Northern divisions recorded

notably higher proportions in skilled agricultural, forestry, and fisheries, at 37 percent and 36 percent respectively, compared with the Central and Western divisions. By contrast, the Central and Western divisions reported a 19 percent share of employed individuals in these sectors, underscoring divisional differences in occupational structures.

The data further illustrates that clerical support workers represent the lowest employment share nationally, at just 7 percent. Within this category, the Central division contributed 8 percent, while the Eastern and Northern divisions reported the lowest shares at 4 percent.

Overall, the figures suggest that employment patterns are strongly shaped by divisional economic structures. Agricultural and fisheries work dominates in the Eastern and Northern divisions, while clerical and service-related occupations are more concentrated in the Central division. These disparities point to the need for division-specific labour market strategies.

4.12 Employment-to-Population Ratio by Age Group and Division

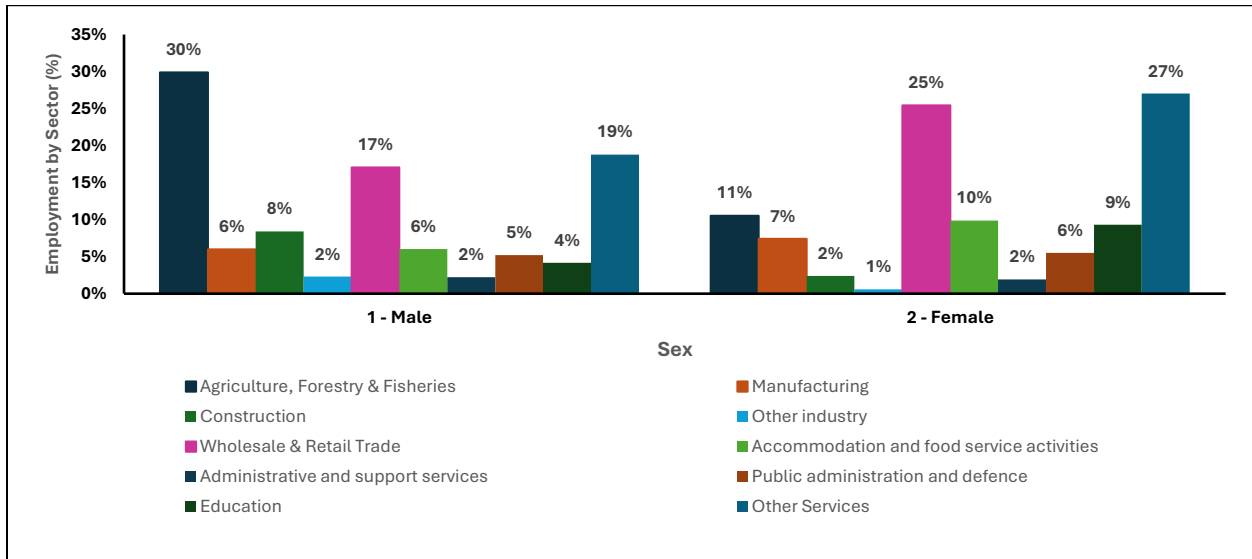
The employment-to-population ratios (EPR) for individuals aged 15 years and older are disaggregated by age group and geographic division. This analysis reveals important demographic and divisional patterns in labour market participation.

The youth age cohort (15–24 years) records the second lowest employment ratios, reflecting delayed entry into the labour market due to education and training. The highest youth EPR is observed in the Western Division (28 percent), followed by Central (23 percent), Northern (19 percent), and Eastern (18 percent). The national average stands at 24 percent, indicating limited youth engagement in employment across the country.

The age group 25–64 years shows the highest employment ratios, confirming its role as the core of Fiji's workforce. The Central Division leads with 63 percent, followed by Western (62 percent), Eastern (60 percent), and Northern (48 percent). The national average is 60 percent, underscoring strong labour market participation among adults.

Older persons (65 years and above) record the lowest employment ratios, consistent with retirement age and reduced economic activity. Eastern (20 percent) and Western (19 percent) show the highest participation, followed by Central (17 percent) and Northern (6 percent). The national average stands at 16 percent

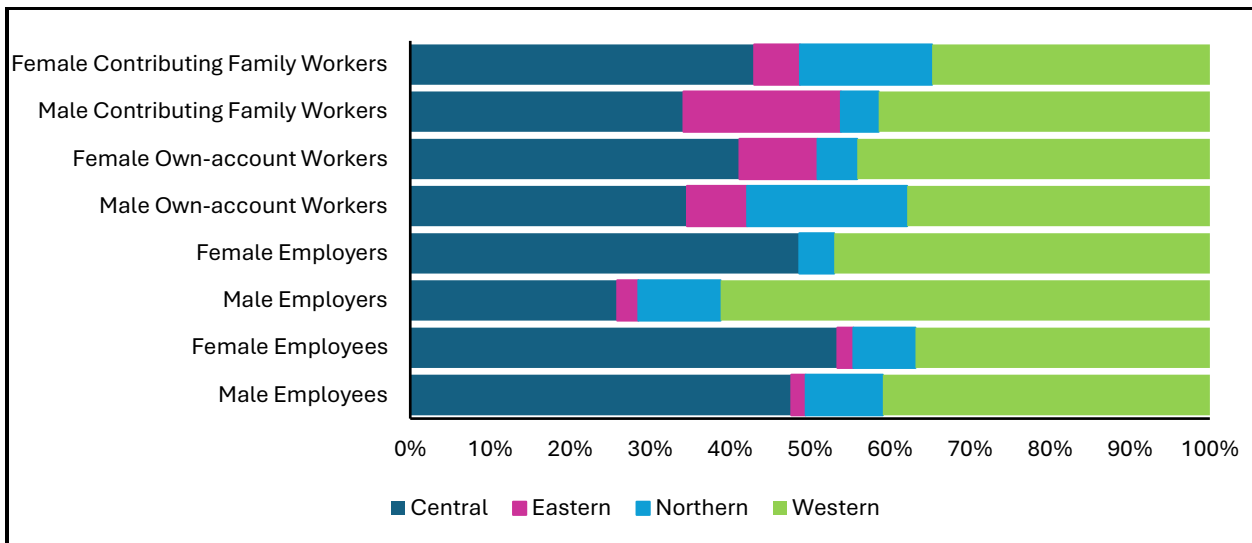
Figure 9. Employment by main economic activity and sex, Fiji, 2024 (% distribution)



Source: Fiji Employment and Unemployment Survey 2024.

Figure 9 illustrates the main economic activity represented by employment population by sex. It clearly indicates that men have a higher percentage participating in Agriculture, Forestry and Fisheries (30 percent) compared to women (11 percent). Women have shown a 25 percent contribution in wholesale and retail trade compared to men 17 percent.

Figure 10. Status in employment by geographic location and sex, Fiji, 2024 (% distribution)



Source: Fiji Employment and Unemployment Survey 2024.

Figure 10 presents the percentage distribution of various status in employment across Fiji's four division; Central, Eastern, Northern, and Western disaggregated by sex. The visualization highlights notable divisional and sex-based patterns in employment types:

- **Employees** (both male and female) are predominantly concentrated in the Central division, reflecting the urban-centric nature of formal wage employment.
- **Own-account workers** show a more balanced division spread, with a visible presence in the Western and Northern divisions, suggesting stronger informal or entrepreneurial activity outside the capital.
- **Contributing family workers**, especially females, are more prevalent in the Eastern and Northern divisions, indicating traditional or subsistence-based labour structures.
- **Employers**, though fewer in number, are mostly located in the Central and Western divisions, with males dominating this category.

This divisional breakdown underscores the intersection of geography and gender in shaping employment opportunities. It suggests the need for targeted policy interventions—such as expanding formal employment in rural areas, supporting female entrepreneurship, and improving labour classification systems—to promote inclusive and divisionally balanced labour market development.

4.13 Employment by work relationships (ICSE-18)

The **International Classification of Status in Employment (ICSE-18)**, adopted by the ILO in 2018 uses two aspects of the work relationship as criteria to differentiate categories of jobs and work activities according to status:

1. The type of **authority** refers to the degree of control a worker has over others and over their own work
2. The type of **economic risk** refers to who bears the financial and market risks of the job.

ICSE-18 group jobs into categories based on whether workers are **independent** or **dependent**, and whether they have **employees** or not as outlined below;

Independent Workers

- Employers in corporations – Individuals who own and run incorporated businesses with employees.
- Employers in household market enterprises – Owners of unincorporated enterprises with employees.
- Owner-operators of corporations without employees – Self-employed individuals running incorporated businesses alone.
- Own-account workers in household market enterprises without employees – Self-employed in unincorporated businesses without employees (largest share in many developing economies).

Dependent Workers

- Employees – Permanent, fixed-term, short-term/casual, and paid apprentices/trainees/interns.
- Dependent contractors – Workers who are formally independent but economically dependent on a single client/employer (e.g., gig workers, platform workers).
- Contributing family workers – Individuals working in family enterprises without direct pay, often women and youth.

Status in Employment according to the type of authority (ICSE-18-A)

The International Classification of Status in Employment (ICSE-18-A) provides a clear dichotomy between independent workers and dependent workers, offering a standardized framework for classifying employment relationships across countries.

ICSE – 18-A refers to the authority and measures the degree of control a worker has over their own work and/or over other workers.

Table 13. Employment by sex and work relationships (ICSE-18-A), Fiji, 2024

	Male	Female	Total
Total employment, aged 15+ years	195,432	101,393	296,825
Independent workers (% in total employment)	30.2	26.3	28.9
<i>1. Employers</i>			
11 Employers in corporations	3.3	1.6	2.7
12 Employers in household market enterprises	10.8	4.0	8.7
<i>2. Independent workers without employees</i>			
21 Owner-operators of corporations without employees	3.4	1.1	2.7
22 Own-account workers in household market enterprises without employees	80.6	82.0	81.0
29 - Own-account workers not elsewhere classified	1.9	11.2	4.8
Dependent workers (% in total employment)	69.8	73.7	71.2
<i>3. Dependent contractors</i>			
30 Dependent contractors	16.0	5.7	12.3
<i>4 Employees</i>			
41 Permanent employees	57.2	66.5	60.4
42 Fixed-term employees	12.8	15.6	13.8
43 Short-term and casual employees	11.5	9.8	10.9
<i>5 Contributing family workers</i>			
51 Contributing family workers	1.6	1.6	1.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: (*) Denotes cells with small sample of less than 30 cases.

4.14 Independent Workers by employment status (ICSE-18-A)

The division of employment, as per the classification, denotes dependent and independent employment. This is further classified into two subcategories: Employers and Independent workers without employees, as outlined below;

The survey indicates that out of the independent worker, employers in corporations account for 2.7 percent, comprising 3.3 percent male and 1.6 percent female. Employers in household market enterprises represent 8.7 percent, with 10.8 percent male and 4.0 percent female.

For Independent Workers without Employees: Own-account workers in household market enterprises constitute the largest share at 81.0 percent of total employment. This is distributed as 80.6 percent male and 82.0 percent female, indicating relatively balanced participation but with men slightly higher. Owner-operators of corporations without employees make up 2.7 percent, with 3.4

percent male and 1.1 percent female, again showing limited female representation in corporate ownership.

4.15 Dependent Workers by Employment Status (ICSE-18-A)

There are three broad categories that measure dependent workers in authority as elaborated below:

Within the Dependant Workers;

Permanent Employees form the largest proportion of dependent workers. Permanent employees account for 60.4 percent of dependant workers, disaggregated as 66.5 percent female and 57.2 percent male, showing stronger female representation in stable employment. Fixed-term employees represent 13.8 percent nationally, with 15.6 percent female and 12.8 percent male, indicating slightly higher female participation in temporary contracts. Casual/short-term employees make up 10.9 percent of dependant worker, distributed as 11.5 percent male and 9.8 percent female, reflecting near parity between genders.

Dependent contractors account for 12.3 percent, with 16.0 percent male and 5.7 percent female. This category reflects emerging work arrangements such as gig and platform work, where men are more dominant, underscoring gender gaps in newer forms of employment.

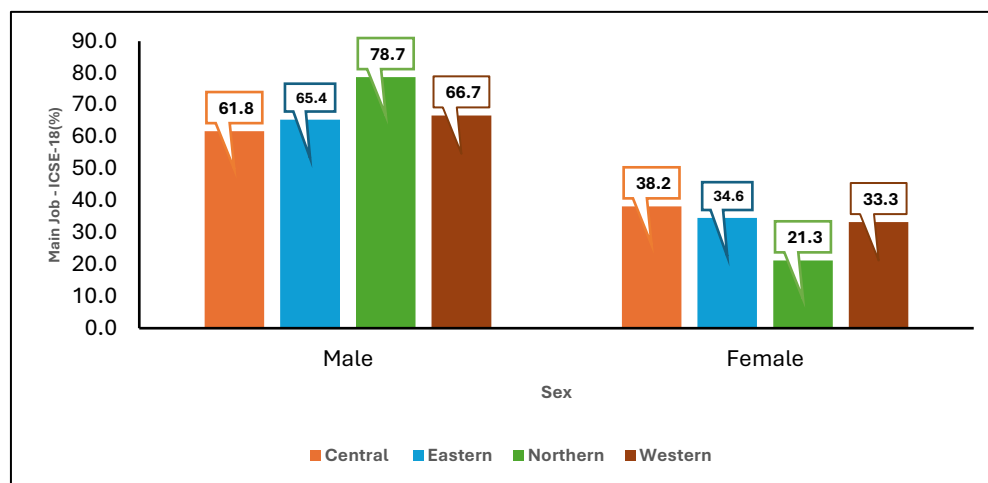
Contributing family workers represent the smallest share among dependent workers, at 1.6 percent, evenly distributed between male and female. This category highlights unpaid labour contributions within households, often invisible in formal statistics.

In contrast, women are more represented in permanent and fixed-term employment, while men dominate dependent contracting. This suggests women's stronger presence in formal employment but limited participation in newer, less secure work arrangements.

4.16 Independent and Dependent work relationships

Fiji's workforce is predominantly composed of dependent workers, who make up 71 percent of the total employment. In contrast, independent workers account for 29 percent. The data also shows a gender difference in these work relationships; a higher percentage of men are independent workers (30 percent) compared to women (26 percent), while a higher percentage of women are dependent workers (74 percent) compared to men (70 percent).

The most common work relationship for independent workers is own-account workers in household market enterprises, with 81.0 percent of workers. The largest group within the dependent workers category are Permanent employees, with a 60.4 percent. This is followed by fixed-term employees (13.8 percent) and Short-term and casual employees (10.9 percent).

Figure 11. Status in employment by main ICSE-18 groups and sex, Fiji, 2024 (% distribution)

Source: Fiji Employment and Unemployment Survey 2024.

The distribution of individuals whose main job is classified under the **ICSE-18 employment status index** reveals notable disparities across Fiji's divisions and between sexes. The data underscores both divisional concentration of higher-status occupations and persistent gender gaps in employment outcomes

Table 14. Employment by divisions and work relationships (ICSE-18-A), Fiji, 2024

	Central	Eastern	Northern	Western	Total
Total employment, aged 15+ years	131,956	12,439	33,413	119,017	296,825
Independent workers (% in total employment)	24.4	57.7	22.3	32.6	28.8
<i>1. Employers</i>					
11 Employers in corporations	3.4	0.5	1.8	2.8	2.7
12 Employers in household market enterprises	5.6	2.6	10.7	12.0	8.7
<i>2. Independent workers without employees</i>					
21 Owner-operators of corporations without employees	3.0	-	2.7	2.9	2.7
22 Own-account workers in household market enterprises without employees	85.2	95.3	84.4	74.3	81.0
Dependent workers (% in total employment)	75.6	42.3	77.7	67.4	71.2
<i>3. Dependent contractors</i>					
30 Dependent contractors	7.9	26.1	36.3	9.2	12.3
<i>4 Employees</i>					
41 Permanent employees	68.3	45.7	25.2	63.0	60.4
42 Fixed-term employees	14.1	6.1	20.0	11.9	13.8
43 Short-term and casual employees	7.5	11.6	16.7	13.2	10.9

	Central	Eastern	Northern	Western	Total
5 Contributing family workers					
51 Contributing family workers	1.3	9.4	1.2	1.6	1.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: (*) Denotes cells with small sample of less than 30 cases.

4.17 Employment by division and work relationships

Table 14 indicates significant variation in employment by division and work relationship. Fiji's total employment is mainly concentrated in the Central Division (131,956) and Western Division (119,017), which together account for over 84 percent of the total workforce. In contrast, the Northern Division (33,413) and Eastern Division (12,439) have much smaller numbers of workers.

Across divisions, clear differences emerge in work relationship categories. The Eastern Division stands out, with the majority of its workforce classified as independent workers (58 percent). The Northern Division records the highest share of dependent workers (77 percent), followed closely by the Central Division (76 percent). Both Central and Western Divisions, being the most populated, show a significant preference for dependent work relationships.

The main work relationships vary considerably across the geographical divisions. Among Independent workers, own-account workers in household market enterprises without employees account for the majority share at 81 percent, with the Eastern Division recording the highest proportion at 95 percent. In contrast, among Dependent workers, permanent employees represent the largest category, accounting for 60 percent of the total.

Status in Employment according to the type of economic risk (ICSE-18-R)

ICSE-18-R produces a dichotomy of the International Classification of Status in Employment between workers for profit and workers for pay. It is suitable for the provision of data for national accounts, for the identification of wage employment and for the production and analysis of statistics on wages, earnings and labour costs.

Table 15. Employment by sex and work relationships (ICSE-18-R), Fiji, 2024

	Male	Female	Total
Total employment, aged 15+ years	195,432 (66%)	101,393 (34%)	296,825
Workers in employment for profit (% in total employment)			
<i>1. Independent workers in household market enterprises</i>			
12 Employers in household market enterprises	8.2	3.8	7.0
22 Own-account workers in household market enterprises without employees	61.1	77.1	65.4
<i>2. Dependent contractors</i>			
30 Dependent contractors	28.0	15.0	24.5
<i>3 Contributing family workers</i>			
51 Contributing family workers	2.8	4.2	3.2
Workers in employment for pay (% in total employment)			
<i>4. Owner-operators of corporations</i>			
11 Employers in corporations	1.6	0.6	1.3
21 Owner-operators of corporations without employees	1.7	0.4	1.2
<i>5 Employees</i>			
41 Permanent employees	67.0	70.9	68.5
42 Fixed-term employees	15.0	16.7	15.7
43 Short-term and casual employees	13.5	10.5	12.3

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

4.18 Employment by sex (ICSE – 18-R)

The total number of employed persons aged 15 years and above was recorded at 296,825, comprising 195,432 males (66 percent) and 101,393 females (34 percent).

Within the segment of workers in employment for profit, the largest group is own-account workers in household market enterprises, accounting for 61 percent of males and 77 percent of females, with a national average of 65 percent.

In the segment of workers in employment for pay, the majority are permanent employees, representing 67 percent of males and 71 percent of females, with a national average of 69 percent of total employment.

Table 16. Employment by division and work relationships (ICSE-18-R), Fiji, 2024

	Central	Eastern	Northern	Western	Total
Total employment, aged 15+ years	131,956	12,439	33,413	119,017	296,825
Workers in employment for profit (% in total employment)					
<i>1. Independent workers in household market enterprises</i>					
12 Employers in household market enterprises	4.7	2.1	4.7	11.0	7.0
22 Own-account workers in household market enterprises without employees	71.5	76.9	37.4	68.4	65.4
<i>2. Dependent contractors</i>					
30 Dependent contractors	20.5	15.4	56.1	17.4	24.5
<i>3 Contributing family workers</i>					
51 Contributing family workers	3.3	5.6	1.8	3.1	3.2
Workers in employment for pay (% in total employment)					
<i>4. Owner-operators of corporations</i>					
11 Employers in corporations	1.2	1.0	0.8	1.5	1.3
21 Owner-operators of corporations without employees	1.0		1.2	1.5	1.2
<i>5 Employees</i>					
41 Permanent employees	73.6	70.0	39.5	68.5	68.5
42 Fixed-term employees	15.2	9.4	31.3	13.0	15.7
43 Short-term and casual employees	8.0	17.9	26.2	14.4	12.3

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

4.19 Employment by Division (ICSE – 18-R)

The total number of employments, aged 15 years and above recorded at 296,825 consisting of 131,956 (44 percent) in the Central division and 12,439 (4 percent) in the Eastern division while 33,413 (11 percent) in the Northern division and 119,017 (40 percent) in the Western Division.

The workers in employment for profit highlights that Own-account workers in household market enterprises without employees the highest reflecting a 65 percent of workers disaggregated to Central accounts for 72 percent, Eastern 77 percent, Western 68 percent and Northern 37 percent. Similar trend is been notice in the central, eastern and western showing a dependant contractor of 21 percent, 15 percent and 17 percent respectively. On the other hand, Dependant contractor showing the highest of 56 percent of the workers in the northern division showing a 56 percent

The segment of workers in employment for pay shows that permanent employees account for the largest share, representing 69 percent of all workers. By division, the proportions are: Central 74 percent, Western 70 percent, Northern 40 percent, and Eastern 69 percent. A similar trend is

observed among fixed-term employees, who make up 16 percent nationally. Their distribution across divisions is: Central 15 percent, Western 9 percent, Northern 31 percent, and Eastern 13 percent. Workers engaged as short-term or casual employees comprise 12 percent of the workforce, with divisional shares of Central 8 percent, Eastern 18 percent, Northern 26 percent, and Western 14 percent.

On the other hand, employers in corporations and owner-operators of corporations without employees represent the smallest proportions, at 1.3 percent and 1.2 percent, respectively.

Table 17. Dependent contractors and casual employment by sex and divisions (ICSE-18), Fiji, 2024

	Central	Eastern	Northern	Western	Total
Total employment, aged 15+ years	131,956	12,439	33,413	119,017	296,825
Dependent contractors (% in total employment)					
Male	4.5	9.4	26.4	4.9	7.3
Female	1.5	1.7	1.8	1.3	1.4
Casual employment (% in total employment)					
Male	3.7	3.8	8.9	6.2	5.3
Female	1.9	1.1	4.2	2.7	2.5

Source: Fiji Employment and Unemployment Survey 2024.

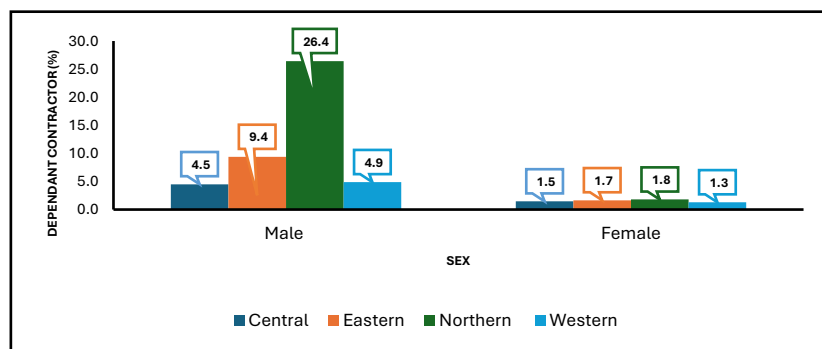
Notes: (*) Casual employment includes short-term, casual and apprentices that is groups 43 & 44 of ICSE-18.

Any discrepancy in totals & sum of components are due to rounding.

Table 17 presents the distribution of dependent contractors and casual employment by sex, further disaggregated by division. With dependent contractors, males account for a higher proportion (7.3 percent) compared to females (1.4 percent).

A similar trend is observed in casual employment, with males representing 5.3 percent of total employment. By division, the Northern division records the highest proportion (8.9 percent), followed by the Western division (6.2 percent). The Central and Eastern divisions show lower proportions at 3.7 percent and 3.8 percent, respectively. On the other hand, females account for 2.5 percent of total casual employment.

Figure 12. Dependent contractors by sex and divisions, Fiji, 2024 (% distribution)



Source: Fiji Employment and Unemployment Survey 2024.

Figure 12 illustrates the distribution of employment indicating Dependant Contractors and Casual Employment by sex across divisions. The result clearly shows that Northern division registers the highest proportion of dependant contractors

5. Unemployment and labour underutilization

Chapter 5 presents statistics of the unemployed population, labour underutilization, and youth not in employment, education, or training (NEET) by sex and division.

Unemployed persons refer to those of working-age who are:

- without work during the reference period (seven days prior to the survey);
- currently available for work (for either paid employment or self-employment for profit); and
- seeking work.¹

Table 18. Unemployment and unemployment rates by main age group and sex, Fiji, 2024

	Male	Female	Total
Unemployment, Age 15+ years	9,992	8,082	18,073
By Age group			
15-24	3,601	2,981	6,582
25-64	6,300	5,020	11,320
15-35	6,735	5,979	12,714
36-64	3166	2021	5187
65+	91	81	172
Unemployment rate, aged 15+ years (%)			
By age group			
15-24	15.8	22.7	18.3
25-64	3.6	5.4	4.2
15-35	8.4	13.0	10.1
36-64	2.7	3.4	2.9
65+	1.2	2.5	1.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

5.1 Unemployment Rate by Sex and Division

The data collection from the EUS revealed that **18,073** were unemployed and this further translates to **5.7 percent** of Fiji's labour force. In 2023–2024, the total number of unemployed persons aged 15 years and over was estimated at 18,073. The 15–35 years age group recorded the highest number, with 12,714 individuals, followed by the 25–64 years age group (11,320). The 15–24 years age group accounted for 6,582, while only a small number were in the 65 years and over category (172).

¹ International Conference of Labour Statisticians (ICLS). (2013). Resolution Concerning Statistics of Work, Employment, and Labour Underutilization. In *19th International Conference of Labour Statisticians*. Geneva: ILO.

The youth unemployment rate (15–24 years) remained significantly higher than other age groups, at 15.8 percent for males and 22.7 percent for females. This indicates persistent challenges for young people, particularly young women, in securing employment.

The unemployment rate for the 25–64 years age group was significantly lower, at 3.6 percent for males and 5.4 percent for females, while those aged 65 years and over were very low, at 1.2 percent for males and 2.5 percent for females.

The consistently higher unemployment rates observed among women across all age groups underscore the persistent gender disparities in access to employment opportunities and participation in the labour market.

Table 19. Unemployment and unemployment rates by main age groups and divisions, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Unemployment, Age 15+	9,955	318	1,392	6,408	18,073
By Age group					
15-24	3775	29	640	2137	6582
25-64	6067	289	752	4212	11319
15-35	6752	86	1173	4702	12714
36-64	3090	232	218	1646	5187
65+	113	-	-	59	172
Unemployment rate, Age 15+ (%)					
By Age group					
15-24	22.7	3.8	16.7	14.5	18.3
25-64	5.0	2.5	2.5	4.0	4.2
15-35	11.6	2.1	8.8	9.4	10.1
36-64	3.9	2.9	1.0	2.3	2.9
65+	2.3	-	-	1.3	1.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Unemployment in 2023–2024 varied considerably across the four divisions in Fiji. The Central Division recorded the highest number of unemployed persons, accounting for 9,955, followed by the Western Division with 6,408. The Northern Division registered 1,392, while the Eastern Division reported only 318 unemployed.

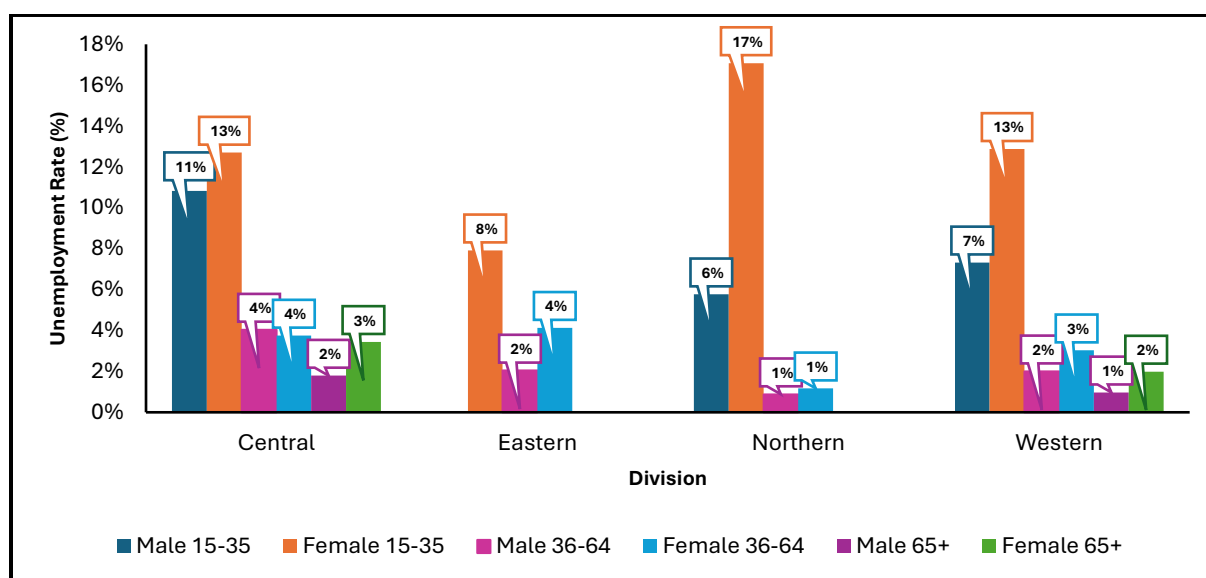
Youth unemployment (15–24 years) was the most pronounced age group when disaggregated by division, particularly in the Central Division (22.7 percent) and the Northern Division (16.7 percent). The Western Division recorded 14.5 percent, while the Eastern Division showed a much lower rate of 3.8 percent.

For the broader 15–35 years age group, the Central Division displayed a significant unemployment rate of 11.6 percent, with almost similar rates observed in the Western Division (9.4 percent) and the Northern Division (8.8 percent).

A lower unemployment rate was observed among the 36–64 years age group, while those aged 65 years and above were more concentrated in the Central Division (2.3 percent) and the Western Division (1.3 percent).

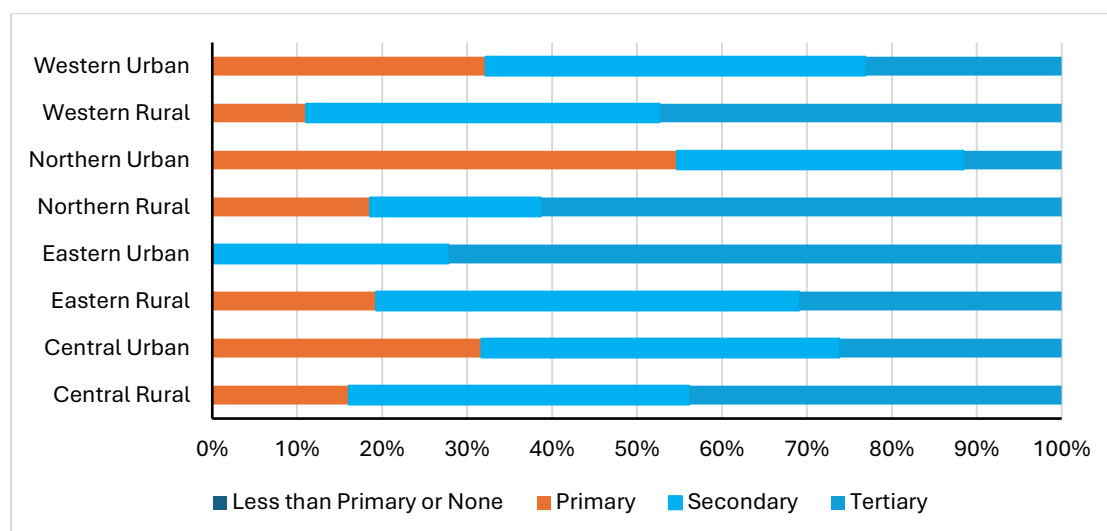
Higher unemployment in the Central and Western divisions reflects their larger populations and greater urbanization, while the relatively low levels in the Eastern and Northern divisions may be linked to outmigration and subsistence-based activities that are less captured in formal labour statistics.

Figure 13. Unemployment rate by sex, age group and division, Fiji, 2024 (%)



Source: Fiji Employment and Unemployment Survey 2024.

Figure 14. Unemployment rate by geographic location and educational attainment, Fiji, 2024 (percent)



5.2 Labour underutilization by Sex and Division

Unemployment, time-related underemployment, and potential labour force are the three main components of labour underutilization. Labour underutilization captures the extent to which a country's available labour resources are not being used to their full potential. It includes persons in the labour force who are not fully engaged in employment, as well as individuals outside the labour force who have some degree of labour market attachment and could contribute to the labour supply. Under the 19th ICLS framework, labour underutilization is measured through four indicators:

LU1 – Unemployment:

Persons of working age who are without work, available to work, and actively seeking work. This is the traditional measure of labour underutilization.

LU2 – Time-related underemployment:

Individual who worked fewer hours than they are willing and available to work, and whose actual hours are insufficient relative to their desired hours. This reflects underuse of labour among the employed.

LU3 – Unemployment plus the potential labour force:

This combines LU1 with persons outside the labour force who have a marginal attachment to the labour market, such as those who are available to work but not actively seeking, or those seeking work but not currently available. These individuals represent additional potential labour supply.

LU4 – Composite measure of labour underutilization:

The broadest indicator, combining unemployment, time-related underemployment, and the potential labour force. LU4 provides the most comprehensive picture of mismatches between labour supply and labour demand.

Table 20. Indicators of labour underutilization by sex, Fiji, 2024

	Male	Female	Total
Labour underutilization	20,947	20,080	41,027
Unemployment	9,992	8,082	18,073
Time-related underemployment	5,639	2,919	8,559
Potential labour force	5,316	9,079	14,395
LU1: Unemployment rate (%)	4.9	7.4	5.7
LU2: Combined rate of time-related underemployment and unemployment (%)	7.6	10.0	8.5
LU3: Combined rate of unemployment and potential labour force (%)	7.3	14.5	9.9
LU4: Composite measure of labour underutilization (%)	9.9	16.9	12.5

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 20 illustrate that Fiji estimates 41,027 people under labour underutilization (LU), comprising 20,947 males and 20,080 females.

Time-related underemployment and unemployment combined accounted for 8.5 percent of the total employed, with females at 10 percent and males at 7.6 percent. Unemployment and the potential labour force combined represented 9.9 percent, with females at 14.5 percent and males at 7.3 percent. Meanwhile, the composite measure of labour underutilization stood at 12.5 percent nationally, with females at 16.9 percent compared to 9.9 percent for males.

Table 21. Indicators of labour underutilization by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Labour underutilization	22,130	1,813	2,944	14,141	41,028
Unemployment	9,955	318	1,392	6,408	18,073
Time-related underemployment	3,928	514	290	3,827	8,559
Potential labour force	8,246	981	1,262	3,906	14,395
LU1: Unemployment rate (%)	7.0	2.5	4.0	5.1	5.7
LU2: Combined rate of time-related underemployment and unemployment (%)	9.8	6.5	4.8	8.2	8.5
LU3: Combined rate of unemployment and potential labour force (%)	12.1	9.5	7.4	8.0	9.9
LU4: Composite measure of labour underutilization (%)	14.7	13.2	8.2	10.9	12.5

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

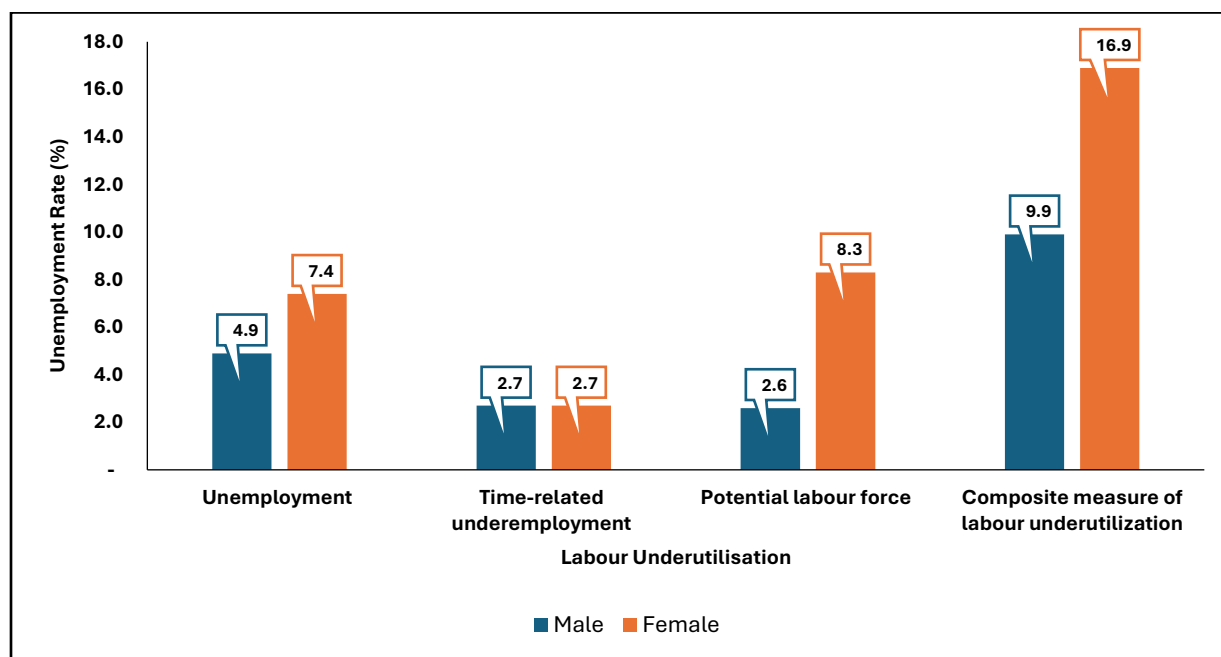
Table 21 illustrates that labour underutilization in Fiji is heavily concentrated in the Central and Western Divisions, with totals of 22,130 and 14,141 individuals, respectively.

The unemployment, Central Division recorded 9,955 unemployed persons, followed by the Western Division with 6,408. Time-related underemployment indicate that Central Division also showed the highest number (3,928), closely followed by the Western Division (3,827). The Eastern and Northern Divisions reported much lower figures, at 514 and 290, respectively. Similarly, the Potential labour force indicate that Central Division had the largest share (8,246), followed by the Western Division (3,906). The Northern and Eastern Divisions recorded 1,262 and 981, respectively.

A higher unemployment rate was observed in the Central Division (7.0 percent), followed by the Western Division (5.1 percent). In comparison for LU2 and LU3; the unemployment + potential labour force (LU3) has indicated that Central (12.1 percent), Eastern (9.5 percent), Western (9.9 percent), and Northern (8.0 percent). Time-related underemployment + unemployment (LU2) showing Central (9.8 percent), Western (8.2 percent), Eastern (6.5 percent), and Northern (4.8 percent).

Nationally, the composite measure (LU4) stands at 12.5 percent, emphasizing that the Central Division bears the largest burden both in scale and rate (14.7 percent), followed by the Eastern (13.2 percent), Western (10.9 percent), and Northern (8.2 percent) Divisions.

Figure 15. Time-related underemployment, unemployment and potential labour force by sex, Fiji, 2024 (%)



Source: Fiji Employment and Unemployment Survey 2024.

5.3 Youth not in education, employment or training (NEET)

Young people who are not engaged in employment, and are not in education or training (youth NEET) are particularly at risk of both labour market and social exclusion because they are neither gaining experience through employment nor improving their future employability through investment in developing their skills.

Table 22: Youth (ILO) not in education, employment or training (NEET) by sex, Fiji, 2024

	Male	Female	Total
NEET, aged 15-24 years	13,303	15,752	29,056
NEET rate, aged 15-24 years (%)	20.5	27.2	23.7

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The proportion of young individuals (aged 15-24 years) who are not engaged in education, employment or training (NEET rate) serves as an indicator for Sustainable Development Goal 8, which aims to promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

This measure offers valuable insights into the segment of youth lacking the skills necessary for their first employment opportunity and can be considered an important metric for target 4.4. Generally, the likelihood of youth being classified as NEET is associated with lower levels of educational attainment and limited information-processing skills, such as deficiencies in literacy and numeracy.

Table 22 shows the United Nation youths NEET, aged 15-24 years by sex records a total of 29,056 youths that is 23.7 percent. The women recorded the highest NEET rate of 27.2 percent that is of 15,752 youths compared to men, the NEET rate was recorded at 20.5 percent of 13,303 youths. Both women and men had a balanced youth NEET at the aged of 15-24years.

Table 23: Youth (Fiji) not in education, employment or training (NEET) by sex, Fiji, 2024

	Male	Female	Total
NEET, aged 15-35 years	19,681	48,243	67,924
NEET rate, aged 15-35 years (%)	14.8	39.4	26.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 23 shows the Fiji youths NEET, aged 15-35 years by sex present an overall of 67,924 youths that is 26.6 percent. The women recorded the highest NEET rate of 36.4 percent that is of 48,243 youths compared to men, the NEET rate was recorded at 16.1 percent of 19,681 youths.

Table 24: Youth not in education, employment or training (NEET) by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
NEET, aged 15-24	11,758	1,801	4,467	11,029	29,056
NEET rate, aged 15-24 (%)	21.0	42.8	26.1	24.2	23.7

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 24 shows the distribution of United Nations youth NEET; 15-24 (*Not in Employment, Education, or Training*) by division. A total of 29,056 youths were recorded, representing 23.7 percent of the youth population. The Central Division recorded 11,758 youths (21.0 percent), while the Western Division accounted for 11,029 youths (24.2 percent), together representing the largest shares. The Northern Division reported 4,467 youths (26.1 percent), and the Eastern Division recorded 1,801 youths (42.8 percent), both reflecting the lowest absolute numbers but relatively higher proportions within their smaller youth populations.

Table 25: Youth not in education, employment or training (NEET) by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
NEET, aged 15-35	27,763	2,873	12,604	24,684	67,924
NEET rate, aged 15-35 (%)	24.2	30.1	35.6	25.8	26.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 25 shows the distribution of Fiji's youth NEET; 15-35 (*Not in Employment, Education, or Training*) by division. A total of 67,924 youths were recorded, representing 26.6 percent of the youth population. The Central Division recorded 27,763 youths (24.2 percent), while the Western Division accounted for 24,684 youths (25.8 percent), together representing the largest shares. The Northern Division reported 12,604 youths (35.6 percent), and the Eastern Division recorded 2,873 youths (30.1 percent), both reflecting the lowest absolute numbers but relatively higher proportions within their smaller youth populations.

5.4 Population outside the labour force and labour market attachment

The population outside the labour force refers to those of working age (15 years and above) who do not fall into the categories of employed or unemployed. These are individuals who indicate that they are not seeking work and are not available for employment.

The **Labour market attachment** refers to the *degree of connection individuals have to the labour market*, especially those outside the labour force. It measures different segment whether they are completely detached and have potential in the labour market as categorised below:

- Seeking not available
- Not seeking but available
- Not seeking, not available but willing or
- Not seeking, not available and also not willing

Table 26. Persons outside the labour force by degree of labour market attachment, reasons for being outside the labour force and by sex, Fiji, 2024

	Male	Female	Total
Persons outside the labour force	107,094 (36%)	192,839 (64%)	299,934
<i>By degree of labour market attachment (% distribution)</i>			
Seeking, not available (Unavailable jobseekers)	0.1	0.1	0.1
Not seeking, available (Available potential jobseekers)	4.8	4.6	4.7
Not seeking, not available, willing (Willing non-jobseekers)	0.3	0.5	0.4
Not seeking, not available, not willing	70.8	89.7	82.9
<i>By reason for being outside the labour force (% distribution)</i>			
Labour market reasons (discouraged job seekers)	1.7	0.6	1.0
Personal and family-related reasons	3.1	4.5	4.0
Does not need/does not want to work	0.2		0.1

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The total number of persons outside the labour force is 299,934, comprising 107,094 males (36 percent) and 192,839 females (64 percent).

By degree of labour market attachment; a large majority of persons outside the labour force are categorized as “*not seeking, not available, not willing*” (83 percent), followed by “*available potential job seekers*” (5 percent). With the higher female proportion outside the labour force, 90 percent of females fall under the “*not seeking, not available, not willing*” category, compared to 71 percent of males.

By reason for being outside the labour force; approximately 4 percent of persons outside the labour force cite “*personal and family-related reasons.*” Disaggregated by sex, 5 percent of females report this reason compared to 3 percent of males.

Table 27. Persons outside the labour force by degree of labour market attachment, reasons for being outside the labour force and by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Persons outside the labour force	123,740	13,116	53,723	109,354	299,934
<i>By degree of labour market attachment (% distribution)</i>					
Seeking, not available (Unavailable jobseekers)	0.1	0.2	0.1	0.1	0.1
Not seeking, available (Available potential jobseekers)	6.5	7.2	2.2	3.5	4.7
Not seeking, not available, willing (Willing non-jobseekers)	0.4	0.2	0.2	0.5	0.4
Not seeking, not available, not willing	84.8	64.4	87.0	81.1	82.9
<i>By reasons for being outside the labour force (% distribution)</i>					
Labour market reasons (discouraged jobseekers)	0.03	-	-	-	0.01
Retired and other economic reasons	0.04	-	0.14	0.07	0.07
Personal and family-related reasons	6.7	7.7	2.3	3.8	4.9
Does not need/does not want to work	0.1	-	-	0.1	0.1

Source: Fiji Employment and Unemployment Survey 2024.

Notes: (*) Denotes cells with small sample of less than 30 cases.

Any discrepancy in totals & sum of components are due to rounding.

The total number of persons outside the labour force by divisions accounts to 299,934 with the largest portion in the Central division with a total of 123,740 (41 percent), followed by Western division with 109,354 (36 percent) and Northern division with 53,723 (18 percent).

The segment by degree of labour market attachment further disaggregated into divisions indicating a similar trend showing that a large number of individuals are categorised in the “*not seeking, not available, not willing*” showing 83 percent. Out of the divisional population central showing 7 percent, eastern 7 percent, northern 87 percent and western division 81 percent. “*Not seeking, available*” indicating a second large proportion indicating Central 7 percent, eastern 7 percent, northern 2 percent and western division 4 percent.

The segment of persons by reason for being outside the labour force indicates that the “*Personal and Family-related reason*” has shown a higher proportion for reason outside the labour force showing a 5 percent on people outside the labour force. Out of the divisional population, central division showing 7 percent, eastern 8 percent, northern 2 percent and western division 4 percent

The total number of persons outside the labour force is 299,934, with the largest portion in the Central Division at 123,740 (41 percent), followed by the Western Division with 109,354 (36 percent), the Northern Division with 53,723 (18 percent) and the lowest Eastern Division 13,116 (4 percent).

By degree of labour market attachment when disaggregated by division, a similar trend is observed, with the majority of individuals categorized as “*not seeking, not available, and not willing*” (83

percent). This is shown by Central Division: 87 percent, Eastern Division: 87 percent, Northern Division: 87 percent and Western Division: 81 percent

The second largest category is “*available potential job seekers*”, accounting for 5 percent nationally. Out of the divisional population; Central Division showing 7 percent, Eastern Division: 7 percent, Northern Division: 2 percent and Western Division: 4 percent

By reason for being outside the labour force the “*personal and family-related reasons*” category accounts for 5 percent of persons outside the labour force overall. Out of the divisional population; Central Division indicating 7 percent, Eastern Division: 8 percent, Northern Division: 2 percent and Western Division: 4 percent

6. Informal sector and informal employment

Chapter 6 presents statistics on persons employed in the informal sector and persons with informal employment.

According to the 21st International Conference of Labour Statisticians (ICLS), *informal employment* is a job-based concept. A job is considered informal when the employment relationship, in law or in practice, is not subject to basic labour protections, including social security coverage, written contracts, paid leave, or other employment benefits normally associated with formal jobs. This definition applies regardless of the type of enterprise: informal employment may occur in formal sector enterprises, informal sector enterprises, or households.

The 21st ICLS further clarifies that informal employment includes:

- employees without secure contracts or social protection,
- employers and own-account workers in informal sector enterprises,
- contributing family workers, and
- certain workers producing goods or services for the market but lacking formal registration or protection.

The informal employment rate, defined as the share of informal employment in total employment, is a key indicator of the quality and security of jobs in an economy. It highlights the extent to which workers operate outside formal labour regulations and social protection systems.

6.1 Employment in informal sector

The EUS estimate that employment in the informal sector amounted to 97,654 persons in 2024, comprising 71,953 males and 57,701 females

Table 28. Employment in the informal sector by sex, age groups, educational attainment, industry, status in employment and division, Fiji, 2024

	Number of persons			Share in total employment (%)		
	Male	Female	Total	Male	Female	Total
Employment in the informal sector, aged 15+ years	71,953	57,701	97,654	24.2	8.7	32.9
By age group						
15-24	6,112	837	6,950	3.1	0.8	2.3
25-64	62,025	22,744	84,769	31.7	22.4	28.6
15-35	22,257	4,470	26,727	11.4	2.3	9.0
36-64	45,881	19,111	64,992	23.5	9.8	21.9
65+	3,185	2,120	7,305	2.0	2.1	2.0

	Number of persons			Share in total employment (%)		
	Male	Female	Total	Male	Female	Total
By educational attainment						
Less than primary or none	61	94	155	0.0	0.1	0.1
Completed primary	21,486	5,980	27,469	11.0	5.9	9.3
Completed secondary	44,353	17,863	62,216	22.7	17.6	21.0
Tertiary (first stage or completed)	5,626	1,679	7,305	2.9	1.7	2.5
By economic activity						
Agriculture, forestry and fishery	50,277	9,181	59,458	25.7	9.1	20.0
Industry	795	1,549	2,344	0.4	1.5	0.8
Services	17,695	11,149	28,845	9.1	11.0	9.7
Economic activity not classified	3,186	3,822	7,008	1.6	3.8	2.4
By status in employment						
Employees	9,850	2,589	12,439	5.0	2.6	4.2
Employers	3,200	266	3,466	1.6	0.3	1.2
Own-account workers	55,915	20,648	76,563	28.6	20.4	25.8
Contributing family workers	2,987	2,198	5,185	1.5	2.2	1.7
By Division						
Central	23,900	10,321	34,221	12.2	10.2	11.5
Eastern	5,877	2,541	8,419	3.0	2.5	2.8
Western	14,726	1,448	16,174	7.5	1.4	5.4
Northern	27,450	11,390	38,841	14.0	11.2	13.1

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 28 illustrates that a total of 97,654 individuals aged 15 years and above were engaged in the informal sector, representing 33 percent of total employment. Within the informal sector, males account for 24.2 percent of total employment, while females account for 8.7 percent.

By age group, informal employment is predominantly concentrated among those aged 25–64 years, accounting for 29 percent of total employment. Within this age group, 32 percent of males participate in informal work, while 22 percent of females are engaged in informal work, highlighting lower female participation compared to males.

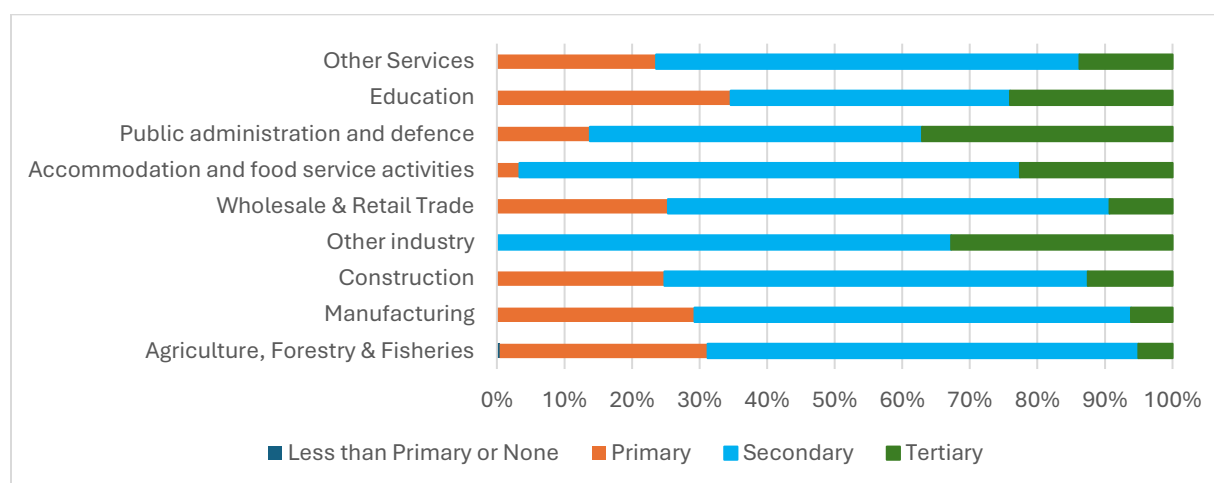
The informal sector, when disaggregated by educational attainment, shows that 21 percent of total employment is comprised of individuals who have completed secondary education and are participating in informal work. Within this group, 23 percent of males and 18 percent of females are engaged in informal activities. Those with only primary education account for 9 percent of informal employment, with 11 percent of males and 6 percent of females represented. By contrast, individuals

with some tertiary education participate far less in the informal sector, accounting for only 3 percent overall, with 3 percent of males and 2 percent of females.

By economic activity, the agriculture, forestry, and fishing sector record the highest share of informal work at 20 percent. Within this sector, males account for 26 percent, while females account for 9 percent. The services sector contributes 10 percent of informal employment, with females slightly higher at 11 percent compared to 9 percent of males. In contrast, the industry sector shows the lowest share of informal employment at just 0.8 percent, underscoring its limited role in informal work arrangements.

The Northern Division recorded the highest rate of informal employment at 14 percent, followed by the Central Division at 12 percent. In contrast, the Western Division and Eastern Division reported lower rates of informal employment at 6 percent and 3 percent, respectively.

Figure 16. Employment in the informal sector by sex, age group, educational attainment, and economic sector (% in employment), Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

6.2 Informal employment

Informal employment remains a significant feature of Fiji's labour market, reflecting both its scale and gender disparities. The share of informal employment – defined in the EUS 2024 as comprising all independent workers of informal sector enterprises, all contributing family workers, as well as employees without access to basic social security benefits or without both paid leave and sick leave benefits – is a key indicator of the quality of employment.

2023-24 EUS indicates that informal employment accounted for 42 per cent of total employment recorded a total of 124,330 individual engaged in informal employment aged 15 years and above, comprising 89,662 males (46 percent) and 34,668 females (34 percent).

Table 29. Informal employment by sex, age groups, educational attainment, industry, status in employment, formal/informal sector of the production unit and division, Fiji, 2024

	Number of persons ('000)			Share of total employment (%)		
	Male	Female	Total	Male	Female	Total
Informal employment, aged 15+	89,662	34,668	124,330	45.9	34.2	41.9
<i>By age group</i>						
15-24	8,428	2,069	10,498	4.3	6.0	8.4
25-64	76,050	30,115	106,165	38.9	86.9	85.4
15-35	28,280	7,237	35,517	14.5	20.9	28.6
36-64	56,198	24,947	81,145	28.8	72.0	65.3
65+	5,183	2,484	7,668	2.7	7.2	6.2
<i>By education attainment</i>						
Less than primary or none	61	410	1,094	0.1	0.4	0.2
Completed primary	25,564	17,414	76,483	28.5	21.5	26.6
Completed secondary	54,564	23,924	78,665	61.1	69.0	63.3
Tertiary (first stage or completed)	8,872	3,059	11,931	9.9	8.8	9.6
<i>By economic activity</i>						
Agriculture, forestry and fishery	52,753	9,543	62,296	58.8	27.5	50.1
Industry	2,160	1,977	4,137	2.4	5.7	3.3
Services	31,093	15,547	46,640	34.7	44.8	37.5
Other economic activity	3,655	7,602	11,257	4.1	21.9	9.1
<i>By status in employment</i>						
Employees	26,395	10,888	37,283	29.4	31.4	30.0
Employers	3,200	266	3,466	3.6	0.8	2.8
Own-account workers	56,749	20,957	77,706	63.3	60.5	62.5
Contributing family workers	3,317	2,557	5,874	3.7	7.4	4.7
<i>By nature of production unit</i>						
Formal sector	71,953	25,701	97,654	80.2	74.1	78.5
Informal sector	17,080	5,158	22,238	19.0	14.9	17.9
Household own-use and community sector	629	3,809	4,438	0.7	11.0	3.6
<i>By main division</i>						
Central	32,444	15,454	47,898	36.2	44.6	38.5
Eastern	6,479	2,879	9,358	7.2	8.3	7.5
Northern	16,838	2,264	19,102	18.8	6.5	15.4
Western	33,901	14,071	47,972	37.8	40.6	38.6

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

6.3 Informal employment by Age Group

Informal employment in Fiji is unevenly distributed across age groups, with notable gender disparities. The majority of informal workers were within the 25–64 years age group, accounting for 85 percent of total employment, highlighting the significance of informal employment within this cohort. By sex, 87 percent of females in this age group were engaged in informal employment compared to 39 percent of males.

Among the older age group (65 years and over), informal employment was much lower at 6 percent nationally, with females at 7 percent and males at 3 percent. The 15–24 years age group also showed participation in informal employment, representing 8 percent of total employment, with 6 percent of females and 4 percent of males engaged.

6.4 Informal employment by Education Attainment

Educational attainment among Fiji’s informal employment reveals clear differences across levels and by sex. Survey data show that individuals who have completed secondary education make up a significant proportion, 63 percent nationally, with 69 percent of females and 61 percent of males. This is followed by those who completed primary education, where 29 percent of males and 21 percent of females are represented. A lower proportion (10 percent) was noted among individuals with some tertiary education, with 10 percent of males and 9 percent of females.

6.5 Informal employment by Economic Activity

Informal employment in Fiji is strongly shaped by sectoral patterns, with agriculture remaining the dominant source of work. The agriculture, forestry, and fishery sector continue to be the backbone of informal employment, engaging 50 percent of total workers, with 59 percent of males and 28 percent of females. This sector is largely male-dominated, reflecting the traditional reliance on primary industries for rural livelihoods.

The services sector accounts for 38 percent of total employment, where female participation (45 percent) surpasses that of males (35 percent). This highlights the stronger role of women in service-oriented informal activities such as retail, hospitality, and personal services.

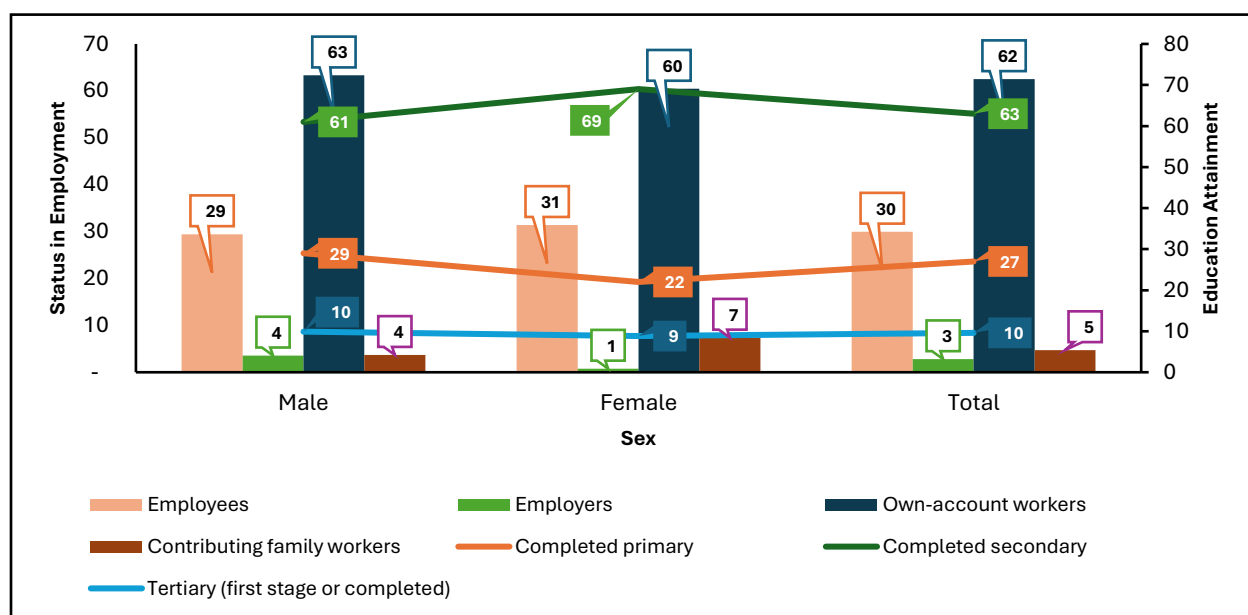
Other economic activities not classified represent 9 percent nationally, with a notably higher proportion of females (22 percent) compared to males (4 percent), while the industry sector shows the lowest share of informal employment at just 3 percent, underscoring its more formalized nature and limited accessibility for informal workers.

6.6 Informal employment by Status in Employment

Employment status within Fiji’s informal economy is dominated by own-account workers, with smaller shares across other categories. Own-account workers represent the largest share of informal employment, accounting for 63 percent of total employment. By sex, the trend is almost similar, with 63 percent of males and 61 percent of females engaged as own-account workers, underscoring the widespread reliance on self-employment in household market enterprises.

Employees in informal employment form the second largest category, comprising 30 percent of total employment, with 31 percent of females and 29 percent of males. This reflects the prevalence of casual or unregulated wage work, particularly among women. At the lower end of the distribution, contributing family workers account for 5 percent, while employers represent just 3 percent of informal employment.

Figure 17. Informal employment by sex, educational attainment, and economic sector (% in employment), Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Figure 17 highlights the intersection between type of production unit and educational attainment, disaggregated by sex, within Fiji’s informal employment.

The figure shows that informal employment is most prevalent within the formal sector, where workers lack access to social protection despite being employed in registered enterprises.

Across all production units, individuals with completed secondary education represent the highest share of informal employment, indicating that secondary education is the most common level of attainment among informal workers. This pattern is consistent across both sexes, though females are more concentrated in formal sector informal jobs, while males show broader distribution across informal and household production units.

6.7 Informal employment by Production Unit

The majority of informal employment is found within the formal sector, accounting for 79 percent of total informal employment, with 80 percent of males and 74 percent of females engaged. This reflects the prevalence of workers in formal enterprises who lack access to basic social protection or employment benefits, underscoring the vulnerability of workers even in structured workplaces. By contrast, informal employment in the informal sector represents 18 percent of total informal employment, with 19 percent of males and 15 percent of females. This category captures workers in small, unregistered enterprises, highlighting the persistence of traditional informal activities outside formal regulation.

The household own-use and community sector illustrates a much smaller share, at 4 percent nationally, but with a striking gender imbalance: 11 percent of females compared to only 1 percent of males. This reflects women's stronger involvement in unpaid household production and community-based work, which remains largely invisible in conventional labour statistics.

6.8 Informal employment by Division

Divisional patterns of informal employment in Fiji reveal significant disparities across divisions, with notable gender differences. A similar trend is observed in both the Central and Western Divisions, each recording 39 percent informal employment. These two divisions account for the largest shares, reflecting their higher population concentrations and greater urban labour markets.

By contrast, the Northern Division shows a lower proportion of 15 percent, while the Eastern Division records just 8 percent, consistent with their smaller populations and stronger reliance on subsistence activities outside formal labour statistics.

Disaggregated by sex; the Central Division shows 45 percent of females and 36 percent of males engaged in informal employment. In the Western Division, the proportions are 41 percent for females and 38 percent for males, indicating relatively balanced gender participation. In the Northern Division, informal employment is more male-dominated (19 percent of males compared to 7 percent of females). In the Eastern Division, female participation (8 percent) slightly exceeds that of males (7 percent), though both remain low in absolute terms.

Table 30. Informality of employment by main sector of the economic unit and main work relationships (ICSE-18), Fiji, 2024

Sector of the economic unit	Owner-operators of corporations	Dependent Contractors	Employees	Contributing Family Workers
Formal sector	12,136	5,177	170,539	551
Informal sector	63,626	20,837	6,853	2,800
Household own-use and community sector	-	-	4,438	-

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Table 30 presents the distribution of individuals in informality of employment across the main economic units, highlighting the relationship between the nature of work and the type of production unit.

The survey reveals that within the formal sector, employees' informality account for the largest share, with 170,539 individuals engaged in informal jobs lacking social protection. This is followed by owner-operators of corporations, numbering 12,136 individuals, while dependent contractors and contributing family workers record smaller shares of 5,177 and 551, respectively.

In the informal sector, the majority of workers are concentrated among owner-operators of corporations, totalling 63,626 individuals. Followed by dependent workers (20,837), while employees (6,853) and contributing family workers (2,800) represent smaller proportions.

The household own-use and community sector is exclusively concentrated in employees, with 4,438 individuals, underscoring the limited but distinct role of unpaid household and community-based work within Fiji's informal economy.

7. Working hours

Chapter 7 presents statistics on working hours for all persons in employment. It reveals the actual hours of work per week and the distribution of hours of work per week. Hours actually worked are the time spent in a job for the performance of activities that contribute to the production of goods and services for pay or profit during the week preceding the interview.

The international standard definition of employment includes persons who conducted at least one hour of work during a week. Data on hours of work is therefore useful to calculate time-related underemployment as well as average wages per hour so that the resulting wage data are more comparable across different categories of workers.

Table 31. Average actual hours of work per week by sex, Fiji, 2024

	Male	Female	Total
Actual hours			
All economic activities	37	37	37
Main economic activity	37	37	37
Secondary economic activities	11	9	11

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

7.1 Hours actually worked by Sex

Table 31 presents the average actual hours of work per week across all economic activities, highlighting differences between main and secondary activities by sex. The data show that across all economic activities, the national average was 37 hours per week, with men recording 37 hours and women 36 hours. This indicates a balanced workload distribution at the aggregate level.

When disaggregated by activity type, both men and women devoted an average of 37 hours to their main economic activity, underscoring the centrality of primary work in overall labour contributions. However, differences emerge in secondary activities, where men reported an average of 11 hours per week, compared to 9 hours for women. This suggests that men are more likely to engage in additional or supplementary work beyond their main activity.

Table 32. Average hours of work per week by division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
Actual hours					
All economic activities	39	25	34	37	37
Main economic activity	39	25	34	37	37
Secondary economic activities	10	6	0	11	11

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

7.2 Hours actually worked by Division

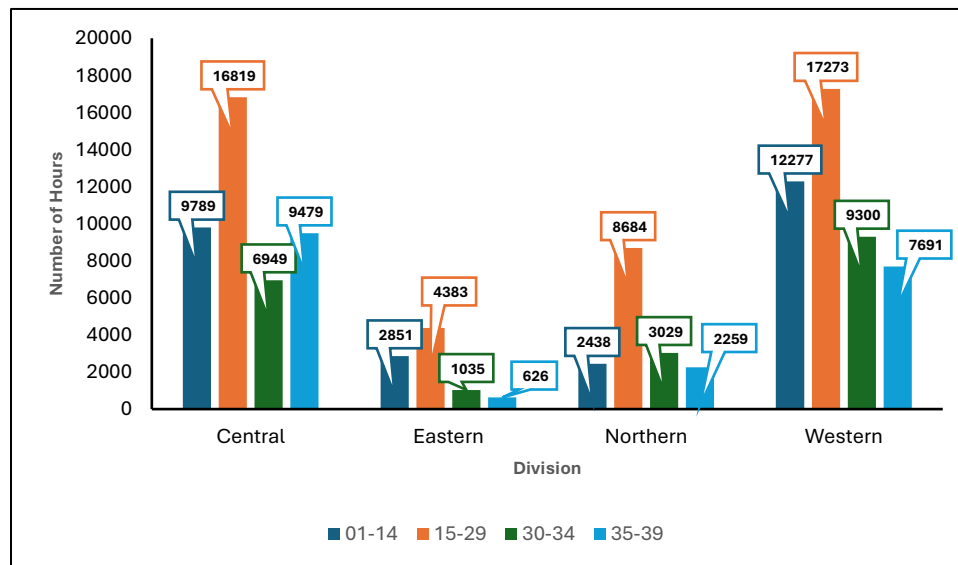
Table 32 highlights divisional variations in average hours of work per week across all economic activities, distinguishing between main and secondary activities.

For all economic activities combined, the Central Division records the highest average hours worked at 39 hours per week, while the Eastern Division shows the lowest average at 25 hours per week. The overall divisional average stands at 37 hours per week, reflecting significant disparities in labour intensity across divisions.

When focusing on main economic activities, the Central Division again leads with 39 hours per week, underscoring its stronger labour market attachment, while the Eastern Division remains lowest at 25 hours per week. Nationally, the average for main activities is 37 hours per week, aligning closely with the overall national benchmark.

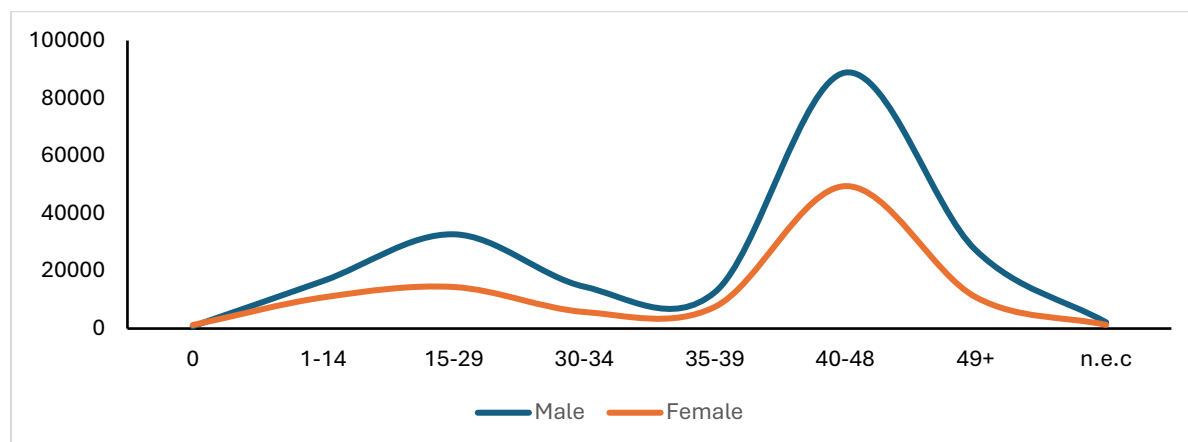
In terms of secondary economic activities, the Western Division (11 hours) and Central Division (10 hours) report the highest averages, suggesting that workers in these division are more likely to engage in supplementary or additional work beyond their primary activity. By division, the total average for secondary activities is 10 hours per week, highlighting the role of secondary work in diversifying household income sources.

Figure 18. Actual hours of work per week by geographic location, Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Figure 19. Actual hours of work per week by sex, Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Table 33. Distribution of employed persons by hours actually worked per week in all activities and sex, Fiji, 2024

	Male	Female	Total
By hours actually worked in all economic activities (% distribution)			
Less than 40 hours	36	36	36
40-48 hours	42	47	43
More than 48 hours	13	10	12

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

7.3 Employment by hours of work by Sex

Table 33 provides critical insights into the distribution of employed persons by actual hours worked per week, offering evidence on both excessive working hours and time-related underemployment.

The distribution of employed persons by actual hours worked per week in all jobs provides information on individuals who are working excessive hours and those who are time-related under-employed. Excessive hours of work (defined as more than 48 hours per week) are considered a deficit to decent work, as they undermine physical and mental health, while time-related underemployment may indicate reduced productivity and potentially inadequate income from employment.

The data show that 36 percent of workers, both male and female, reported working less than 40 hours per week, reflecting the prevalence of part-time or reduced working arrangements.

The largest share of workers, 43 percent, were engaged within the normal range of 40–48 hours per week. Within this group, 47 percent of females and 42 percent of males were represented, suggesting that women are slightly more concentrated in standard working hour arrangements compared to men.

A smaller proportion, 12 percent of workers, indicated that they worked more than 48 hours per week, with 13 percent of males and 10 percent of females. This highlights that men are more likely to be engaged in very long working hours, reflecting gendered differences in labour intensity and possibly occupational roles.

Table 34. Distribution of employed persons by hours actually worked per week in all activities and division, Fiji, 2024

	Central	Eastern	Northern	Western	Total
By hours actually worked in all economic activities (% distribution)					
Less than 40 hours	31	57	45	36	36
40-48 hours	48	18	38	43	43
More than 48 hours	14	3	8	12	12

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

7.4 Employment by hours of work by Division

Table 34 disaggregates the distribution of employed persons by actual hours worked per week across Fiji’s divisions, highlighting divisional disparities in labour intensity.

The survey indicates that the Eastern Division reported the highest share of employed persons working less than 40 hours per week (57 percent), reflecting the prevalence of part-time activities in maritime areas. This was followed by the Northern Division (45 percent) and the Western Division (36 percent), with the national average of 36 percent.

For those working within the normal range of 40–48 hours per week, the Central Division recorded the highest proportion at 48 percent, underscoring its stronger attachment to standard full-time employment. This was followed by the Western Division (43 percent) and the Northern Division (37 percent), with 43 percent nationally.

In terms of excessive hours of work (more than 48 hours per week), the Central Division again led with 14 percent, followed by the Western Division (12 percent), the Northern Division (8 percent), and the Eastern Division (3 percent). Nationally, 9 percent of employed persons reported working more than 48 hours per week, highlighting the persistence of long working hours in certain division.

8. Earnings: wages of employees and income from self-employment

Chapter 8 presents statistics of wages from the main job of salaried employees and income earned by the self-employed, with disaggregation by sex and division.

In this report, information on employment-related income, in cash and in kind, was analysed for both salaried employees and the self-employed in their main job. Where information on earnings in the main job was not recorded on a monthly basis, a conversion to a monthly rate was applied. Summary statistics are also presented for earnings in all jobs combined, mainly by sex, divisions and main economic activities.

***All amounts are reported in Fiji dollar (FJD).

Table 35. Average monthly earnings for all persons in employment by divisions and sex, Fiji, 2024

Average monthly earnings	Central	Eastern	Northern	Western	Total
TOTAL					
Main economic activity	3,052	2,553	6,073	2,420	2,896
Employees	1,514	1,118	1,154	1,303	1,392
Self Employment	1,538	1,434	4,920	1,116	1,504
MALE					
Main economic activity	3,398	2,292	8,019	2,659	3,252
Employees	1,513	1,184	1,165	1,337	1,403
Self Employment	1,885	1,108	6,854	1,322	1,849
FEMALE					
Main economic activity	2,633	2,658	3,391	2,101	2,471
Employees	1,514	1,027	1,131	1,241	1,375
Self-Employment	1,119	1,631	2,260	860	1,097

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

8.1 Average monthly earnings by Divisions and Sex

Table 35 presents the average monthly earnings from main economic activities, disaggregated by employment status (employees and self-employed) and by sex, highlighting significant divisional and gender disparities.

On average, monthly earnings vary considerably across divisions. For main economic activities, the Northern Division records the highest average at FJ\$6,074, followed by the Central Division at

FJ\$3,052. In contrast, the Eastern Division (FJ\$2,552) and the Western Division (FJ\$2,419) report the lowest averages.

For employees, monthly earnings are relatively similar across divisions, with a national average of FJ\$1,392. The Central Division leads at FJ\$1,514, while the Northern and Western Divisions both record FJ\$1,303, and the Eastern Division trails at FJ\$1,118. Among the self-employed, earnings show much greater variation. The Northern Division stands out with FJ\$4,920, far exceeding the averages in the Central Division (FJ\$1,538), the Eastern Division (FJ\$1,434), and the Western Division (FJ\$1,116).

A similar trend is observed when disaggregated by sex. Males report a monthly average of FJ\$3,252 from main economic activities, with FJ\$1,403 as employees and FJ\$1,849 as self-employed. Females, by comparison, earn an average of FJ\$2,471 from main activities, with FJ\$1,375 as employees and FJ\$1,097 as self-employed.

There is a clear gender gap, with males consistently earning more than females across all divisions and employment types. However, male earnings on main activities in the Northern Division are relatively strong compared to other divisions, which narrows the gender gap there, suggesting that self-employment opportunities in the North may provide more equitable income outcomes.

8.2 Monthly wages and earnings in the main job

Table 36 presents the average monthly wages in the main job for employees and self-employed persons, disaggregated by sex, thereby revealing persistent gender pay gaps across employment characteristics.

The table highlights notable differences in earnings between men and women, both among employees and the self-employed. These disparities underscore the structural nature of gender inequality in the labour market, where men consistently earn more than women across comparable categories of work.

The gender pay gap is measured using the following formula:

$$\text{Gender Pay Gap} = \frac{\text{Average Male Earnings} - \text{Average Female Earnings}}{\text{Average Male Earnings}} \times 100$$

This formula expresses the difference in average earnings between men and women as the gender pay gap.

A positive value indicates that women earn less than men, while a negative value indicates that women earn more than men.

A smaller or narrowing gap suggests progress toward wage equality.

Table 36. Average monthly wages (paid employment) and earnings (self-employment) by sex and key employment characteristics, main job, Fiji, 2024 (Fiji \$)

	Male	Female	Total	Gender pay gap (%)
Average monthly wages in main job of employees				
<i>By economic activity</i>				
Agriculture, forestry and fishery	852	823	846	-3.4
Industry				
Manufacturing	1,282	1,119	1,225	-12.7
Construction	1,203	1,315	1,219	9.3
Other industry	1,499	2,544	1,626	69.6
Services				
Wholesale and retail trade	1,268	1,020	1,183	-19.6
Accommodation and food service activities	1,360	1,171	1,273	-13.9
Administrative and support services	1,286	1,240	1,272	-3.6
Public administration and defence	1,715	1,568	1,662	-8.6
Education	1,769	1,537	1,641	-13.1
Other services	1,595	1,627	1,610	2.0
<i>By nature of production unit</i>				
Formal sector	1,444	1,431	919	0.9
Informal sector	937	848	1,439	9.5
Household own-use and community sector	821	688	707	16.2
<i>By occupation</i>				
Managers	2,235	2,200	2,233	1.6
Professionals	1,894	1,852	1,873	2.2
Technicians and associate professionals	1,826	1,745	1,790	4.4
Clerical support workers	1,438	1,307	1,368	9.2
Service and sales workers	1,222	1,039	1,145	15.0
Skilled agricultural, forestry & fishery workers	1,030	758	978	26.4
Craft and related trades workers	1,242	1,195	1,232	3.8
Plant and machine operators, and assemblers	1,113	932	1,073	16.3
Elementary occupations	1,028	819	966	20.4
Average monthly income in main job of self-employed				
<i>By economic activity</i>				
Agriculture, forestry and fishery	1,018	1,023	1,021	-0.5
Industry	1,855	2,243	1,960	-20.9
Services	2,033	997	1,528	51.0
<i>By status in employment</i>				
Employers	4,905	3,060	4,515	37.6

	Male	Female	Total	Gender pay gap (%)
Own-account workers	1,382	961	1,176	30.4
Contributing family workers	3,023	1,183	2,046	60.9
Dependant contactor	1,558	1,892	1,672	-21.5
<i>By nature of production unit</i>				
Formal sector	3,164	1,524	2,572	51.8
Informal sector	1,158	969	1,064	16.3
Household own-use and community sector				
<i>By occupation</i>				
Managers	3,143	1,161	2,466	-63.0
Professionals	1,985	829	1,574	58.2
Technicians and associate professionals	1,793	893	1,427	50.2
Clerical support workers	1,435	699	1,101	51.3
Service and sales workers	2,279	1,214	1,777	46.7
Skilled agricultural, forestry & fishery workers	964	1,195	1,082	-24.0
Craft and related trades workers	1,478	1,365	1,434	7.6
Plant and machine operators, and assemblers	2,936	641	2,327	-78.2
Elementary occupations	1,099	1,066	1,077	-3.1

Source: Fiji Employment and Unemployment Survey 2024.

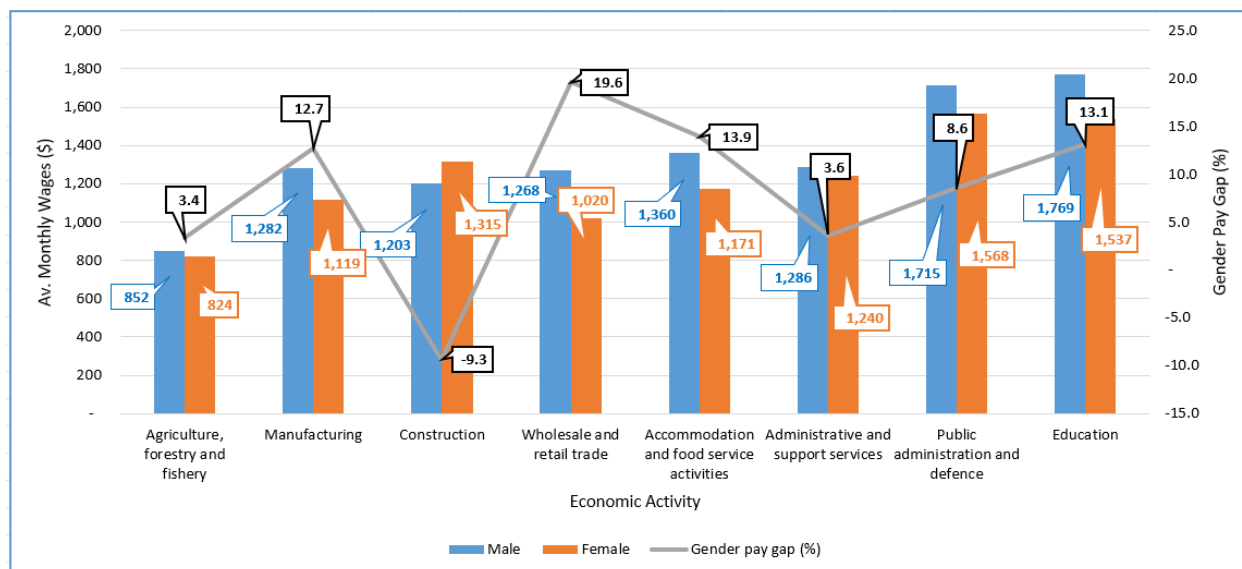
Notes: (*) Denotes cells with small sample of less than 30 cases.

Any discrepancy in totals & sum of components are due to rounding.

By applying this measure to the data in Table 36, the analysis provides a clear quantification of wage disparities, enabling comparisons across employment types and divisions.

8.2.1 Average monthly wages in main job of employees by Economic Activity

Figure 20. Average monthly wages by gender in economic activity with Gender pay Gap



Source: Fiji Employment and Unemployment Survey 2024.

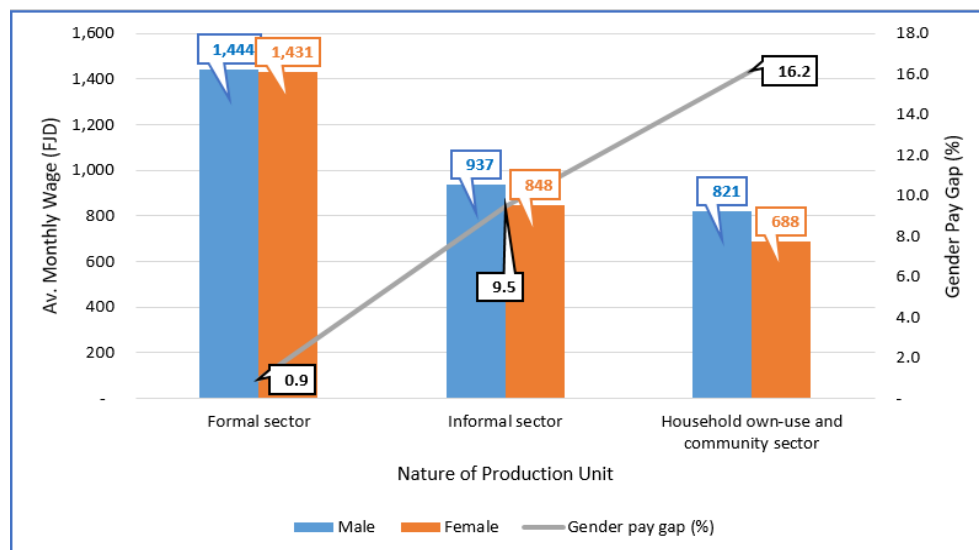
Figure 20 illustrates the average monthly wages by gender across selected economic activities, based on earnings from individuals’ main jobs. It also presents the gender pay gap as a percentage difference in wages between men and women within each sector, serving as a key indicator of wage inequality in the labour market.

The highest average wage for males is observed in the Education sector, at \$1,769, while the highest for females is in Public Administration and Defence, at \$1,568. Across most economic activities, males earn more than females, with the most pronounced gender pay gap found in Wholesale and Retail Trade, where males earn \$1,268 compared to \$1,020 for females a gap of 19.6 percent. Similarly, significant disparities are evident in Accommodation and Food Service Activities (13.9 percent) and Education (13.1 percent).

In contrast, Construction is the only sector where females earn more than males, reflected by a negative gender pay gap of -9.3 percent, with females earning \$1,315 and males \$1,203. Meanwhile, Agriculture, Forestry and Fishery shows a relatively narrow gap of 3.4 percent, with male wages at \$852 and female wages at \$824.

8.2.2 Average monthly wages in main job of employees by Nature of production unit

Figure 21. Average monthly wages by gender across nature of production units, highlighting the gender pay gap.



Source: Fiji Employment and Unemployment Survey 2024.

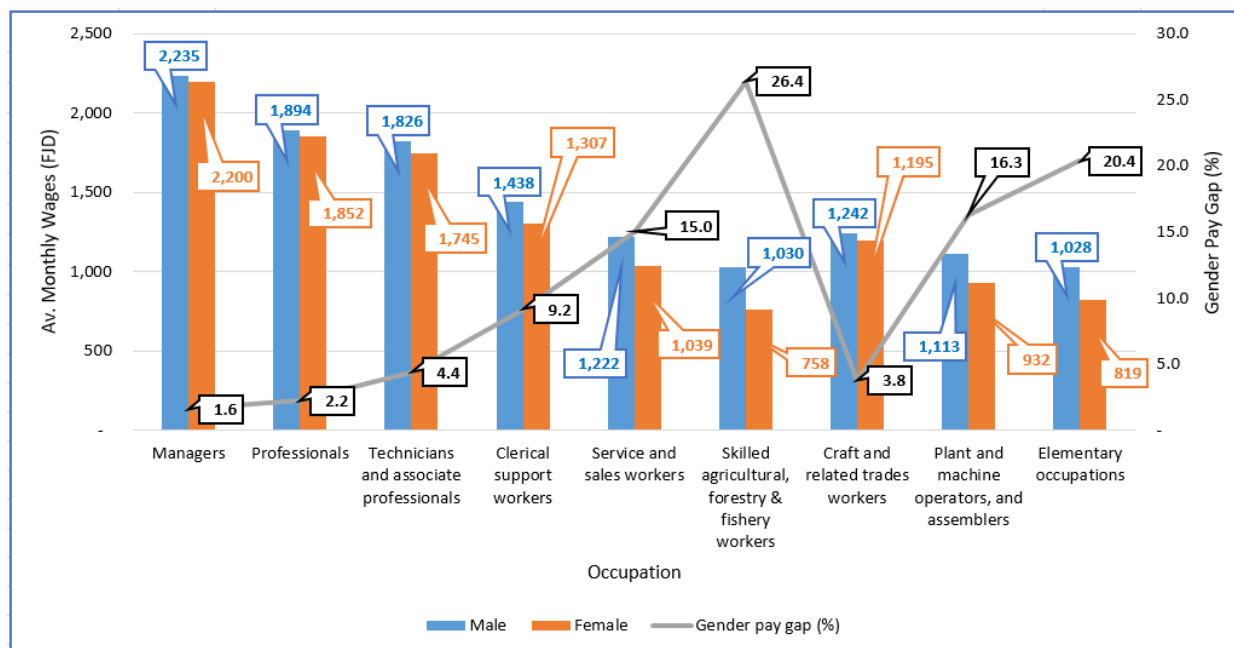
Figure 21 illustrates the distribution of average monthly wages by the nature of production unit, revealing sectoral differences and persistent gender pay gaps. In the formal sector, men earn an average of FJD 1,444 compared to FJD 1,430 for women, reflecting a marginal gap of 0.94 percent that indicates near parity in wages.

However, disparities widen in the informal sector, where men earn FJD 936 while women earn FJD 847, resulting in a 9.5 percent gap. This demonstrates that women in informal employment face greater wage disadvantages relative to men. The greatest inequality is observed in the household own-use and community sector, with men earning FJD 820 compared to women's FJD 688, translating to a 16.2 percent gap.

Overall, these results emphasize that while the formal sector demonstrates progress toward wage equality, significant disadvantages for women remain in the informal and household/community sectors.

8.2.3 Average monthly wages in main job of employees by Occupation

Figure 22. Average monthly wages by gender across Occupation, highlighting the gender pay gap



Source: Fiji Employment and Unemployment Survey 2024.

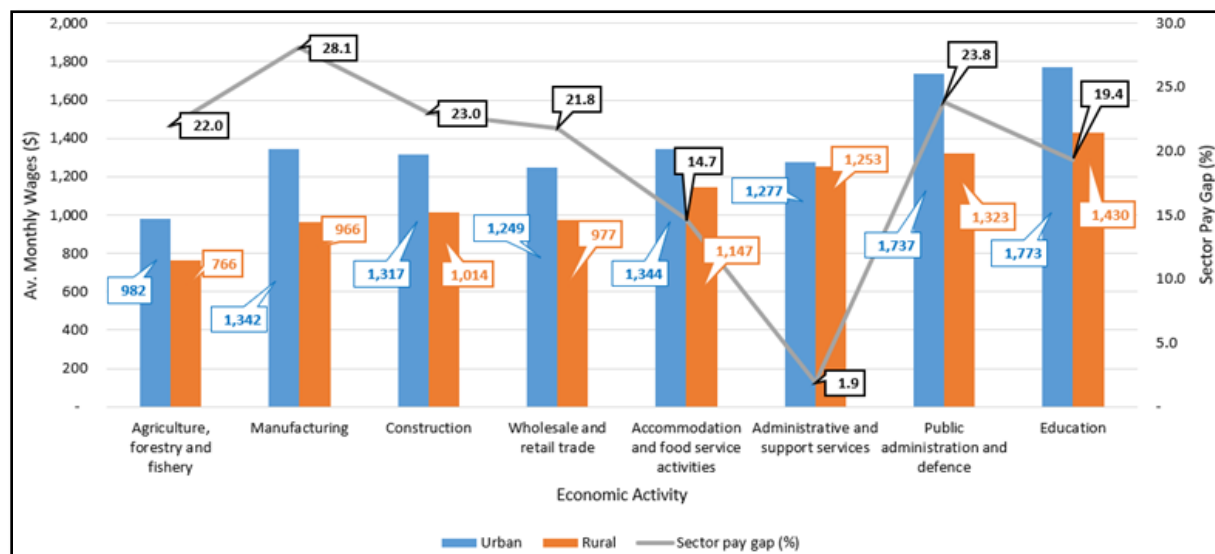
Figure 22 illustrates the distribution of average monthly wages by occupation, revealing that gender pay disparities persist across most categories, though the extent of inequality varies. At the higher end of the occupational scale, managers (FJD 2,235 for men vs. FJD 2,200 for women; marginal gap of 1.6 percent) and professionals (FJD 1,894 vs. FJD 1,852; gap of 2.2 percent) show near parity, suggesting progress toward wage equality in leadership and specialized roles.

Moderate disparities are observed among technicians and associate professionals (FJD 1,826 vs. FJD 1,745; gap of 4.4 percent) and clerical support workers (FJD 1,438 vs. FJD 1,307; gap of 9.2 percent), where men earn moderately more than women. Larger gaps emerge in lower-skilled and labour-intensive occupations. Service and sales workers (FJD 1,222 vs. FJD 1,039; gap of 15.0 percent), plant and machine operators (FJD 1,113 vs. FJD 932; gap of 16.3 percent), and elementary occupations (FJD 1,028 vs. FJD 819; gap of 20.4 percent) all show significant disadvantages for women, underscoring persistent inequality in sectors that employ large shares of the workforce.

Overall, while higher-level occupations demonstrate relatively equal pay, lower-skilled categories reflect substantial gender wage gaps, emphasizing the persistence of occupational wage inequality and the need for targeted interventions to promote fair remuneration across all job types.

8.2.4 Average monthly income of Self-Employed as Main Job

Figure 23. Average monthly income by gender across economic activity on self-employed as main job



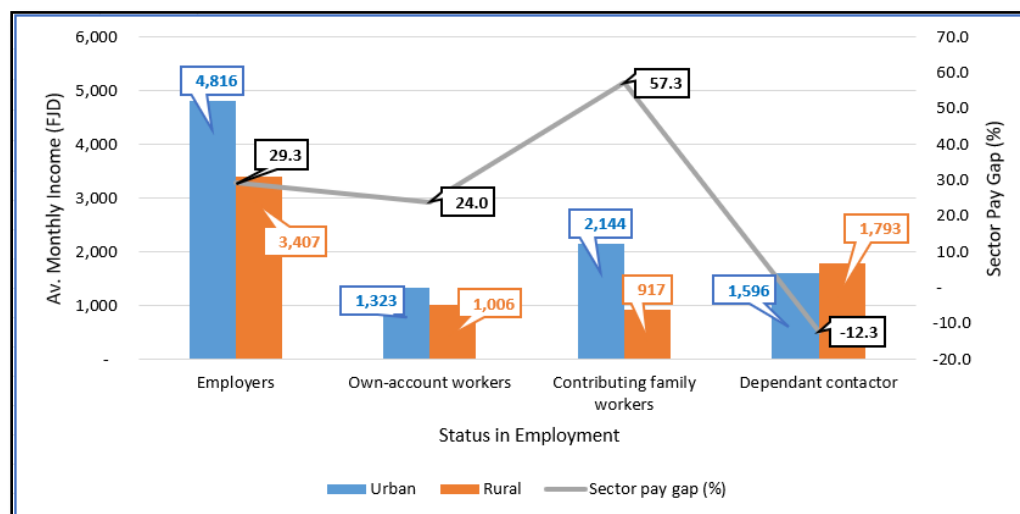
Urban workers consistently earn higher wages than their rural counterparts across most economic sectors, reflecting persistent geographic inequalities in labour market outcomes. The graph presents a comparative analysis of average monthly wages in urban and rural areas across selected economic activities, highlighting the extent of sectoral pay gaps. The data shows a clear and consistent wage advantage for urban workers, although the size of the disparity varies considerably across sectors.

Manufacturing records the largest pay gap at 28.1 percent, with urban workers earning \$1,342 compared to \$966 in rural areas, indicating a strong concentration of higher-paying industrial jobs in urban centres. In contrast, administrative and support services show the narrowest gap at 1.9 percent, with wages of \$1,277 in urban areas and \$1,253 in rural areas, suggesting more uniform wage structures or similar job roles across locations.

Despite being a key source of employment for rural communities, agriculture, forestry and fishery reports the lowest rural wage (\$762) alongside a substantial 22.2 percent pay gap, underscoring the sector's structural disadvantages and limited access to higher-value employment opportunities. At the upper end of the wage distribution, education records the highest urban wage (\$1,773) and a rural wage of \$1,430, resulting in a 19.4 percent disparity. This gap reflects the concentration of higher-skilled and better-remunerated teaching positions in urban areas.

Overall, the pattern of wage differentials across sectors highlights the uneven distribution of economic opportunities between urban and rural areas, with rural workers facing systematic disadvantages even within the same industries.

Figure 24. Average monthly income by gender across status of employment on self-employed as main job

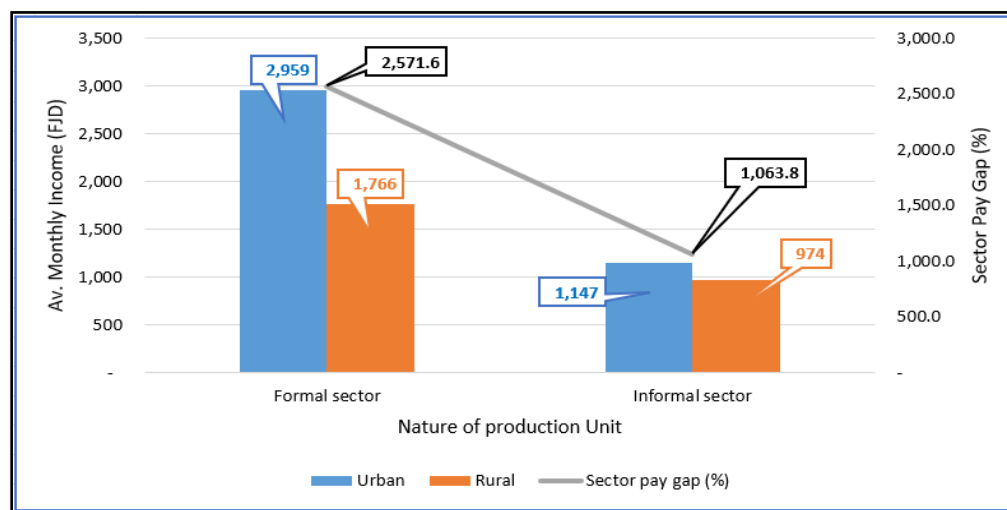


Average monthly earnings as self-employed by status in employment reveal substantial urban–rural income disparities, with most categories showing higher wages for urban workers and only a few exceptions where rural workers earn more. The average monthly income across employment statuses demonstrates clear differences in earning potential between urban and rural areas.

Employers report the highest earnings among all categories, with urban employers earning \$4,816 compared to \$3,407 in rural areas, resulting in a 29.3 percent pay gap. *Contributing family workers* experience the largest disparity, with urban workers earning \$2,144 and rural workers earning \$917, a 57.3 percent pay gap. This wide gap highlights the vulnerability of rural family workers, who often engage in unpaid or low-paid subsistence activities with limited access to formal income-earning opportunities.

Own-account workers show the lowest earnings overall, with urban workers earning \$1,323 and rural workers earning \$1,006, resulting in a 24 percent income gap. Although the disparity is smaller than in other categories, it still reflects the structural challenges faced by rural self-employed individuals, including limited market access and lower business returns. In contrast, *dependent contractors* display a negative income gap, with rural workers earning \$1,793 compared to \$1,596 in urban areas; a 12.3 percent difference.

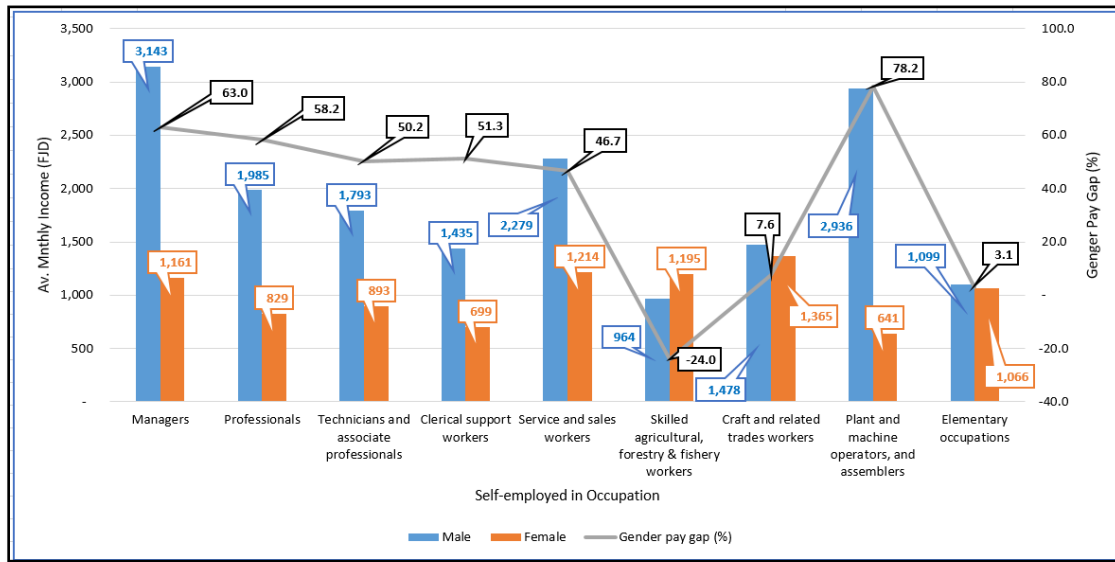
Figure 25. Average monthly income by gender across nature of production unit on self-employed as main job



Income patterns among the self-employed vary significantly by the nature of the production unit, with formal and informal sectors showing distinct urban–rural disparities. The average monthly income for self-employment as a main job is divided into two key categories: the formal sector and the informal sector. The *formal sector* is more prominent in terms of earning potential, with urban self-employed workers earning \$2,959 compared to \$1,766 in rural areas, resulting in a substantial 40.3 percent income gap. This wide disparity reflects the concentration of higher-value formal enterprises in urban centres.

In contrast, the *informal sector* shows lower overall earnings but a narrower urban–rural gap. Urban informal workers earn \$1,147, while rural informal workers earn \$974, indicating a 15.1 percent income gap. Although the disparity is smaller, it still highlights the structural challenges faced by rural informal workers.

Figure 26. Average monthly income by gender across Occupation on self-employed as main job



By occupation, the distribution of average monthly income reveals pronounced gender pay gaps across most categories, with women typically earning less than men. The widest disparities appear among plant and machine operators and assemblers, where men earn nearly four times more than women (FJD 2,936 vs. FJD 641), resulting in a 78 percent gap.

Similar trends are observed across most other occupational groups, reinforcing the persistence of gendered wage inequality. However, an exception emerges among skilled agriculture, forestry, and fisheries workers, where women’s earnings (FJD 1,195) exceed men’s (FJD 964), signifying a negative income gap of 24.0 percent.

Overall, the data illustrates entrenched gender pay inequities across occupational groups, with women disproportionately concentrated in lower-earning roles. While isolated cases of parity or advantage exist, particularly in agriculture, the broader pattern reflects systemic barriers that continue to limit women’s economic outcomes.

Table 37. Average monthly wages (paid employment) and earnings (self-employment) by division and key employment characteristics, main job, Fiji, 2024 (Fiji \$)

	Central	Eastern	Northern	Western	Total
Average monthly wages in main job of employees					
<i>By economic activity</i>					
Agriculture, forestry and fishery	898	1,171	815	800	846
Industry					
Manufacturing	1,370	832	1,001	1,172	1,225
Construction	1,313	1,178	1,136	1,106	1,219
Other industry	1,959		1,602	1,396	1,626
Services					
Wholesale and retail trade	1,265	733	999	1,126	1,183
Accommodation and food service activities	1096		925	1,380	1,273
Administrative and support services	1,258		955	1,336	1,272
Public administration and defence	1,751	1,329	1,350	1,588	1,662
Education	1,762	1,456	1,427	1,544	1,641
Other services	1,731	888	1,268	1,502	1,610
<i>By nature of production unit</i>					
Formal sector	1,110	796	808	737	919
Informal sector	1,560	1,173	1,192	1,354	1,439
Household own-use and community sector	808	537	508	536	707
<i>By occupation</i>					
Managers	2,483.91	1,088.71	1,739.84	1,982.53	2,233.39
Professionals	2,048.91	1,523.51	1,571.72	1,704.65	1,873.49
Technicians and associate professionals	1,998.59	756.70	1,195.15	1,595.14	1,789.98
Clerical support workers	1,462.48	934.39	1,147.29	1,288.22	1,367.69
Service and sales workers	1,158.68	954.70	957.63	1,178.37	1,144.60
Skilled agricultural, forestry & fishery workers	995.37	699.01	838.05	1,005.76	977.56
Craft and related trades workers	1,246.45	1,052.23	1,037.73	1,258.52	1,231.69
Plant and machine operators, and assemblers	1,109.66	789.63	1,032.94	1,043.43	1,072.63
Elementary occupations	939.48	952.74	738.05	1,037.49	966.00

	Central	Eastern	Northern	Western	Total
Average monthly income in main job of self-employed					
<i>By economic activity</i>					
Agriculture, forestry and fishery	1,196.44	689.03	1,503.51	882.48	1,020.96
Industry	2,098.97	1,217.35	4,962.11	1,816.56	1,960.15
Services	1,513.23	1,812.13	5,422.82	1,039.34	1,528.38
<i>By status in employment</i>					
Employers	2,970.80	1,610.00	27,334.02	3,145.48	4,514.71
Own-account workers	1,346.08	1,572.72	2,668.25	855.43	1,175.81
Contributing family workers	1,386.68	321.89	3,227.95	1,576.76	1,675.65
Dependant Worker	3,450.21	-	-	1,573.95	2,042.82
<i>By nature of production unit</i>					
Formal sector	909.65	1,558.97	2,419.08	838.19	5,725.89
Informal sector	2,525.98	1,025.64	7,977.93	1,929.60	13,459.15
<i>By occupation</i>					
Managers	1,698.80	1,526.00	45.00	3,402.57	2,465.78
Professionals	1,563.11	1,316.57	6,666.44	1,147.21	1,574.14
Technicians and associate professionals	2,147.70	199.84	1,354.61	1,059.98	1,426.57
Clerical support workers	663.01	1,037.23	8,834.93	856.48	1,100.72
Service and sales workers	2,537.21	932.24	3,004.17	1,070.63	1,776.67
Skilled agricultural, forestry & fishery workers	931.32	1,951.25	1,376.49	950.93	1,081.61
Craft and related trades workers	1,815.91	475.60	3,070.38	1,041.41	1,434.49
Plant and machine operators, and assemblers	1,236.85	4,521.00	19,674.52	1,327.68	2,326.68
Elementary occupations	1,135.99	1,325.45	3,735.64	716.67	1,077.17

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The average monthly wages for paid employees in Fiji show a significant variation of key employment characteristics by division. Managers and professionals recorded the highest wages, averaging \$7,279.67 and \$6,834.78 respectively, while workers in elementary and agricultural, forestry & fishery occupations earned substantially less, at \$3,637.7 and \$3,660.99. However, by industry, the most remunerative sectors were public administration & defence in services (\$5,956.17) and education (\$6,264.80), compared to lower-paying sectors such as accommodation and food services (\$3,383.74) and agriculture, forestry and fishery (\$3,687.79). Furthermore, employees in the formal sector receive higher wages on average (\$12,580.26) than those in the informal (\$5,596.55).

Spatially by division, the Central and Western divisions contributed most to higher monthly average wages, while the Eastern division consistently recorded the lowest wages

The average monthly Income earned from self-employment also revealed sharp disparities by division and by key employment characteristics. By status of employment, the employers earn the highest monthly income, averaging (\$33,224.58) whereby the northern division alone earned \$25,254.60. This is well above own-account workers (\$6,010.45) and contributing family worker (\$5,485.81). However, by occupation, Plant & machine operators and assemblers reported particularly high earnings (\$25,774.98) whereby the Northern division alone earned \$18,805.18, while skilled workers in agriculture, forestry and fisheries recorded a much lower average income (\$5,115.19). The formal sector showed a total divisional average of \$12,580.26 whereby the northern division alone earned \$7,203.44 on a month average more than the informal sector (\$5,596.55). Average monthly earnings for self-employment divisionally shows higher incomes earned were concentrated in the Northern division.

8.3 Low pay rates

The low pay rates of salaried employees are one of important decent work indicators in describing gainful employment. The low pay rate expresses the proportion of persons getting paid below two thirds of the median wage. In Fiji in 2024, the overall low pay rate was.

Table 38. Number of employees in low pay and low pay rates by sex, age groups, educational attainment, industry, status in employment, formal/informal sector of the production unit, and division, Fiji, 2024

	Number of employees (*000)			Low pay rates (percent)		
	Male	Female	Total	Male	Female	Total
Low pay, number of employees and rates						
<i>By age group</i>						
15-24	2,512	2,482	4,994	6.5	6.4	12.0
25-64	16,170	15,229	31,399	41.7	39.3	81.0
65+	1,153	1,208	2,361	3.0	3.1	6.1
<i>By education attainment</i>						
Less than primary or none	0	36	36	0.0	0.1	0.1
Completed primary	5,150	3,033	8,184	7.9	7.9	21.2
Completed secondary	11,817	13,157	24,974	34.1	34.1	64.8
Tertiary (first stage or completed)	2,732	2,626	5,359	6.8	6.8	13.9
<i>By economic activity</i>						
Agriculture, forestry and fishery	3,851	2,052	5,903	9.9	5.3	15.2
Industry	1,663	1,681	3,344	4.3	4.3	8.6
Services	13,385	11,784	25,169	34.5	30.4	64.9

	Number of employees (*000)			Low pay rates (percent)		
	Male	Female	Total	Male	Female	Total
Economic activity not classified	937	3,401	4,338	2.4	8.8	11.2
<i>By status in employment</i>						
Employees	11,971	8,952	20,923	30.9	23.1	54.0
Employers	203	126	329	0.5	0.3	0.8
Own-account workers	7,091	9,173	16,264	18.3	23.7	42.0
Contributing family workers	570	668	1,238	1.5	1.7	3.2
<i>By nature of production unit</i>						
Formal sector	11,818	8,883	20,700	30.5	22.9	53.4
Informal sector	7,857	8,172	16,029	20.3	21.1	41.4
Household own-use and community sector	161	1,865	2,026	0.4	4.8	5.2
<i>By main divisions</i>						
Central	6,991	7,710	14,702	18.0	19.9	37.9
Eastern	719	863	1,581	1.9	2.2	4.1
Northern	1,905	1,529	3,434	4.9	3.9	8.9
Western	10,221	8,817	19,037	26.4	22.7	49.1

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

9. Own-use production and subsistence work

Chapter 9 presents the statistics on activities related to own-use production work of the working-age population, including of persons involved in subsistence food production and other subsistence work.

The technical term *own-use production of work* was introduced during the 19th International Conference of Labour Statisticians (ICLS). It defines all inputs of labour involved in production of goods and services for own final use by their families. The concept captures the type of work that is commonly considered as subsistence production of goods and the provision of services which is also known as household care work.

The measurement of own-use production of services such as unpaid care work is now part of a separate measurement tools in the ILO, called Own-use Production of Services, and therefore should be analysed and presented in a separate chapter or section when such measurement was included in the survey. This chapter covers only people of working-age who were in subsistence production of goods, which comprise subsistence farming, fishing, hunting, processing food for storage, fetching water, collecting firewood, manufacturing goods, and own-dwelling construction.

9.1 Total subsistence production work

Based on the results from the EUS, the number of persons in subsistence production work totalled 233,842 individuals

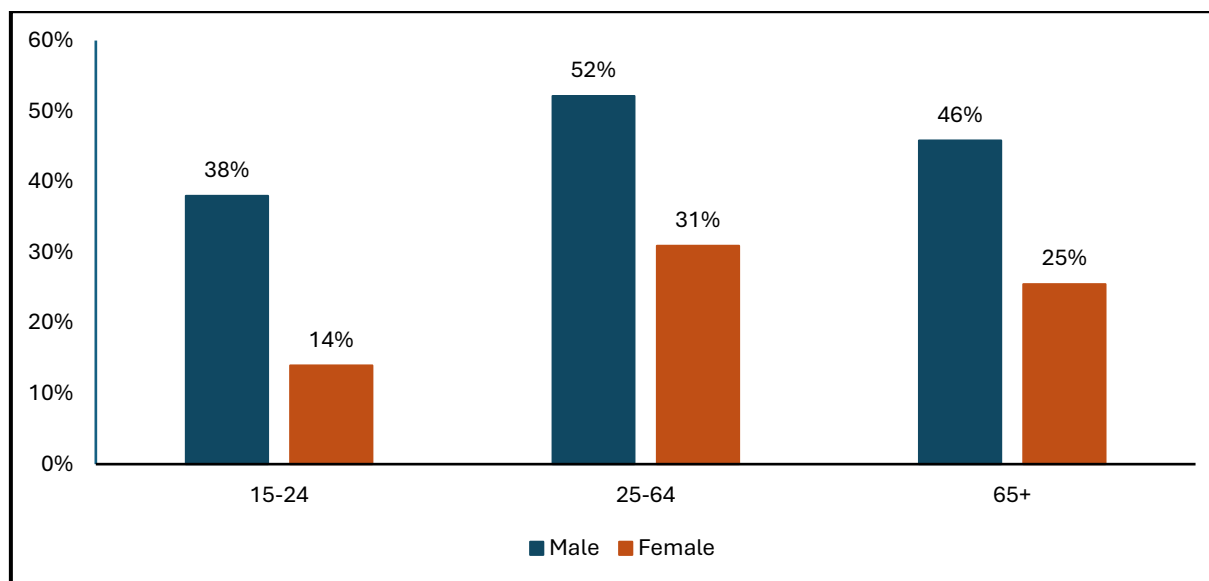
Table 39. Total subsistence production work by sex, age groups, geographic location, divisions and educational attainment, Fiji, 2024

	Male	Female	Total
Subsistence production work			
<i>By age group</i>			
15-24	24,688	8,091	32,779
25-64	114,653	64,378	179,031
65+	12,734	9,299	22,032
<i>By geographic location</i>			
Urban	50,963	32,531	83,494
Rural	101,111	49,237	150,348
<i>By educational attainment</i>			
Less than primary or none	142	243	385
Completed primary	38,573	17,246	55,819
Completed secondary	94,019	15,345	148,363
Tertiary (first stage or completed)	18,662	8,681	27,342
<i>By division</i>			

	Male	Female	Total
Central	55,967	33,121	89,088
Eastern	12,366	5,659	18,025
Northern	25,184	10,466	35,649
Western	58,558	32,522	91,080
Subsistence production work (percent in the respective working-age population)			
<i>By age group</i>			
15-24	38.0	14.0	26.7
25-64	52.2	30.9	41.8
65+	45.9	25.5	34.3
<i>By geographic location</i>			
Urban	30.8	19.0	24.8
Rural	68.8	37.7	54.1
<i>By educational attainment</i>			
Less than primary or none	52.4	43.2	46.2
Completed primary	57.5	32.4	46.4
Completed secondary	49.5	28.2	38.7
Tertiary (first stage or completed)	35.3	17.5	26.7
<i>By division</i>			
Central	42.3	24.8	33.5
Eastern	85.2	49.8	69.7
Northern	55.1	24.4	40.3
Western	48.8	28.3	38.8

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

Figure 27. Subsistence production work by age group and sex (% of respective WAP), Fiji, 2024

Source: Fiji Employment and Unemployment Survey 2024.

The prime age group 25-64 has shown a higher proportion subsistence work

9.2 Subsistence production as the main work

Subsistence production as the main work focuses on persons in subsistence production of work who were not in employment, i.e. whose main current activity is on own-use production. In Fiji, people with subsistence production as the main work were estimated at 109,634

Table 40. Subsistence production as main work by sex, age groups, geographic location, divisions and educational attainment, Fiji, 2024

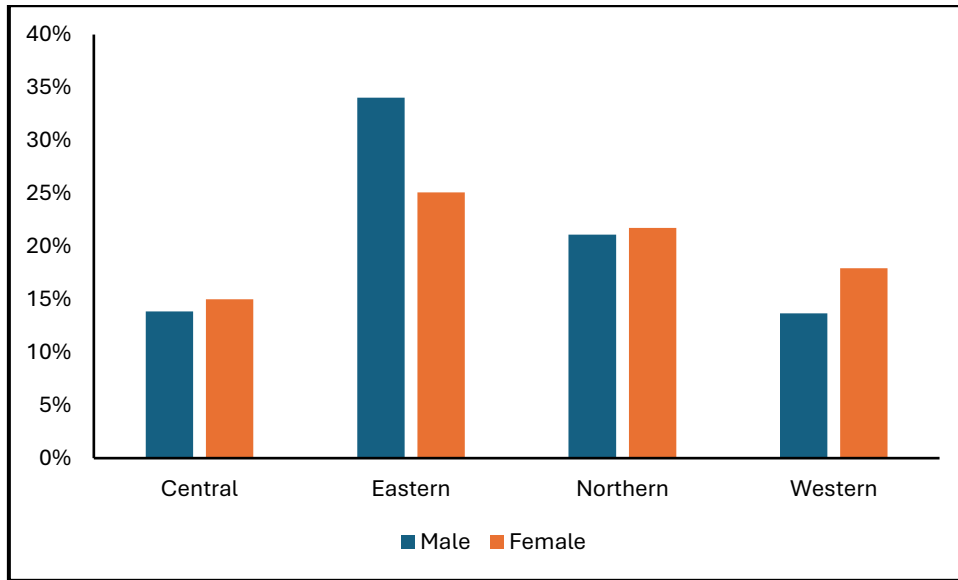
	Male	Female	Total
Subsistence production as main work			
<i>By age group</i>			
15-24	17,270	7,145	24,415
25-64	29,287	40,263	69,550
65+	8,056	7,613	15,669
<i>By geographic location</i>			
Urban	33,895	33,006	66,901
Rural	20,628	22,015	42,644
<i>By educational attainment</i>			
Less than primary or none	108	149	257
Completed primary	14,257	12,583	26,840

	Male	Female	Total
Completed secondary	35,552	37,499	73,051
Tertiary (first stage or completed)	17,270	7,145	24,415
<i>By division</i>			
Central	21,467	21,076	42,543
Eastern	5,043	2,886	7,929
Northern	9,990	9,487	19,477
Western	18,134	21,562	39,696
Subsistence production as main work (percent in the respective working-age population)			
<i>By age group</i>			
15-24	26.6	12.4	19.9
25-64	13.3	19.4	16.3
65+	29.0	20.9	24.4
<i>By geographic location</i>			
Urban	20.5	19.2	19.8
Rural	14.0	16.8	15.4
<i>By educational attainment</i>			
Less than primary or none	40.0	26.4	30.9
Completed primary	21.3	23.6	22.3
Completed secondary	18.7	19.4	19.1
Tertiary (first stage or completed)	8.4	7.2	7.8
<i>By division</i>			
Central	16.2	15.8	16.0
Eastern	34.7	25.4	30.6
Northern	21.9	22.1	22.0
Western	15.1	18.8	16.9

Source: Fiji Employment and Unemployment Survey 2024.

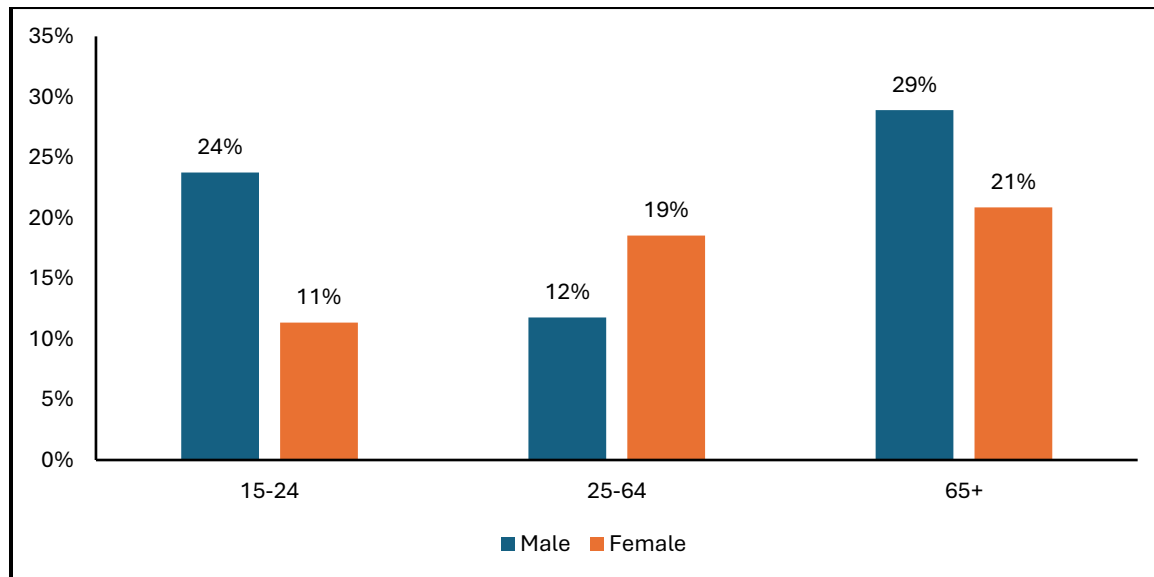
Notes: Any discrepancy in totals & sum of components are due to rounding.

Figure 28. Subsistence production as main work by division and sex (% of WAP), Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

Figure 29. Subsistence production as main work by age group and sex (% of respective WAP), Fiji, 2024



Source: Fiji Employment and Unemployment Survey 2024.

10. Functioning Challenge – Disability

The functioning challenge module uses the Washington Group Short Set question which are been adopted in the EUS allowing the capturing 6 main domain. In addition, 2 extra questions are been included, Anxiety and depression. Aligning to the Washington Group ILO Disability Module, EUS measures the barrier at workplace, the reasonable support within the family and at workplace and the social protection covering the person with disabilities.

10.1 Washington Group Short Sets Distribution by WAP

Table 41. Prevalence of Functioning Challenge by WAP, Fiji, 2024

Functioning Challenge	A lot of difficulties (%)	Cannot do at all (%)	Total (%)
Seeing	80.09	19.91	8.10
Hearing	71.16	28.84	6.20
Mobility	93.26	6.74	34.00
Remembering	88.47	11.53	14.20
Self-care	51.44	48.56	23.60
Communication	53.32	46.68	13.90

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The EUS highlights substantial disparities in both the prevalence and severity of functional difficulties across the Washington Group Short Set domains; seeing, hearing, mobility, cognition/memory, self-care, and communication. Each domain is measured by the proportion of individuals reporting either “a lot of difficulties” or being “unable to do at all.”

Mobility emerges as the most prevalent challenge, affecting 34.0% of individuals. Among them, 93.26% report a lot of difficulties, while 6.74% are unable to move at all. Self-care affects 23.6% of the population, with nearly equal proportions reporting severe difficulty (51.44%) and complete inability (48.56%). Cognition/Memory challenges are reported by 14.2%, with 88.47% experiencing substantial difficulty and 11.53% unable to function in this domain. Communication affects 13.9%, split between 53.32% with a lot of difficulties and 46.68% unable to communicate at all. Seeing and Hearing are less prevalent, affecting 8.1% and 6.2% respectively. However, among those affected, a majority report severe difficulty (80.09% for seeing, 71.16% for hearing), with notable proportions unable to perform the function entirely (19.91% and 28.84%, respectively).

10.2 Labour Market Participation of Persons with Disabilities

Table 42. Labour Force participation by person with disability, Fiji, 2024

Functioning Challenge	Person with disability
Employment	1,199
Employment Rate (%)	0.96
Unemployment	52
Unemployment Rate (%)	0.04
Labour Force	1,250
Outside labour Force	15,126
LFPR (%)	7.63

Source: Fiji Employment and Unemployment Survey 2024.

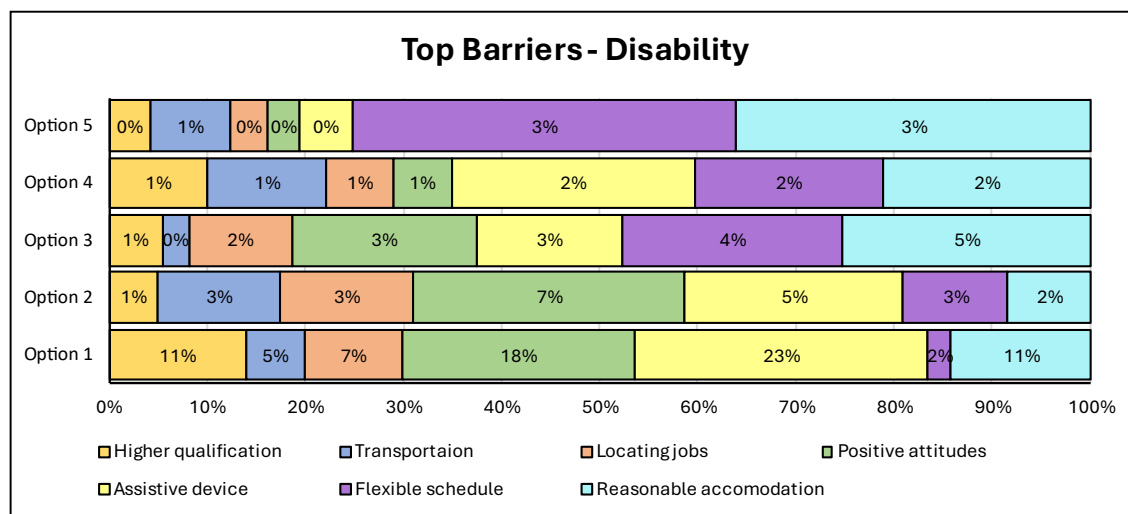
Notes: Any discrepancy in totals & sum of components are due to rounding.

Labour market outcomes for persons with disabilities reveal extremely low levels of participation and employment, highlighting persistent structural barriers to inclusion. Of the total population with disabilities, only 1,250 individuals are part of the labour force, representing a Labour Force Participation Rate (LFPR) of just 7.63%.

Within this group; 1,198.53 individuals are employed, yielding an employment rate of 0.96%. 51.50 individuals are unemployed, corresponding to an unemployment rate of 0.04%. A significant majority 15,126 individuals remain outside the labour force, underscoring systemic barriers to employment access.

10.3 Barriers to Employment for Persons with Disabilities

Figure 30. Barriers to seek and finding job by WAP



Persistent barriers to employment continue to undermine the rights and opportunities of persons with disabilities, as reflected in the EUS survey.

A total of 23% of persons with disabilities report that the lack of proper assistive devices in the workplace is the most significant barrier to employment. This is followed by 18%, who identify negative or unsupportive attitudes in the workplace as a major obstacle. Additionally, 11% of respondents indicate that the absence of reasonable accommodation and the need to attain higher qualifications both acts as substantial barriers to securing employment.

A further 7% report that difficulty in locating suitable job opportunities limits their participation in the labour market, while 5% cite inaccessible or non-inclusive transportation as a barrier. The least reported challenge identified by 2% of persons with disabilities is the lack of a flexible work schedule, though its presence still highlights unmet needs in workplace adaptability.

Together, these findings illustrate the multifaceted nature of employment barriers, spanning physical accessibility, workplace culture, qualification requirements, and broader structural constraints.

10.4 Workplace Support for Persons with Disabilities

Table 43. Family support by WAP, Fiji, 2024

	Percentage (%)
Yes, very supportive	33
Somehow supportive	19
Not supportive	48

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The EUS findings highlight significant gaps in family support for persons with disabilities, revealing that many individuals receive limited or no assistance in securing or sustaining employment.

The table presents the level of family support available to persons with disabilities in acquiring work, illustrating the extent to which individuals receive the assistance necessary to participate effectively in the labour market. A substantial 48 percent of respondents report that they receive no family support in their efforts to obtain or maintain employment. This lack of support may limit their ability to navigate job searches, access transportation, or manage workplace expectations.

In contrast, 33 percent of persons with disabilities indicate that they receive reasonable support from family members. This group benefits from more consistent encouragement and practical assistance, which can play a crucial role in improving employment outcomes.

The remaining 19 percent report receiving some level of family support, suggesting that assistance is available but may be irregular, insufficient, or dependent on circumstances. While this partial support is beneficial, it may not fully address the barriers individuals face in accessing work opportunities.

Overall, the distribution underscores the importance of strengthening family and community support systems, as well as enhancing public awareness and social protection measures, to ensure that persons with disabilities are not left to navigate employment challenges alone.

10.5 Extended Functioning Challenge by WAP

Table 44. Anxiety and Depression by WAP, Fiji, 2024

Extended Functioning Challenge	Percentage (%)
Anxiety	31.3
Depression	68.7

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The extended measures of functioning challenges reveal notable levels of emotional and psychological distress among respondents, highlighting the importance of mental health within the broader disability framework.

The tables present the extended measures of functioning challenges, offering a detailed breakdown of the types and severity of difficulties experienced across key functional domains. Beyond physical and cognitive limitations, the data also captures the emotional well-being of respondents, showing a substantial burden of mental health challenges.

A significant 69 percent of individuals report frequent experiences of depression, indicating persistent feelings of sadness, hopelessness, or low motivation. In addition, 31 percent report frequent episodes of anxiety, contributing to heightened levels of worry, stress, and emotional strain. These findings suggest that mental health concerns are not only widespread but also deeply intertwined with other functional limitations.

Together, these indicators underscore the need for integrated support systems that address both physical functioning and emotional well-being. Strengthening access to mental health services, workplace support, and community-based interventions will be essential to improving overall quality of life for persons experiencing functional challenges.

10.6 Types of benefits received by PWD by WAP

Table 45. Types of social protection by WAP, Fiji, 2024

Types of Social Protection	Yes	No	Total	Yes (%)	No (%)
Recognised	7,583	8,793	16,376	46.3	53.7
Receiving Cash Benefits	6,047	1,536	7,583	79.7	20.3
Receiving Goods and Services	2,563	5,020	7,583	33.8	66.2

Source: Fiji Employment and Unemployment Survey 2024.

Notes: Any discrepancy in totals & sum of components are due to rounding.

The EUS findings highlight significant gaps in formal recognition and access to social protection among persons with disabilities, underscoring uneven inclusion within existing support systems.

Table presents the types of recognition and the forms of social protection available to persons with disabilities, offering insight into how effectively individuals are being identified and supported. According to the EUS, 46 percent of respondents who identify as persons with disabilities have been formally recognised, while a slightly higher 54 percent have not yet obtained official recognition. This indicates that more than half of persons with disabilities are not registered with any recognised Organisation of Persons with Disabilities (OPD) or relevant institution, limiting their access to targeted services and entitlements.

In terms of social protection, 80 percent of respondents report receiving cash benefits, suggesting that financial assistance remains the most widely accessed form of support. However, only 34 percent have received goods or services. This disparity points to a heavy reliance on cash transfers, with fewer individuals benefiting from broader, service-oriented forms of social protection that could enhance independence and participation.

Overall, the findings reveal the need to strengthen registration pathways, expand outreach by OPDs, and diversify social protection measures to ensure that persons with disabilities receive both financial support and essential services.

Annex

Annex A: Average monthly wages (paid employment) and earnings (self-employment) by sex and key employment characteristics, main job, Fiji, 2024 (Fiji \$)

	Male	Female	Total	Gender pays gap (%)
Average monthly wages in main job of employees				
<i>By economic activity</i>				
Agriculture, forestry and fishery	852	823	846	-3.4
Industry				
Manufacturing	1,282	1,119	1,225	-12.7
Construction	1,203	1,315	1,219	9.3
Other industry	1,499	2,544	1,626	69.6
Services				
Wholesale and retail trade	1,268	1,020	1,183	-19.6
Accommodation and food service activities	1,360	1,171	1,273	-13.9
Administrative and support services	1,286	1,240	1,272	-3.6
Public administration and defence	1,715	1,568	1,662	-8.6
Education	1,769	1,537	1,641	-13.1
Other services	1,595	1,627	1,610	2.0
<i>By nature of production unit</i>				
Formal sector	1,444	1,431	919	0.9
Informal sector	937	848	1,439	9.5
Household own-use and community sector	821	688	707	16.2
<i>By occupation</i>				
Managers	2,235	2,200	2,233	1.6
Professionals	1,894	1,852	1,873	2.2
Technicians and associate professionals	1,826	1,745	1,790	4.4
Clerical support workers	1,438	1,307	1,368	9.2
Service and sales workers	1,222	1,039	1,145	15.0
Skilled agricultural, forestry & fishery workers	1,030	758	978	26.4
Craft and related trades workers	1,242	1,195	1,232	3.8
Plant and machine operators, and assemblers	1,113	932	1,073	16.3
Elementary occupations	1,028	819	966	20.4
Average monthly income in main job of self-employed				
<i>By economic activity</i>				
Agriculture, forestry and fishery	1,018	1,023	1,021	-0.5
Industry	1,855	2,243	1,960	-20.9
Services	2,033	997	1,528	51.0

<i>By status in employment</i>				
Employers	4,905	3,060	4,515	37.6
Own-account workers	1,382	961	1,176	30.4
Contributing family workers	3,023	1,183	2,046	60.9
Dependant contactor	1,558	1,892	1,672	-21.5
<i>By nature of production unit</i>				
Formal sector	3,164	1,524	2,572	51.8
Informal sector	1,158	969	1,064	16.3
<i>By occupation</i>				
Managers	3,143	1,161	2,466	-63.0
Professionals	1,985	829	1,574	58.2
Technicians and associate professionals	1,793	893	1,427	50.2
Clerical support workers	1,435	699	1,101	51.3
Service and sales workers	2,279	1,214	1,777	46.7
Skilled agricultural, forestry & fishery workers	964	1,195	1,082	-24.0
Craft and related trades workers	1,478	1,365	1,434	7.6
Plant and machine operators, and assemblers	2,936	641	2,327	-78.2
Elementary occupations	1,099	1,066	1,077	-3.1

Annex B. Average monthly wages (paid employment) and earnings (self-employment) by division and key employment characteristics, main job, Fiji, 2024 (Fiji \$)

	Central	Eastern	Northern	Western	Total
Average monthly wages in main job of employees					
<i>By economic activity</i>					
Agriculture, forestry and fishery	898	1,171	815	800	846
<i>Industry</i>					
Manufacturing	1,370	832	1,001	1,172	1,225
Construction	1,313	1,178	1,136	1,106	1,219
Other industry	1,959		1,602	1,396	1,626
<i>Services</i>					
Wholesale and retail trade	1,265	733	999	1,126	1,183
Accommodation and food service activities	1,096		925	1,380	1,273
Administrative and support services	1,258		955	1,336	1,272
Public administration and defence	1,751	1,329	1,350	1,588	1,662
Education	1,762	1,456	1,427	1,544	1,641
Other services	1,731	888	1,268	1,502	1,610
<i>By nature of production unit</i>					
Formal sector	1,110	796	808	737	919

Informal sector	1,560	1,173	1,192	1,354	1,439
Household own-use and community sector	808	537	508	536	707
<i>By occupation</i>					
Managers	2,484	1,089	1,740	1,983	2,233
Professionals	2,049	1,524	1,572	1,705	1,874
Technicians and associate professionals	1,999	757	1,195	1,595	1,790
Clerical support workers	1,462	934	1,147	1,288	1,368
Service and sales workers	1,159	955	958	1,178	1,145
Skilled agricultural, forestry & fishery workers	995	699	838	1,006	978
Craft and related trades workers	1,246	1,052	1,038	1,259	1,231
Plant and machine operators, and assemblers	1,110	790	1,033	1,043	1,073
Elementary occupations	939	953	738	1,037	966
Average monthly income in main job of self-employed					
<i>By economic activity</i>					
Agriculture, forestry and fishery	1,196	689	1,504	882	1,021
Industry	2,099	1,217	4,962	1,817	1,960
Services	1,513	1,812	5,423	1,039	1,528
<i>By status in employment</i>					
Employers	2,971	1,610	27,334	3,145	4,515
Own-account workers	1,346	1,573	2,668	855	1,176
Contributing family workers	1,387	322	3,228	1,577	1,676
Dependant Worker	3,450	-	-	1,574	2,043
<i>By nature of production unit</i>					
Formal sector	910	1,559	2,419	838	5,726
Informal sector	2,526	1,026	7,978	1,930	13,459
<i>By occupation</i>					
Managers	1,699	1,526	45	3,403	2,466
Professionals	1,563	1,317	6,666	1,147	1,574
Technicians and associate professionals	2,148	200	1,355	1,060	1,427
Clerical support workers	663	1,037	8,835	856	1,101
Service and sales workers	2,537	932	3,004	1,071	1,777
Skilled agricultural, forestry & fishery workers	931	1,951	1,376	951	1,082
Craft and related trades workers	1,816	476	3,070	1,041	1,434
Plant and machine operators, and assemblers	1,237	4,521	19,675	1,328	2,327
Elementary occupations	1,136	1,325	3,736	717	1,077

Annex C: Population Estimates by Age Group from EUS Weights

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
00-04	72,289	37,465	34,825	36,100	18,899	17,201	36,189	18,566	17,623
05-09	79,169	41,492	37,677	39,327	20,968	18,359	39,841	20,524	19,318
10-14	79,518	41,025	38,493	37,321	19,032	18,290	42,197	21,994	20,203
15-19	67,336	36,020	31,316	29,096	16,166	12,930	38,240	19,854	18,386
20-24	55,448	28,932	26,516	21,502	11,696	9,805	33,946	17,235	16,711
25-29	59,505	29,687	29,818	25,270	12,876	12,394	34,234	16,810	17,424
30-34	60,201	30,383	29,818	26,482	13,756	12,726	33,719	16,627	17,092
35-39	60,831	32,063	28,768	27,480	14,690	12,789	33,351	17,372	15,979
40-44	62,467	31,982	30,485	29,653	15,872	13,781	32,814	16,110	16,704
45-49	54,299	29,403	24,895	25,242	14,076	11,165	29,057	15,327	13,730
50-54	47,656	24,942	22,714	22,379	12,308	10,071	25,276	12,634	12,642
55-59	45,544	22,800	22,744	22,689	12,488	10,202	22,854	10,312	12,542
60-64	37,304	18,541	18,763	17,126	8,920	8,206	20,177	9,621	10,557
65+	64,242	27,767	36,476	30,759	14,137	16,622	33,484	13,630	19,854
Total	845,809	432,500	413,309	390,427	205,884	184,543	455,381	226,616	228,765

Annex D: Population Estimates by Province Group from EUS Weights

Province	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Ba	230,232	118,205	112,026	80,802	43,423	37,379	149,430	74,783	74,647
Bua	15,730	8,094	7,636	14,119	7,288	6,831	1,611	805	805
Cakaudrove	48,798	25,707	23,091	41,013	21,647	19,366	7,785	4,060	3,725
Kadavu	10,991	6,231	4,760	10,990	6,231	4,760	-	-	-
Lau	10,011	5,942	4,069	10,011	5,942	4,069	-	-	-
Lomaiviti	14,962	7,844	7,118	11,543	6,153	5,390	3,419	1,691	1,728
Macuata	61,344	30,781	30,564	37,517	19,131	18,387	23,827	11,650	12,177
Nadroga/Navosa	60,229	31,622	28,608	49,570	26,169	23,402	10,659	5,453	5,206
Naitasiri	175,971	88,461	87,510	35,554	19,501	16,053	140,417	68,960	71,457
Namosi	9,090	4,775	4,315	9,090	4,775	4,315	-	-	-
Ra	28,849	14,900	13,950	23,761	12,395	11,366	5,088	2,505	2,584
Rewa	95,011	48,065	46,946	10,855	5,533	5,322	84,156	42,532	41,625

Serua	20,027	9,672	10,354	12,798	6,334	6,464	7,229	3,338	3,891
Tailevu	63,151	31,495	31,656	41,391	20,656	20,735	21,760	10,839	10,921
Rotuma	1,413	707	707	1,413	707	707	-	-	-
Total	845,809	432,500	413,308	390,427	205,884	184,543	455,381	226,616	228,765

Annex E: Hours spent on various activities for the duration of one week by sex

Activities	Working-age population			Employed			Unemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Sports Activities	6	5	6	5	5	5	7	9	9
Religious Activities	6	6	6	6	6	6	5	6	6
Drinking Kava	10	8	9	10	8	9	12	10	11
Electronic Games	8	6	7	7	5	6	12	8	11
Watching TV/DVD	9	10	10	8	9	9	12	11	11
Social media	15	16	15	14	16	15	17	20	19
Study	11	11	11	11	11	11	21	12	15
Reading	6	7	6	5	6	6	8	7	7
Other Activities	10	9	10	8	7	8	7	4	6

Appendices

A.1 Main statistical concepts and definitions

The main concepts and definitions of the 2023-24 Fiji EUS were designed in accordance with the international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (19th ICLS, Geneva, 2013).²

A.1.1 Labour force statistics concepts

Work is defined as:

- “Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.”
- It is “irrespective of its formal or informal character or the legality of the activity.”
- It excludes “activities not involving production of goods or services (begging, stealing), self-care (personal grooming, hygiene) and activities that cannot be performed by another person on one’s own behalf (sleeping, learning, own recreation).”

Employment

Persons in employment are defined as all of those aged 15 years and above (working-age population) who, during a specific reference period (the preceding week prior to the interview – last 7 days), were engaged in any activity to produce goods or provide services for pay or profit. It excludes persons engaged solely in activities to produce goods or services for own final use such as producing agricultural, fishing and gathering products for own-consumption or cleaning, decorating, gardening and maintaining one’s own dwelling or premises, durables and other goods.

Persons in employment comprise:

- (a) employed persons at work, i.e. who worked in a job for at least one hour;
- (b) employed persons not at work due to temporary absence from a job, or due to working-time arrangements, such as shift work, flexi-time and compensatory leave for overtime.

Unemployment (U)

The international standard definition of unemployment should satisfy three criteria simultaneously: “*without work*”, “*currently available for work*” and “*seeking work*”. The “unemployed” comprise all persons of working-age who during the reference period were:

- a) without work – not in paid employment nor self-employed;
- b) currently available for work – available for paid employment or self-employment during the reference period;
- c) seeking work – had taken specific steps in a specified reference period to seek paid employment or self-employment,

² International Conference of Labour Statisticians (ICLS). (2013). Resolution Concerning Statistics of Work, Employment, and Labour Underutilization. In 19th International Conference of Labour Statisticians. Geneva: ILO.

The definition of unemployment provides an exception in the case of future job starters. They are considered as unemployed even if they did not carry out activities to seek employment during the specified period.

Youth and adult

The term “youth” refers to:

United Nation Classification – persons aged 15 to 24 years and “adult” is persons aged 25 years and above

Fiji Classification – persons aged 15 to 35 years and “adult” is persons aged 36 years and above

Time-related underemployment (TRU)

Persons in time-related underemployment are defined as all persons in employment who, during a specified reference period:

- a) wanted to work additional hours;
- b) whose working time in all jobs was less than a specified hours threshold;
- c) who were available to work additional hours given an opportunity for more work.

In the Fiji EUS, the underemployment threshold was set at 40 hours usually worked per week.

Potential labour force (PLF)

Potential labour force is defined as all persons of working-age who, during the reference period, were neither in employment nor in unemployment but who were considered as:

- a) unavailable jobseekers – who were seeking employment but not currently available; or
- b) available potential jobseekers – who wanted employment, were currently available for employment but did not carry out activities to seek employment.

Labour underutilization

Labour underutilization (LU) “refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population” (ILO, 2013; Resolution I, Para 40). LU comprises three main components: time-related underemployment, unemployment, and potential labour force.

Working-Age Population (WAP)

The working-age population comprises persons who are aged 15 years old and above.

$$WAP \text{ (aged 15+)} = LF \text{ (Labour Force)} + NLF \text{ (Not in labour force)}$$

Labour Force (LF)

The total labour force is the sum of the total of employed and unemployed populations of the working-age population.

$$LF = E \text{ (Employed)} + U \text{ (Unemployed)}$$

Population outside of the labour force

Population outside of the labour force are persons of the working-age who are not part of the labour force. It also refers to the working-age population who are neither employed nor unemployed.

Labour Force Participation Rate (LFPR)

Labour force participation rate is defined as the ratio of the labour force to the working-age population (aged 15 years and above). It is a measure of the proportion of the working-age population that actively engages in the labour market, either by working or looking for work.

$$LFPR = \frac{LF}{WAP}$$

Employment to Population Ratio (EPR)

The employment-to-population ratio is defined as the proportion of employed population to the working-age population. A high ratio means that a large share of a country's population is employed, while a low ratio means that a large share of the population is not directly participating in economic activities, as they are either unemployed or out of the labour force.

$$EPR = \frac{\text{Employed population}}{WAP}$$

Labour Underutilization (LU)

The composite measure of all those who are in unemployment (U), in time-related underemployment (TRU) or in the potential labour force (PLF).

$$LU = U + TRU + PLF$$

Extended labour force (Extended LF)

Extended labour force is the total population in the labour force and potential labour force.

$$\text{Extended LF} = LF + PLF$$

Unemployment Rate (UR or LU1)

Unemployment rate is the proportion of unemployed population to the total population in labour force.

$$UR = \frac{\text{Unemployed population}}{LF}$$

Combined rate of time-related underemployment and unemployment (LU2)

The combined rate of time-related underemployment and unemployment (LU2) refers to the proportion of the labour force that are either in unemployment or time-related underemployment.

$$LU2 = \frac{U + TRU}{LF}$$

Combined rate of unemployment and potential labour force (LU3)

The combined rate of unemployment and potential labour force (LU3) represents the share of the extended labour force that are in unemployment or the potential labour force.

$$LU3 = \frac{U + PLF}{Extended\ LF}$$

Composite measure of labour underutilization (LU4)

The composite measure of labour underutilization (LU4) represents the share of the extended labour force that are in unemployment, time-related underemployment or the potential labour force.

$$LU4 = \frac{U + TRU + PLF}{Extended\ LF}$$

Informal sector

The informal sector consists of unregistered and/or small unincorporated private enterprises engaged in the production of goods or services for profit. It consists of all economic units (business enterprises) that are not covered or not fully covered by formal requirements by law; or informal arrangements in practice, meaning although the business is operating within the formal reach of the law, the law is not applied or not enforced, or the law discourages compliance because it is burdensome or imposes excessive costs.

Employment in the informal sector contains all jobs in informal sector enterprises.

Informal employment

Informal employment is defined as the type of employment where the diversified set of economic activities, enterprises, jobs, and workers are not regulated or protected by the government, have no explicit or written contracts of employment, no certain employment benefits (such as social protection coverage, severance pay, paid sick and annual leave) or for which labour regulations are not applied nor enforced.

Informal employment comprises all persons with informal jobs, whether carried out in formal or informal sector enterprises, or in households, during a given reference period, which includes:

- Own-account workers (self-employed with no employees) in their own informal sector enterprises;
- Employers (self-employed with employees) in their own informal sector enterprises;
- Contributing family workers, irrespective of type of enterprise;
- Members of informal producers' cooperatives (not established as legal entities);
- Employees holding informal jobs as defined according to the employment relationship (in law or in practice, jobs not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (paid annual or sick leave, etc.);

- Own-account workers engaged in production of goods exclusively for own final use by their household.

Subsistence production

Subsistence production constitutes the subgroup of persons who performed any of the specified activities to:

- produce and/or process storage agriculture, fishing, hunting and gathering products;
- collect and/or process for storage mining and forestry products, including firewood and other fuels;
- fetch water from natural and other sources;
- manufacture household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes);
- build, or effect major repairs to, one's own dwelling, farm buildings, etc.

that contribute to the livelihood of the household or family. Excluded are persons who engaged in such production as recreational or leisure activities.

Reference period

For the employment section, the reference period is the preceding week prior to the interview.

A.1.2 Main classifications used in this report

Status in employment

Status in employment is classified in accordance with the International Classification of Status in Employment of 1993 (ICSE-93), namely:

- Wage and salaried employee – a person who works in any economic unit such as the government department, private business enterprises or organizations, including family businesses, and receives regular pay;
- Employer – a person who runs a business on his/her own or in partnership and engages at least one paid employee on a continuous basis in operating the business;
- Own account worker – a person who runs a business on his/her own or in partnership but does not engage any paid employee on regular basis (self-employed and not employing others);
- Contributing family worker – a person who works in his/her family business without receiving any regular pay.

Employment by economic sectors

Economic sectors are defined in line with the International Standard Industrial Classification of All Economic Activities (ISIC Rev. 4, of 2008), which classifies economic sectors according to the activity they carry out.

Employment by occupation

The kind of work or group of tasks done during the reference period by the person employed, classified according to the International Standard Classification of Occupations (ISCO-08, of

