



National Skills Gap Assessment Survey Main Report

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Foreword

The National Skills Gap Assessment Survey is the joint work of key stakeholders, who are proud to present the 2025 National Skills Gap Assessment Survey Report. This landmark study was undertaken as a pilot initiative to provide evidence-based insights into the skills shortages currently affecting Fiji's labour market.

The survey responds to the supply side labour market challenges, currently being experienced by both the private and public sector. At the same time, it informs policy and funding decisions of relevant Government ministries, higher education regulators and higher education providers.

The survey was a collaborative initiative between the Fiji Commerce and Employers Federation (FCEF), the Higher Education Commission Fiji (HECF), Fiji Human Resource Institute (FHRI) and the Ministry of National Planning Office (NPO), with the Fiji Bureau of Statistics (FBoS). Agencies that were also part of the Technical Working Committee (TWC) included, the International Labour Organization (ILO), the International Organization for Migration (IOM), the World Bank, Pacific-Australia Skills and the Fiji Hotel & Tourism Association (FHTA).

This reflects our shared commitment to strengthening the labour market and ensuring that Fiji's workforce remains resilient, inclusive, and competitive in a rapidly changing global economy.

By documenting the loss of skilled workers and identifying areas of shortage, this preliminary study provides a foundation for informed policy decisions and targeted interventions. It highlights both the challenges and opportunities facing our labour market, offering a way forward to identify and address gaps in order to build a stronger, future-ready workforce.

We extend our sincere gratitude to all stakeholders, businesses, and individuals who contributed to this survey. Their participation and support have been invaluable in shaping a report that not only measures the present but also guides the path ahead. The Fiji Bureau of Statistics undertook this survey within a short turnaround time to capture a snapshot of labour mobility in the labour market and to formulate preliminary findings as a way forward.

It is our hope that this report will serve as a vital resource for policymakers, educators, employers, and the wider community as we work together to bridge skills gaps and empower Fiji's workforce for sustainable growth.



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Methodology

Survey coverage

The 2025 National Skills Gap Assessment Survey (NSGAS) was designed to measure labour mobility and identify the skills shortages currently affecting Fiji's workforce. Key stakeholders initiated a baseline survey to assess and document the loss of skilled workers impacting the labour market. This survey served as a pilot study, providing insights into the extent of skills loss and identifying a way forward to more accurately measure these gaps and determine effective strategies to address them.

The survey was a collaborative initiative between the Fiji Commerce and Employers Federation (FCEF), Fiji Hotel and Tourism Association (FHTA), International Labour Organisation (ILO), the Higher Education Commission Fiji (HECF), Fiji Human Resource Institute (FHRI) and the Ministry of National Planning Office (NPO), with the Fiji Bureau of Statistics (FBoS). Its primary objective was to capture business perspectives on labour mobility, recruitment challenges, and emerging skill gaps across key industries.

To ensure representativeness and credibility, the selection of establishments to be surveyed was derived from three frames, including businesses identified in collaboration with the FCEF, representing a wide cross-section of employers across Fiji. This includes:

1. Fiji Human Resource Institute (FHRI)
2. Fiji Hotel and Tourism Association (FHTA)
3. Fiji Commerce & Employers Federation (FCEF)

The survey also included Government entities.

The above suggestion is because the above 3 are all separate business membership organizations. They may have similar companies as members. In addition, member businesses under the Labasa Chamber of Commerce were included, ensuring regional coverage and the inclusion of Northern Division enterprises.

This structured sampling approach was intended to balance national coverage with sectoral and regional diversity, thereby providing a comprehensive picture of labour mobility trends and skills shortages in Fiji's business community. The findings will contribute to evidence-based policy discussions, guide workforce planning, and support strategies to strengthen Fiji's labour market resilience. The sample is outlined below:

Activities	Responses
Business Listed	410
Questionnaire Sent out	410
Business Responded	374
Response rate (%)	91.2

A negotiation and preparation phase were used to settle on the frame, budget and the logistic implementation. The data collection phase commenced on 1 December, 2025 and ended on 13 March, 2026 covering a total of 15 weeks.



The Technical Working Committee of the National Skills Gap Assessment Survey and staff of the Fiji Bureau of Statistics.

Survey Implementation

A questionnaire was designed as a tool to measure the labour market shift implement with the use of the Survey Solution Software to capture the information using three reference periods. The use of three distinct reference periods was intentional:

- 31st December 2022 provided a baseline prior to recent labour market shifts.
- 31st December 2024 captured mid-term developments and emerging patterns.
- 31st August 2025 offered the most current snapshot, aligning with the survey's implementation timeline.

This design allowed for the identification of labour mobility trends, recruitment challenges, and skills shortages over time, ensuring that the findings reflect both historical context and present realities. The comparative approach strengthens the reliability of the analysis and supports evidence-based recommendations for workforce planning and policy development.

These reference points were established to guide surveyed establishments in reporting the number of workers and their associated details at each period. By collecting data across multiple points in time, the survey enabled trend analysis to track changes in employment levels, workforce composition, and labour mobility.

Survey Limitation

As with any survey, the National Skills Gap Assessment Survey encountered numerous challenges and limitations during the data collection phase. These factors added complexity to the process and affected the ability of the team to meet the planned timeline. Key challenges included:

Business Closures during Year-End – Many establishments were closed for holidays, making it difficult to reach respondents and collect timely information.

Non-Response from Businesses – A portion of targeted businesses either declined to participate or did not respond to repeated follow-ups, limiting coverage and representativeness.

Budgetary Approval Processes – Delays in securing financial approvals and resource allocations slowed down preparatory activities and constrained operational flexibility.

Approval for Data Collection Trips – Administrative requirements for travel and fieldwork approvals created bottlenecks, particularly for reaching establishments outside the central regions.

Limited Availability of Key Respondents – In some cases, business owners or HR managers were unavailable, leading to incomplete or delayed responses.

Competing Priorities for Businesses – Employers often prioritized daily operations over survey participation, resulting in postponed interviews or minimal engagement.

These challenges collectively introduced greater complexity in achieving the survey timeline. They required the team to adopt flexible scheduling, repeated follow-ups, and

adaptive strategies to ensure sufficient data coverage. Despite these limitations, the REAS team remained committed to producing reliable results that reflect labour mobility and skills shortages across Fiji's workforce.

Objective

The objective of a national skills gap assessment survey is to identify mismatches between the skills available in the workforce and those demanded by employers, enabling governments to plan targeted training, education, and workforce development policies. In Fiji, this is particularly urgent due to the shortages in various labour market skills, which are critical for economic growth.

Identify Priority Training Needs – Pinpoint sectors and occupations where skill shortages are most acute, ensuring resources are directed to areas with the highest impact on national development.

Forecast Future Skill Demands – Use labour market trends, demographic shifts, and industry growth projections to anticipate future skill requirements.

Support Human Capital Planning – Provide evidence-based insights for ministries, training institutions, and employers to align education and training programs with labour market needs.

1 Executive Summary

1.1 Worker's Distribution

Table 1: Workers distribution by reference period

Workers Distribution	Reference Period		
	2022	2024	2025
Total Workers	91,338	99,393	101,729
Wage Earner	54,317	57,938	58,822
Salary Earner	36,972	41,431	42,879
Working Proprietors	17	16	21
Unpaid Family Worker	32	8	7
Workers Sex			
Female	38,954	43,019	41,417
Male	52,384	56,374	60,312
Residency Status			
Local Workers	90,090	97,609	99,494
Expatriate	1,248	1,784	2,235
Workers Ethnicity			
iTaukei	58,722	65,198	63,105
Indo-Fijian	29,224	30,331	33,563
Others	3,392	3,864	5,061

Source: National Skills Gap Assessment Survey 2025

Table 1 presents the composition of workers across the three reference periods (2022, 2024, and 2025), disaggregated by key employment characteristics. Employment representation was calculated to measure the relative ratios against total employment.

The data reveal notable shifts in workforce composition, with total workers increasing steadily from 91,338 in 2022 to 101,729 in 2025, reflecting 11 percent growth in the workforce within three years. This upward trend underscores the evolving dynamics of the labour market and forms the basis for the discussion in this report.

2 Employment Type

2.1 Employment type by reference period

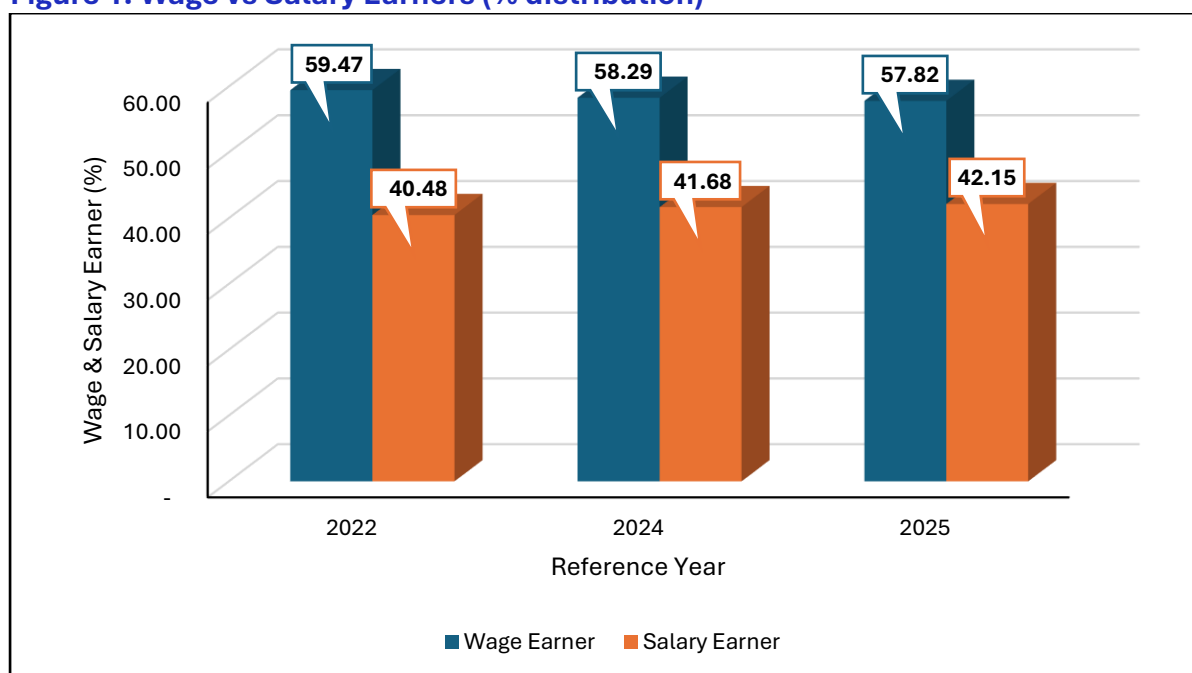
Table 2: Workers by Employment Type (% distribution)

Employment Type	Reference Period		
	2022	2024	2025
Wage Earner	59.47	58.29	57.82
Salary Earner	40.48	41.68	42.15
Working Proprietors	0.02	0.02	0.02
Unpaid Family Worker	0.04	0.01	0.01
Total	100.00	100.00	100.00

Source: National Skills Gap Assessment Survey 2025

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

Figure 1: Wage vs Salary Earners (% distribution)



Source: National Skills Gap Assessment Survey 2025

The distribution of employment by type shows a gradual shift between 2022 and 2025. Wage earners made up the majority of employed persons throughout the period, accounting for 59.47 percent in 2022. However, their share declined slightly to 58.29 percent in 2024 and further to 57.82 percent in 2025.

In contrast, the proportion of salary earners increased over the same period, starting at 40.48 percent in 2022, rising to 41.68 percent in 2024, and reaching 42.15 percent in 2025.

Overall, the data indicates a steady transition from wage-based employment toward salaried employment, suggesting a possible shift toward more formal and stable job arrangements over time.

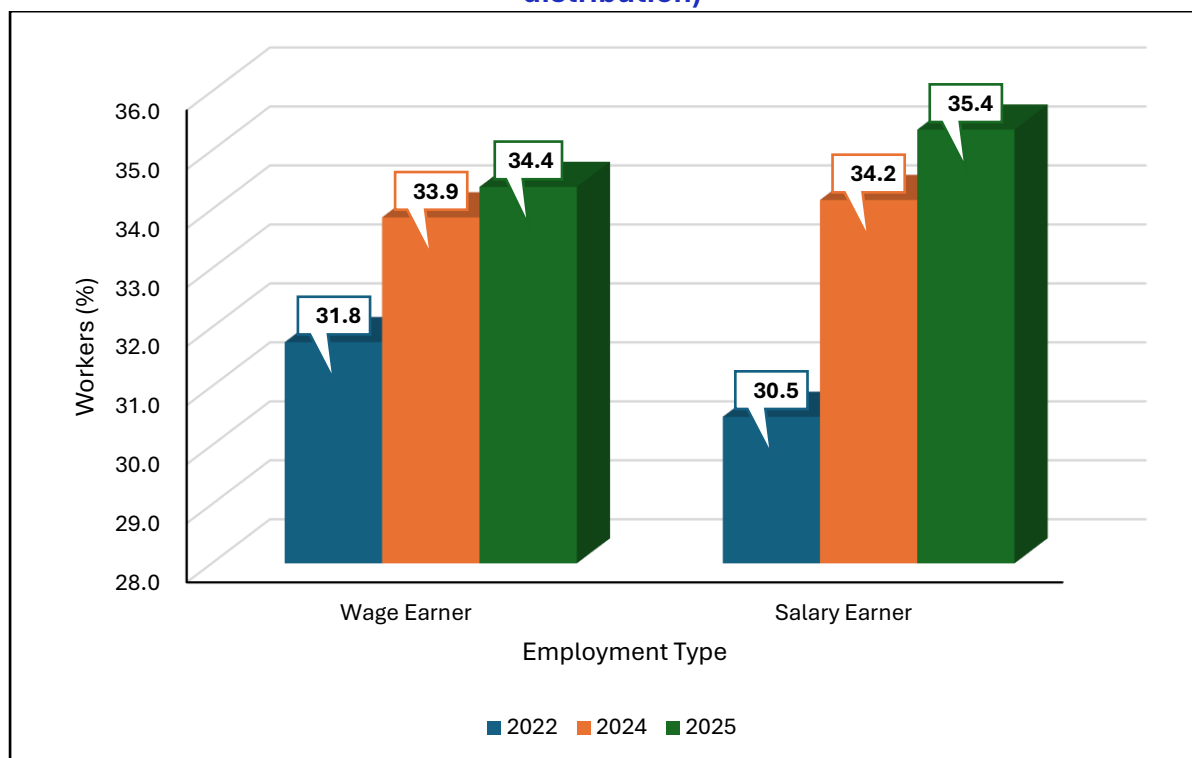
2.2 Employment type comparison across reference period

Table 3: Employment type comparison across the three-reference period (% distribution)

Employment Type	Reference period			Total
	2022	2024	2025	
Wage Earner	31.8	33.9	34.4	100.0
Salary Earner	30.5	34.2	35.4	100.0
Working Proprietors	31.5	29.6	38.9	100.0
Unpaid Family Worker	68.1	17.0	14.9	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 2: Employment type comparison across the three-reference period (% distribution)



Source: National Skills Gap Assessment Survey 2025

In Figure 2, the distribution of employment types shows an increasing trend for both wage earners and salary earners across the three reference period. For wage earners, the proportion rose steadily from 31.8 percent in 2022 to 33.9 percent in 2024, reaching 34.4 percent in 2025. This indicates a gradual increase in the share of individuals engaged in wage-based employment.

A similar trend was also observed among salary earners, who experienced consistent growth over time. Their proportion increased from 30.5 percent in 2022 to 34.2 percent in

2024, and further to 35.4 percent in 2025. Notably, the increase among salary earners is slightly more pronounced compared to wage earners.

Overall, both employment categories demonstrate upward trends, suggesting an expansion in opportunities across wage and salaried job types. However, by 2025 there is a slightly stronger shift toward salaried employment.

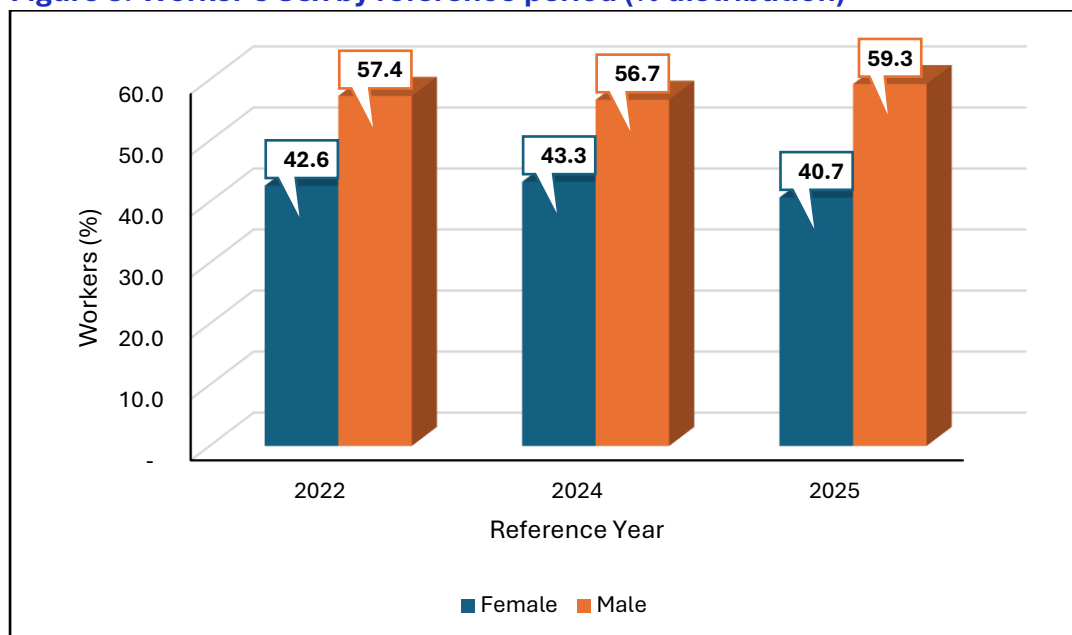
2.3 Employment distribution by worker's sex

Table 4: Worker's Sex by reference period (% distribution)

Sex	Reference period		
	2022	2024	2025
Female	42.6	43.3	40.7
Male	57.4	56.7	59.3
Total	100.0	100.0	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 3: Worker's Sex by reference period (% distribution)



Source: National Skills Gap Assessment Survey 2025

The data shows the sex distribution across three reference periods (2022, 2024, and 2025), with males consistently representing a larger share than females. In 2022, males accounted for 57.4 percent, while females made up 42.6 percent of the total workforce. This pattern remained relatively similar in 2024, with males at 56.7 percent and females at 43.3 percent.

By 2025, however, there was a noticeable shift. The proportions of males and females showed a significant disparity, with males comprising 59.3 percent and females 40.7 percent of the workforce. This suggests a widening gender gap in 2025, following a brief narrowing in 2024.

Overall, the trend indicates that although female representation saw a modest improvement between 2022 and 2024, it declined significantly in 2025, reinforcing male dominance in the workforce distribution.

2.4 Employment comparison by worker's sex

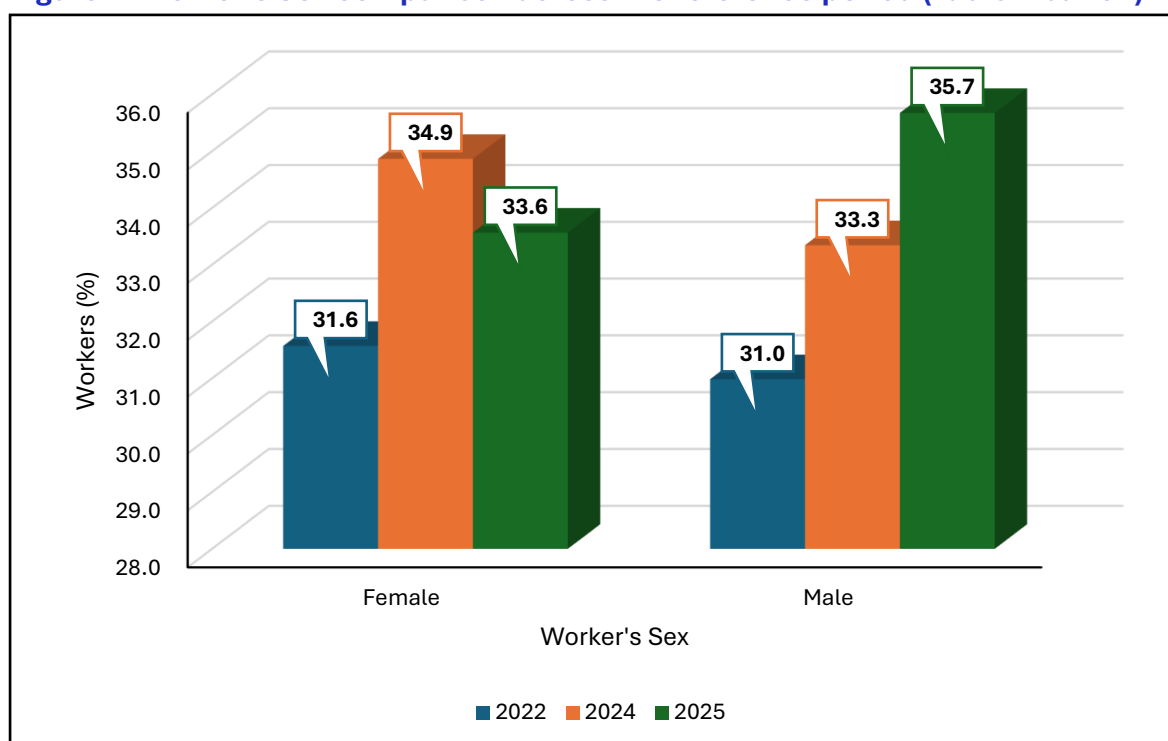
Table 5: Worker's Sex comparison across the reference period (% distribution)

Sex	Reference period			Total
	2022	2024	2025	
Female	31.6	34.9	33.6	100.0
Male	31.0	33.3	35.7	100.0

Source: National Skills Gap Assessment Survey 2025

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

Figure 4: Worker's Sex comparison across the reference period (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 4 presents the percentage comparison by sex across the three reference periods, with each row summing to 100 percent, indicating the internal distribution over time for males and females.

For females, the share increased from 31.6 percent in 2022 to 34.9 percent in 2024, before slightly declining to 33.6 percent in 2025. This suggests an overall upward trend between 2022 and 2024, followed by a modest decrease in the most recent period.

For males, the proportion rose steadily across all three years, from 31.0 percent in 2022 to 33.3 percent in 2024, and further to 35.7 percent in 2025. This indicates a consistent increase in male representation over time.

Overall, female employment experienced some initial growth, followed by a slight decline in 2025. In contrast, male employment showed a more sustained upward trend, eventually surpassing female levels by 2025.

3 Employment Share and Comparison in Labour Market

While analyzing the three reference periods, various employment measures were calculated to determine their ratios against total employment. These included sectoral distribution, sex composition, and occupational categories, each providing insights into the relative share of workers within the broader labour market.

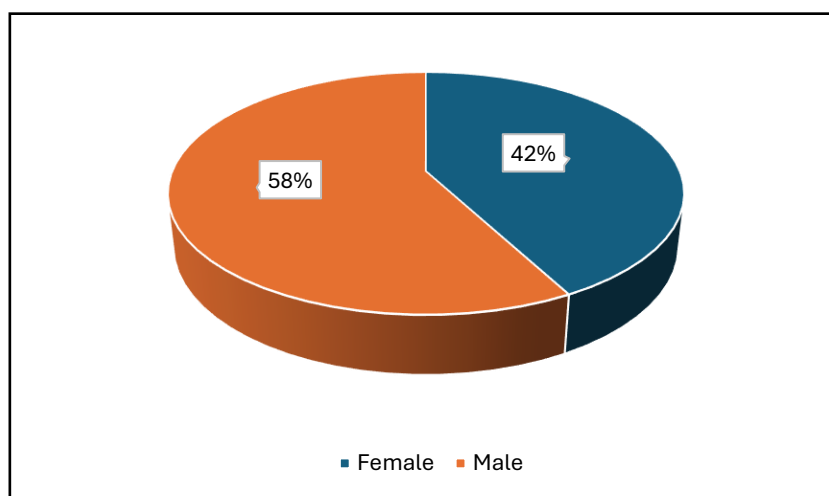
3.1 Employment ratio by worker's sex

Table 6: Worker's Sex ratio sum of three reference period (% distribution)

Sex	Ratio
Female	42.2
Male	57.8
Total	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 5: Worker's Sex of 3 reference period (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 5 shows the overall representation by sex, indicating a clear imbalance between males and females. Males make up the majority, accounting for 58 percent of the total workforce, while females represent 42 percent. This reflects a gender gap of 15.6 percentage points in favor of males. The survey indicates that males are significantly more represented than females in the workforce under consideration.

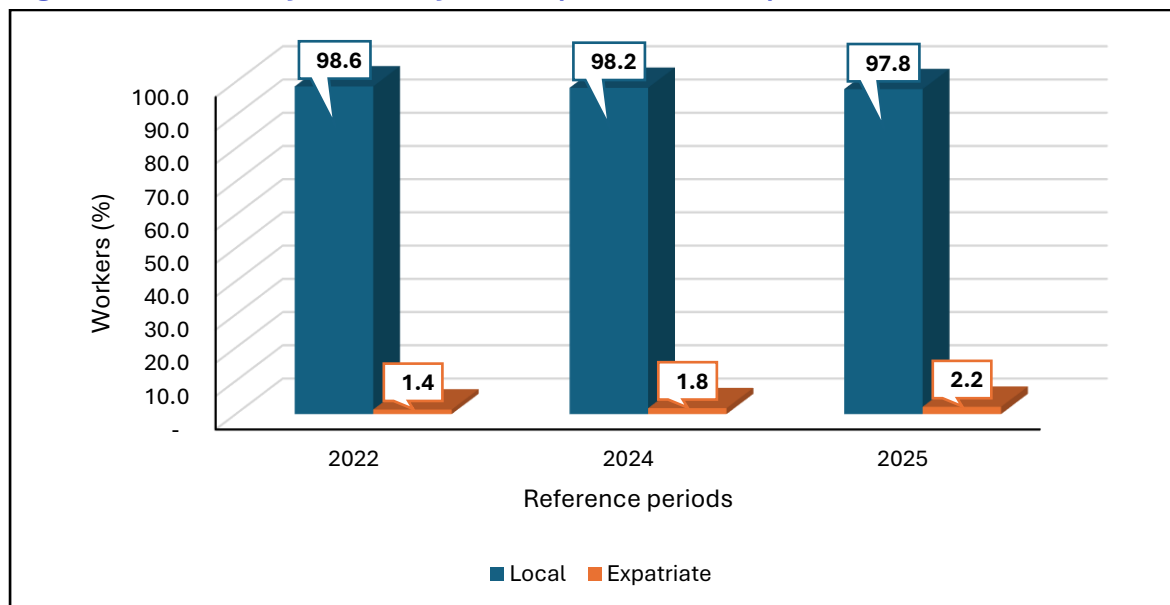
3.2 Employment share by residency status

Table 7: Workers by residency status (% distribution)

Residency Status	Reference period		
	2022	2024	2025
Local employee	98.6	98.2	97.8
Expatriate	1.4	1.8	2.2
Total	100.0	100.0	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 6: Workers by residency status (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 6 shows the distribution of workers by residency status across the reference periods (2022, 2024, and 2025), with totals consistently summing to 100 percent each year. Local workers dominated the workforce throughout the period, although their share showed a gradual decline. In 2022, locals accounted for 98.6 percent of all workers, decreasing slightly to 98.2 percent in 2024 and further to 97.8 percent in 2025.

In contrast, expatriate workers represented a very small but steadily increasing proportion. Their share rose from 1.4 percent in 2022 to 1.8 percent in 2024, reaching 2.2 percent in 2025. Overall, while the workforce remains overwhelmingly composed of local workers, the data indicates a gradual increase in expatriate participation over time.

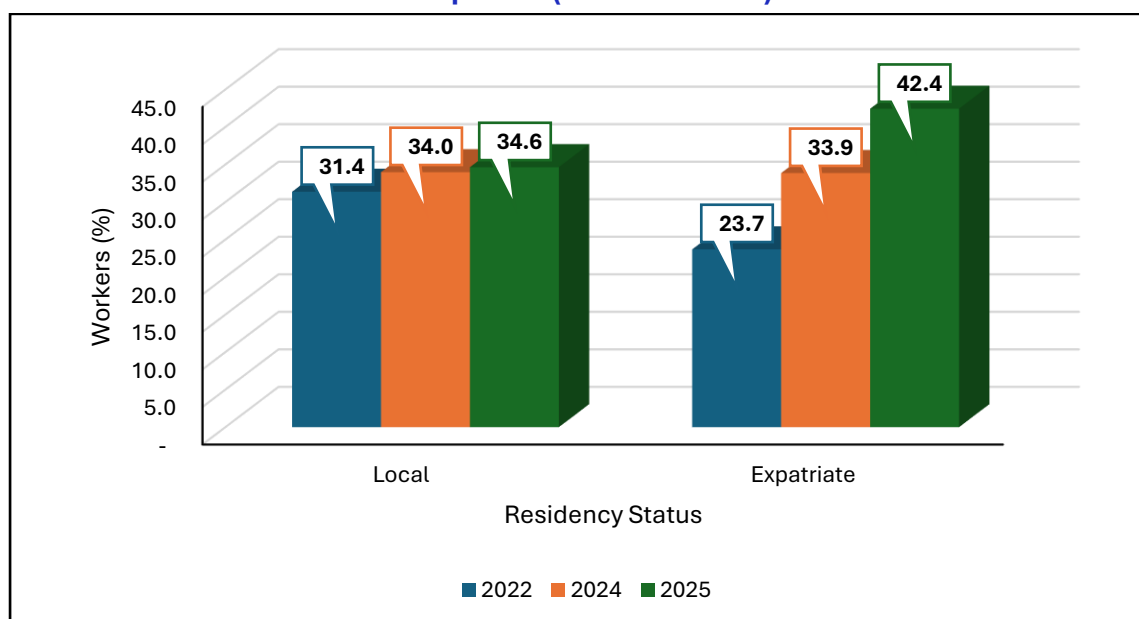
3.3 Employment comparison by residency status

Table 8: Workers comparison by residency status across the three-reference period (% distribution)

Residency Status	Reference period			Total
	2022	2024	2025	
Local employee	31.4	34.0	34.6	100.0
Expatriate	23.7	33.9	42.4	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 7: Workers comparison by residency status across the three-reference period (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 7 presents the comparative distribution of workers by residency status across the three reference periods, with each category summing to 100 percent, indicating internal changes over time.

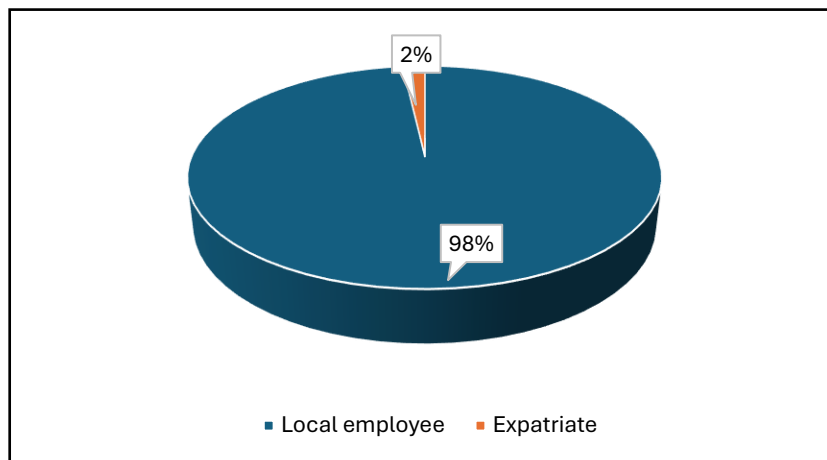
For local workers, the proportion showed a steady increase, rising from 31.4 percent in 2022 to 34.0 percent in 2024, and further to 34.6 percent in 2025. This suggests gradual growth in the distribution of local workers over the period.

For expatriates, the increase was more pronounced. Their share rose significantly from 23.7 percent in 2022 to 33.9 percent in 2024, and further to 42.4 percent in 2025. This reflects a strong upward trend in expatriate representation over time.

Overall, while both groups showed increases, the growth among expatriates was much more substantial, indicating a rapidly rising presence relative to their earlier distribution.

3.4 Employment ratio by residency status

Figure 8: Employment ratio by residency status (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 8 illustrates the overall distribution of workers by residency status, with local workers overwhelmingly dominating the workforce and accounting for approximately 98 percent of the total. In contrast, expatriates make up only about 2 percent, representing a very small fraction of the overall employee population.

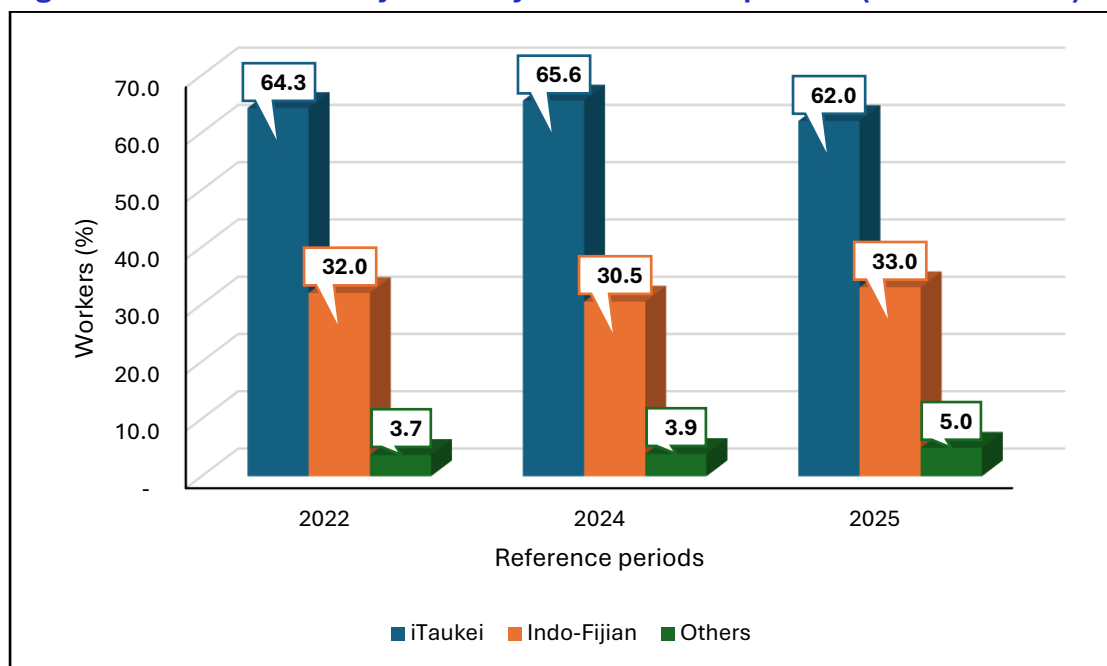
This indicates that the workforce is heavily reliant on local talent, with minimal dependence on expatriate workers. The distribution reflects a strong local presence, with expatriates playing a limited but potentially specialized role within the labour market.

3.5 Employment share by Ethnicity

Table 9: Percentage of workers by ethnicity

Worker's Ethnicity	Reference period		
	2022	2024	2025
iTaukei	64.3	65.6	62.0
Indo-Fijian	32.0	30.5	33.0
Others	3.7	3.9	5.0
Total	100.0	100.0	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 9: Workers Share by ethnicity and reference periods (% distribution)

Source: National Skills Gap Assessment Survey 2025

Figure 9 presents the distribution of workers by ethnicity across the three reference periods (2022, 2024, and 2025), with totals summing to 100 percent each year.

In 2022, the workforce was predominantly iTaukei, accounting for 64.3 percent, followed by Indo-Fijians at 32.0 percent, and Others at a small share of 3.7 percent.

In 2024, the proportions of iTaukei and Indo-Fijians accounting to 65.5 percent and 30.5 percent respectively, indicating a slight increase for iTaukei and a slight decrease for Indo-Fijians. At the same time, the “Others” category increase by 0.2 percent.

By 2025, the distribution returned closer to the 2022 pattern. The iTaukei group increased again to 62.0 percent, Indo-Fijians rose slightly to 33.0 percent, and the “Others” category dropped sharply to 5.0 percent.

Overall, the data shows a temporary but significant shift in 2024, with a surge in the “Others” category and a decline in iTaukei representation, followed by a reversion in 2025 to a distribution more consistent with 2022.

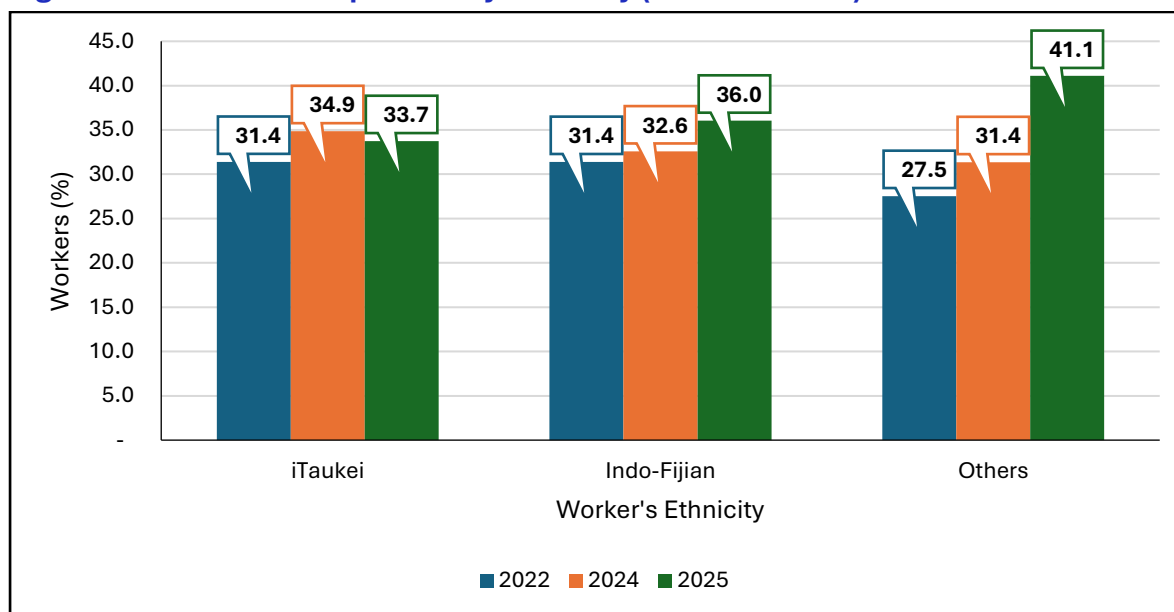
3.6 Employment comparison by worker's ethnicity

Table 10: Workers comparison by ethnicity (% distribution)

Worker's Ethnicity	Reference period			Total
	2022	2024	2025	
iTaukei	31.4	34.9	33.7	100.0
Indo-Fijian	31.4	32.6	36.0	100.0
Others	27.5	31.4	41.1	100.0

Source: National Skills Gap Assessment Survey 2025

Figure 10: Workers comparison by ethnicity (% distribution)



Source: National Skills Gap Assessment Survey 2025

Figure 10 shows the comparative distribution of workers by ethnicity across the three reference periods, with each ethnic group summing to 100 percent, allowing comparison of their shares over time.

For the iTaukei group, the proportion increased from 31.4 percent in 2022 to 34.9 percent in 2024, before slightly declining to 33.7 percent in 2025. This reflects a moderate rise followed by a small decrease. Among Indo-Fijians, the share rose steadily over the period, from 31.4 percent in 2022 to 32.6 percent in 2024, and further to 36.0 percent in 2025. This indicates consistent growth in their representation. The “Others” category showed the most pronounced increase. It grew from 27.5 percent in 2022 to 31.4 percent in 2024, and then surged to 41.1 percent in 2025, suggesting a significant expansion in this group over time.

Overall, while all ethnic groups experienced increases, the growth was strongest among the “Others” category, followed by Indo-Fijians, whereas the iTaukei group showed more moderate fluctuations

4 Workers by Type of Business Ownership

4.1 Wage Earner by type of Business Ownership

Table 11: Distribution of Wage earner by Business Ownership

Business Ownership	Reference Period		
	2022	2024	2025
Individual ownership	1,368	1,530	1,092
Partnership	512	574	578
Private Limited Company	38,322	41,402	40,702
Public Limited Company	4,813	5,254	5,338
Co-operative	257	275	253
Government owned Trading Entity	490	539	570
Statutory Boards	2,486	1,983	1,863
Central Government	5,039	5,279	5,381
Local Government	338	334	344
Joint Venture and Consortia	0	0	8
Non-profit organization	88	109	430
Branch of a Company Incorporated	580	631	2,218
Other Business Type	21	27	35
Total	54,314	57,937	58,812

Source: National Skills Gap Assessment Survey 2025

Table 12: Total Wage Earners by Business Ownership (% distribution)

Business Ownership	Reference Period		
	2022	2024	2025
Individual ownership	1.6	1.9	1.2
Partnership	1.4	1.7	1.7
Private Limited Company	51.5	50.3	48.6
Public Limited Company	6.8	7.0	6.8
Co-operative	0.5	0.5	0.6
Government owned Trading Entity	1.1	1.2	1.2
Statutory Boards	5.0	4.6	4.4
Central Government	28.8	29.4	29.7
Local Government	0.5	0.4	0.4
Joint Venture and Consortia	0.0	0.0	0.0
Non-profit organization	1.3	1.5	1.8
Trusts and Estates	0.0	0.1	0.1
Branch of a Company Incorporated	1.1	1.1	2.9
Other Business Type	0.4	0.4	0.4
Total	100.0	100.0	100.0

Source: National Skills Gap Assessment Survey 2025

Table 11 represents workers as wage earners, indicating a steady increase from 54,314 in 2022 to 57,937 in 2024, reaching 58,812 in 2025. This reflects overall growth in earnings across the economy.

Private Limited Companies remained the largest contributors to total wage throughout the period, accounting for the majority share, although there was a slight decline between 2024 and 2025. Central Government and Public Limited Companies were also major contributors, both showing consistent increases in wage over time.

Moderate growth was observed in Partnerships, Government-owned Trading Entities, and Local Government, reflecting gradual expansion in these sectors. Non-profit organizations recorded a notable increase, particularly in 2025, suggesting rising financial activity in this sector.

A significant increase was seen in Branches of Companies Incorporated, with wage rising sharply in 2025, indicating possible expansion of externally linked or foreign businesses.

In contrast, wage under Individual Ownership increased slightly in 2024 but showed a sharp decline in 2025, while Statutory Boards recorded a continuous decrease over the period. Co-operatives experienced minor fluctuations, and Joint Ventures and Consortia only began contributing in 2025.

Overall, wage growth was driven mainly by corporate entities and the public sector, with emerging contributions from non-profits and externally linked businesses, despite some declines in smaller or traditional ownership categories.

4.2 Salary Earner by type of Business Ownership

Table 13: Total Salary Earners by Business Ownership

Business Ownership	Reference Period		
	2022	2024	2025
Individual ownership	108	339	141
Partnership	735	1,079	1,158
Private Limited Company	8,635	8,539	8,735
Public Limited Company	1,411	1,664	1,614
Co-operative	190	223	372
Government owned Trading Entity	558	650	697
Statutory Boards	2,115	2,562	2,640
Central Government	21,261	23,979	24,881
Local Government	86	93	93
Joint Venture and Consortia	7	12	7
Non-profit organization	1,093	1,396	1,352
Trusts and Estates	0	68	72
Branch of a Company Incorporated	470	466	716
Other Business Type	91	143	179
Total	36,760	41,213	42,657

Source: National Skills Gap Assessment Survey 2025

Table 13 shows the distribution of salary earners, reflecting a consistent increase from 36,760 in 2022 to 41,213 in 2024 and 42,657 in 2025. This indicates overall growth in the number of salary earners across the respective business ownership categories.

The Central Government remained the largest contributor to total salaries, showing a steady rise over the period and reflecting its dominant role in salaried employment. Private Limited Companies were the second-largest contributors, with relatively stable salary levels and only minor fluctuations. Several forms of business ownership—such as Partnerships, Government-owned Trading Entities, Statutory Boards, and Co-operatives—experienced steady growth, indicating gradual expansion in salary payments. Public Limited Companies also recorded moderate growth, though with a slight dip in 2025.

Non-profit organizations increased the number of salaried workers from 2022 to 2024 but declined slightly in 2025, while Branches of Companies Incorporated recorded a notable rise in 2025, suggesting expansion of externally linked businesses.

In contrast, Individual Ownership showed fluctuations, increasing sharply in 2024 before declining in 2025. Joint Ventures and Consortia remained minimal and inconsistent, while Local Government salaries stayed relatively stable.

Overall, salary growth was driven mainly by the public sector—particularly the Central Government—along with steady contributions from corporate entities, while smaller ownership categories showed mixed trends.

5 Employment Growth

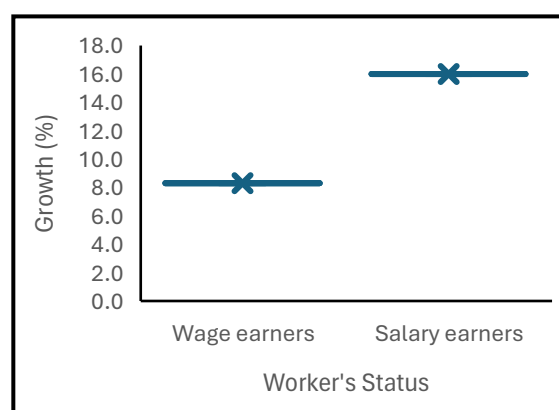
The employment growth is measured using 2022 as the base year, highlighting the projected growth for 2025 across various categories of worker distribution.

5.1 Wage vs Salary Growth

Figure 11: Wage vs Salary Growth

Figure 11 presents employment growth relative to wage and salary earners. The data show an 8 percent increase among wage earners, contrasted with a significantly higher 16 percent increase among salary earners, underscoring disparities in growth across worker status.

Both categories nonetheless indicate positive growth, with wage earners recording a lower increase while salary earners demonstrate stronger gains. This pattern suggests that, by 2025, more organizations are engaging a greater proportion of salary earners compared to wage earners.



Source: National Skills Gap Assessment Survey 2025

5.2 Worker's Sex Growth

Figure 12: Workers Male and Female Growth

Figure 12 presents worker growth disaggregated by sex. Female workers recorded a 6 percent increase, while male workers experienced a substantially higher 15 percent growth, underscoring stronger male engagement in employment.

Although both genders indicate positive growth, the magnitude of increase among male workers is considerably greater. This disparity suggests that, by 2025, employment opportunities are more heavily concentrated among male workers compared to female workers.

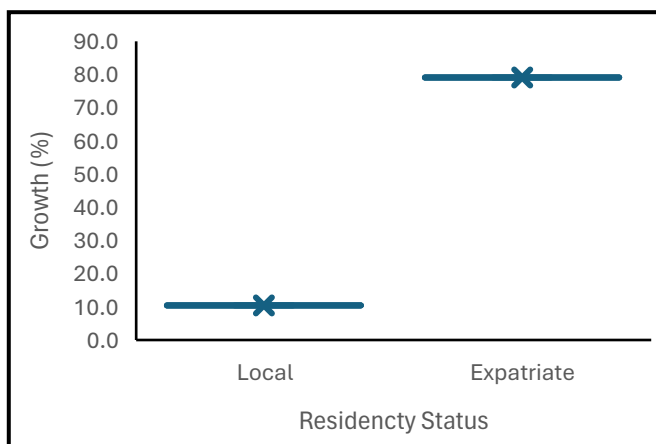


Source: National Skills Gap Assessment Survey 2025

5.3 Worker's Residency Status Growth

Figure 13: Workers Growth by Residency Status

Figure 13 illustrates the growth in employment by workers' residency status, distinguishing between local and foreign (expatriate) workers. Between 2022 and 2025, both categories recorded positive growth. However, the magnitude of growth differs significantly: local workers increased by 10 percent, while foreign workers experienced a much higher growth of 79 percent.



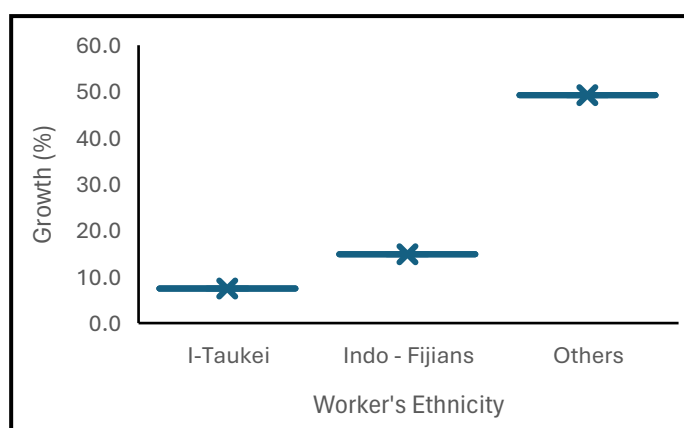
Source: National Skills Gap Assessment Survey 2025

This disparity highlights a notable trend in the labour market. The survey data suggest that recruitment of foreign workers has outpaced that of locals, reflecting employers' stronger reliance on expatriate labour during this period. Such reliance may be driven by factors such as specialized skill requirements, labour shortages in certain industries, or cost considerations. The findings underscore the importance of monitoring workforce composition, as the rapid expansion of foreign employment compared to modest local growth could have implications for labour market policies, skills development, and national employment strategies.

5.4 Worker's Ethnicity Growth

Figure 14: Employment Growth by Workers Ethnicity

The ethnicity of workers, as represented by sub-population groups, is disaggregated into three main categories: iTaukei, Indo-Fijian, and Others. The "Others" category includes foreign workers. Notably, the highest growth rate was observed among the "Others" group.



Source: National Skills Gap Assessment Survey 2025

Findings from the **National Skills Gap Assessment Survey** highlight distinct growth patterns across these groups between **2022 and 2025**:

- **iTaukei** workers recorded a growth rate of 8 percent, reflecting steady but modest expansion.

- **Indo-Fijian** workers experienced a comparatively higher growth of 15 percent, indicating moderate upward momentum.
- The **Others** group, inclusive of foreign workers, demonstrated a remarkable surge of 49 percent, underscoring a significant shift in workforce composition.

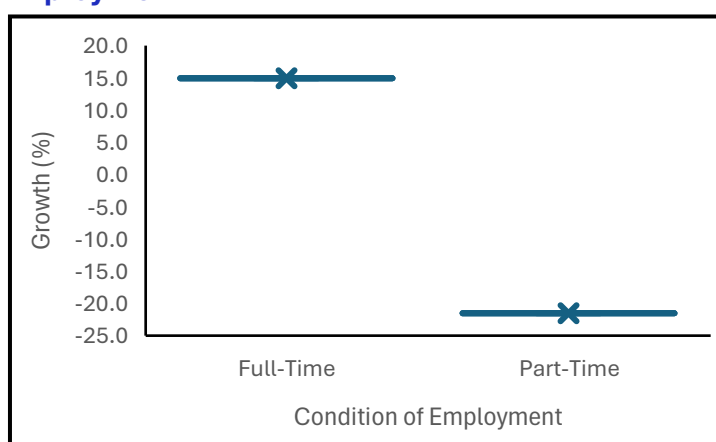
This sharp increase in the “Others” category suggests a growing reliance on foreign and non-traditional ethnic groups to fill emerging skills gaps. In contrast, the slower growth among iTaukei and Indo-Fijians points to structural challenges in mobilizing local human capital at the same pace.

5.5 Employment Status Growth

Figure 15: Worker’s Condition of Employment

The condition of employment among workers is classified into two major categories: full-time and part-time. These categories provide important insights into workforce dynamics and shifts in labour market participation.

Survey results reveal contrasting growth patterns between 2022 and 2025:



Source: National Skills Gap Assessment Survey 2025

- **Part-time employment** recorded a negative growth of 22 percent, indicating a decline in workers engaged under reduced hours or flexible arrangements.
- **Full-time employment** showed a positive growth of 15 percent, reflecting an expansion in workers engaged in standard, permanent work arrangements.

This growth trend suggests a structural transition, with more part-time workers moving into full-time roles. The shift highlights both employer demand for stable, long-term labour and worker preference for secure employment conditions. It also signals a narrowing of the part-time segment, which may have implications for flexibility in the labour market and the availability of casual or short-term work opportunities.

6 Foreign Worker's Nationality

6.1 Top 10 Foreign Nationality in Year 2022

As highlighted in Figure 13 above, the survey shows a high growth of foreign workers contracted into the country. To better understand this trend, the survey further explores the nationality composition of these foreign workers. Business organisations reported a diverse range of national identities represented within their workforce, reflecting both regional and global labour mobility.

For analytical clarity, the data collected has been organised into three tables, each corresponding to the three reference periods used in the survey. These tables provide a breakdown of the nationalities engaged, allowing for comparative analysis across time. The findings illustrate not only the increasing reliance on foreign labour but also the changing profile of nationalities entering the Fijian labour market. This shift underscores the importance of monitoring migration flows, contractual arrangements, and the skills brought in by foreign workers, as they directly influence both sectoral productivity and workforce diversity.

Table 14: Top 10 Foreign Workers Nationality for the year 2022

Top 10 Nationality Year 2022	percent
1 Bangladeshi	22.1
2 Indian	11.7
3 Indonesian	11.3
4 Chinese	9.6
5 Sri Lankan	8.3
6 Australian	7.2
7 Filipino	6.1
8 New Zealander	4.5
9 Surinamese	2.0
10 Papua New Guinean	1.5

Source: National Skills Gap Assessment Survey 2025

Table 14 indicates that Bangladeshi nationals hold the highest share among foreign workers, accounting for 22 percent of the total foreign workforce. Indian nationals rank second, representing 12 percent, while Indonesian nationals occupy the third position with 11 percent of the total.

6.2 Top 10 Foreign Nationality in Year 2024

Table 15: Top 10 Foreign Workers Nationality for the year 2024

Top 10 Nationality Year 2024	percent
1 Bangladeshi	27.7
2 Indian	14.1
3 Chinese	10.8
4 Indonesian	7.7
5 Filipino	7.5
6 Australian	6.9
7 Sri Lankan	6.7
8 Surinamese	2.7
9 New Zealander	2.0
10 Solomon Islander	1.2

Source: National Skills Gap Assessment Survey 2025

Table 15 shows a similar trend in 2022, where Bangladeshi nationals remained the top-ranking group, accounting for 28 percent of the total foreign workforce. Indian nationals continued to hold the second position, representing 14 percent. However, a notable shift occurred in the third ranking: Chinese nationals emerged with 11 percent, surpassing Indonesian nationals, who held this position in the year 2022.

This change highlights the growing presence of Chinese workers in the Fijian labour market, reflecting evolving recruitment patterns and possibly new sectoral demands. The continued dominance of Bangladeshi and Indian nationals suggests established labour supply channels, while the rise of Chinese nationals' signals diversification in the sources of foreign labour.

6.3 Top 10 Foreign Nationality in Year 2025

Table 16: Top 10 Foreign Workers Nationality for the year 2025

Top 10 Nationality Year 2025	percent
1 Bangladeshi	26.2
2 Indian	11.6
3 Indonesian	10.5
4 Chinese	9.4
5 Filipino	9.1
6 Sri Lankan	8.2
7 Australian	6.0
8 Surinamese	3.0
9 New Zealander	2.5
10 South African	1.1

Source: National Skills Gap Assessment Survey 2025

Across the three-reference period, the survey results show that the same nationalities consistently appear among the top ten rankings of foreign workers contracted into Fiji. Table 16 again highlights this pattern, with Bangladeshi nationals accounting for 26 percent of the total foreign workforce, maintaining their dominant position. Indian nationals remain second, representing 12 percent of the total.

This consistency suggests that recruitment channels and employer preferences are relatively stable over time, with Bangladeshi and Indian nationals continuing to supply the bulk of foreign labour. The persistence of these nationalities at the top of the rankings reflects both established migration networks and the comparative competitiveness of these workers in terms of cost, availability, and skill sets.

7 Skills Loss

The National Skills Gap Assessment Survey has revealed that many business organisations have experienced the loss of critical skills across their operations, attributed to various reasons such as workforce turnover, migration, retirement, and limited training opportunities. In total, 95 distinct skills were identified as missing, which are documented in detail in the annex of this report.

According to business owners and management representatives, the loss of skilled workers has had a direct and adverse impact on productivity, efficiency, and overall business competitiveness. The absence of these skills not only constrains growth but also increases reliance on external recruitment and training interventions.

Table 17: Skills Loss

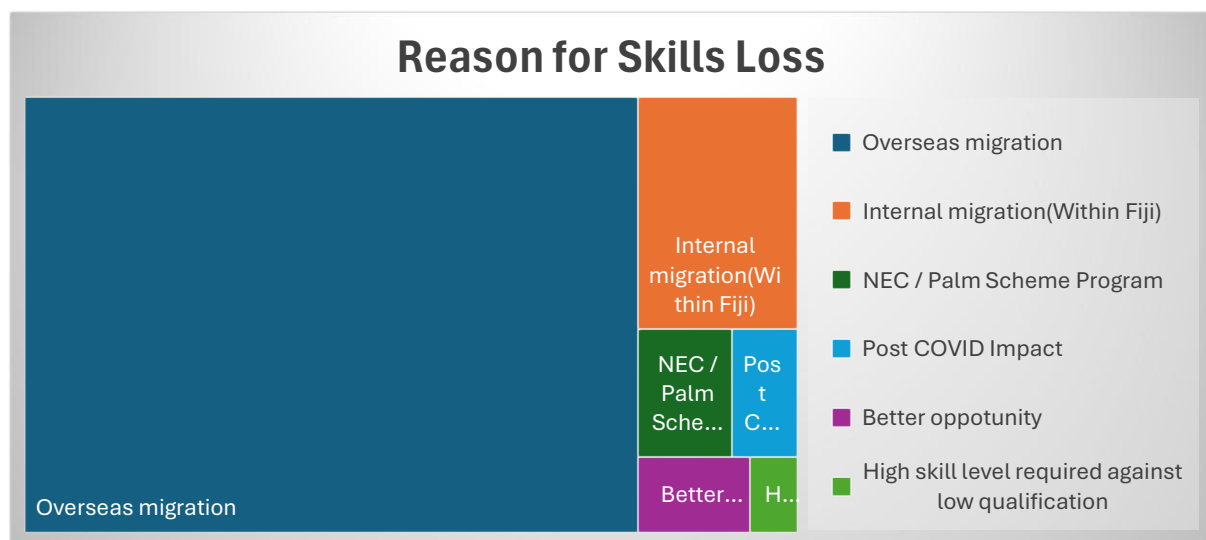
Top 10 Identified Skills Loss	percent
1 Chefs	7.6
2 IT Technician	6.0
3 Accountants	5.8
4 Electricians	5.0
5 Machine Operators	4.8
6 Admin Officer	4.2
7 Joinery and Carpentry	4.1
8 Senior & Management Officials	3.6
9 Engineers	3.4
10 Logistics and Heavy Goods Drivers	3.4

Source: National Skills Gap Assessment Survey 2025

From the survey, the top 10 skills most frequently reported as lost are highlighted in table 17. These represent the areas of greatest concern for employers and signal priority domains for workforce development.

8 Reason for Loss of Skilled Workers

Figure 16: Reason for Loss of Skilled Workers

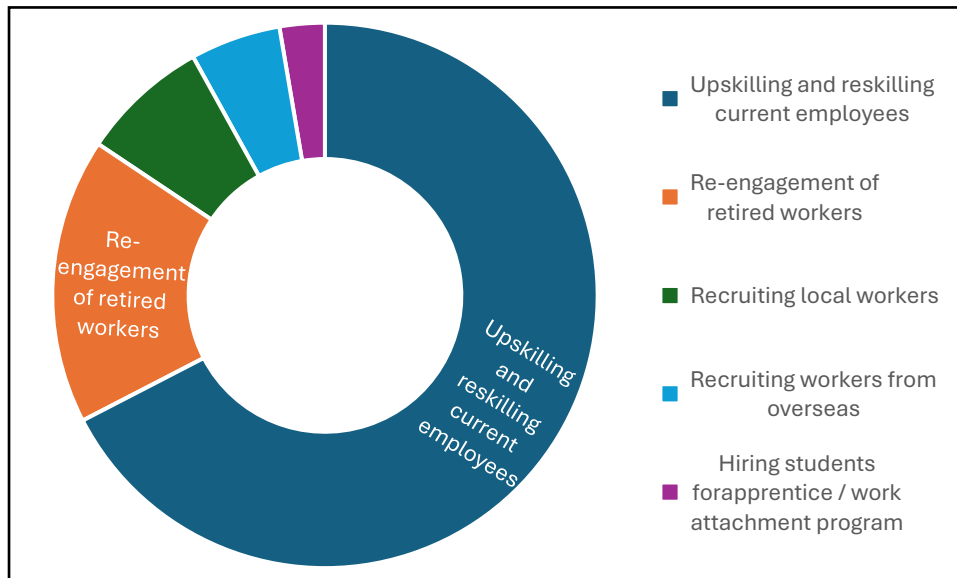


Source: National Skills Gap Assessment Survey 2025

Figure 16 reflects the reasons identified by surveyed businesses as the major causes of loss of skilled workers. Based on the qualitative responses, businesses highlighted overseas migration as the most significant contributing factor, followed closely by internal migration within Fiji. In addition, government-facilitated employment initiatives such as the National Employment Centre (NEC) and the Pacific Australia Labour Mobility (PALM) scheme were also cited as contributing drivers of skilled worker attrition. Several respondents emphasized that while these schemes provide valuable opportunities for individuals, they simultaneously create challenges for local enterprises in retaining experienced staff. The combined effect of these factors underscores the growing difficulty businesses face in maintaining a stable and skilled workforce, with implications for productivity, service delivery, and long-term sustainability.

9 Ways to maintain Skilled Workers

Figure 17: Ways to Maintain Skilled Workers in the Business



Source: National Skills Gap Assessment Survey 2025

Similarly, Figure 17 highlights the strategies adopted by surveyed businesses to address the loss of skilled workers. The data reveals that the most common approach has been the upskilling and retraining of current workers, enabling businesses to strengthen internal capacity and mitigate immediate skill gaps.

Another notable strategy has been the re-engagement of retired workers, allowing firms to draw upon their experience and institutional knowledge. Hiring of local workers also ranked highly among the preferred solutions, reflecting businesses' reliance on the domestic labour pool. In cases where local recruitment proved insufficient, some businesses turned to the recruitment of foreign workers as an alternative measure to fill critical shortages.

Collectively, these strategies demonstrate a layered response: businesses are prioritizing internal resilience through training, while simultaneously leveraging both local and external labour sources to sustain operations and maintain productivity.

Conclusion

The National Skills Gap Assessment Survey has provided critical insights into the alignment between workforce capabilities and the evolving demands of Fiji's labour market. The findings highlight both areas of strength and pressing gaps that require targeted interventions. By systematically identifying mismatches between current skills and industry needs, this survey underscores the importance of coordinated action among government, employers, training institutions, and communities.

Closing these gaps is not only a matter of economic competitiveness but also of social inclusion ensuring that all citizens, particularly youth and vulnerable groups, have equitable access to opportunities for meaningful employment. The evidence gathered will serve as a foundation for policy reforms, curriculum development, and capacity-building initiatives that respond to Fiji's unique context while remaining globally relevant. Ultimately, this assessment is more than a diagnostic exercise; it is a call to action. Bridging the skills divide will require sustained investment, innovation, and collaboration. With these efforts, Fiji can build a resilient workforce equipped to drive sustainable growth, adapt to technological change, and contribute to a more inclusive and prosperous society.

Annex

A1: Loss of Skill in the Labour Market

Identified Skills Loss in the Labour Market	Percent
1 Chefs	7.6
2 IT Technician	6.0
3 Accountants	5.8
4 Electricians	5.0
5 Machine Operators	4.8
6 Admin Officer	4.2
7 Joinery and Carpentry	4.1
8 Senior & Management Officials	3.6
9 Engineers	3.4
10 Logistics and Heavy Goods Drivers	3.4
11 Technician Others	3.2
12 Customer Service	2.9
13 Sales Representatives	2.6
14 Factory Workers	2.2
15 Trades People	2.0
16 Welder	2.0
17 Operations	1.8
18 HR Officers	1.6
19 Mechanical Engineers	1.6
20 Food and Beverage	1.5
21 Medical Staffs	1.5
22 Boat Captains	1.3
23 Seafarers	1.3
24 Housekeeping	1.2
25 Air Condition Technician	1.0
26 Plumbers	1.0
27 Civil Engineers	0.9
28 Fitters	0.9
29 Graphic and Art Designers	0.9
30 Quality Control	0.9
31 Refrigeration Technician	0.9
32 Merchandisers	0.7
33 Painters	0.7
34 Bank Officers	0.6
35 Bartenders	0.6
36 Educator	0.6
37 Enforcement Officers	0.6
38 Lab Technician	0.6
39 Auto Electricians	0.4
40 Bakers	0.4
41 Business Analyst	0.4
42 Cashiers	0.4
43 Divers	0.4
44 Estate Officers	0.4
45 Fire Alarm Technician	0.4
46 Managers	0.4
47 Office Clerks	0.4
48 Organization Planner	0.4

Identified Skills Loss in the Labour Market	Percent
49 Pharmacist	0.4
50 Printer Operators	0.4
51 Security	0.4
52 Software Developers	0.4
53 Warehouse Assistant	0.4
54 Alarm Installers	0.3
55 Auditors	0.3
56 Brokers	0.3
57 Butchers	0.3
58 Chainsaw Operators	0.3
59 Community Development	0.3
60 Compliance	0.3
61 Fisherman	0.3
62 Lifts and Escalator Technician	0.3
63 Marketing & Publication	0.3
64 Phone Technician	0.3
65 Programmers	0.3
66 Ship Inspector	0.3
67 Taxations	0.3
68 Vehicle Inspectors	0.3
69 Academics	0.2
70 Activities Attendant	0.2
71 Allied Clinics	0.2
72 Assemblers	0.2
73 Automotive Engineer	0.2
74 Beauty Salon Workers	0.2
75 Bench Workers	0.2
76 Block layers	0.2
77 Broadcast Technician	0.2
78 Business Operators	0.2
79 Cleaners	0.2
80 Content Creators	0.2
81 Customs Agent	0.2
82 Event Coordinator	0.2
83 Examiners	0.2
84 Farm Assistant	0.2
85 Fitters	0.2
86 Fire Control Officers	0.2
87 Firefighters	0.2
88 Film Producers	0.2
89 GIS Officers	0.2
90 Journalist	0.2
91 Lawyers	0.2
92 Miners	0.2
93 Office Workers	0.2
94 Plant Engineers	0.2
95 Reservations	0.2

n=687

Source: National Skills Gap Assessment Survey 2025

A2: Foreign Nationality for the year 2022

Foreign Nationality 2022		percent	Foreign Nationality 2022		percent
1	Bangladeshi	22.1	30	Vietnamese	0.3
2	Indian	11.7	31	Nepali	0.2
3	Indonesian	11.3	32	Spanish	0.2
4	Chinese	9.6	33	Tuvaluan	0.2
5	Sri Lankan	8.3	34	Brazilian	0.2
6	Australian	7.2	35	Japanese	0.2
7	Filipino	6.1	36	Türkiye	0.2
8	New Zealander	4.5	37	Dutch	0.1
9	Surinamese	2.0	38	Polish	0.1
10	Papua New Guinean	1.5	39	Thai	0.1
11	Tongan	1.4	40	Venezuelan	0.1
12	Mexican	1.3	41	Austrian	0.1
13	Ethiopian	1.2	42	Azerbaijani	0.1
14	Solomon Islander	1.0	43	Bahamian	0.1
15	American	0.9	44	Burma	0.1
16	Ni-Vanuatu	0.9	45	Costa Rican	0.1
17	Canadian	0.7	46	Ecuadorian	0.1
18	English	0.7	47	Finnish	0.1
19	German	0.7	48	Gabonese	0.1
20	French	0.5	49	Liberian	0.1
21	Cuban	0.5	50	Mauritian	0.1
22	I-Kiribati	0.5	51	Micronesian	0.1
23	Malaysian	0.5	52	Pakistani	0.1
24	Samoan	0.5	53	Portuguese	0.1
25	Korean	0.4	54	Russian	0.1
26	Italian	0.4	55	Singaporean	0.1
27	South African	0.4	56	Ugandan	0.1
28	British	0.3	57	Welsh	0.1
29	Lebanese	0.3			

n=1,729

Source: National Skills Gap Assessment Survey 2025

A3: Foreign Nationality for the year 2024

Foreign Nationality 2024		percent	Foreign Nationality 2024		percent
1	Bangladeshi	27.7	31	Lebanese	0.2
2	Indian	14.1	32	Pakistani	0.2
3	Chinese	10.8	33	Polish	0.2
4	Indonesian	7.7	34	Spanish	0.2
5	Filipino	7.5	35	Tuvaluan	0.2
6	Australian	6.9	36	Ugandan	0.2
7	Sri Lankan	6.7	37	African	0.1
8	Surinamese	2.7	38	Ecuadorian	0.1
9	New Zealander	2.0	39	Ethiopian	0.1
10	Solomon Islander	1.2	40	Kenyan	0.1
11	South African	1.2	41	Mauritian	0.1
12	I-Kiribati	1.0	42	Uruguayan	0.1
13	Papua New Guinean	0.8	43	Zimbabwean	0.1
14	Canadian	0.7	44	Bahamian	0.1
15	Tongan	0.7	45	Belgian	0.1
16	American	0.6	46	Brazilian	0.1
17	English	0.5	47	Burma	0.1
18	German	0.5	48	Cook Islander	0.1
19	Samoan	0.5	49	Finnish	0.1
20	French	0.5	50	Italian	0.1
21	Malaysian	0.5	51	Jamaican	0.1
22	Vietnamese	0.5	52	Latvian	0.1
23	British	0.3	53	Mexican	0.1
24	Ni-Vanuatu	0.3	54	Nigerian	0.1
25	Korean	0.3	55	Norwegian	0.1
26	Nepali	0.3	56	Palauan	0.1
27	Türkiye	0.3	57	Russian	0.1
28	Cuban	0.2	58	Taiwanese	0.1
29	Dutch	0.2	59	Thai	0.1
30	Japanese	0.2	60	Venezuelan	0.1

n=1,916

Source: National Skills Gap Assessment Survey 2025

A4: Foreign Nationality for the year 2025

	Foreign Nationality 2025	percent
1	Bangladeshi	26.23
2	Indian	11.62
3	Indonesian	10.5
4	Chinese	9.43
5	Filipino	9.06
6	Sri Lankan	8.16
7	Australian	6.02
8	Surinamese	3.04
9	New Zealander	2.45
10	South African	1.07
11	Solomon Islander	0.91
12	Tongan	0.75
13	Papua New Guinean	0.69
14	American	0.64
15	Canadian	0.59
16	Samoan	0.59
17	I-Kiribati	0.53
18	Ni-Vanuatu	0.53
19	English	0.48
20	French	0.48
21	German	0.48
22	Malaysian	0.48
23	Vietnamese	0.48
24	British	0.37
25	Türkiye	0.32
26	Tuvaluan	0.32
27	Japanese	0.27
28	Pakistani	0.27
29	Zimbabwean	0.27
30	Korean	0.21

	Foreign Nationality 2025	percent
31	Lebanese	0.21
32	New Zealander	0.21
33	African	0.16
34	Dutch	0.16
35	Kenyan	0.16
36	Mauritian	0.16
37	Thai	0.16
38	Ugandan	0.16
39	Ethiopian	0.11
40	Mexican	0.11
41	Nepali	0.11
42	Polish	0.11
43	Spanish	0.11
44	Bahamian	0.05
45	Belgian	0.05
46	Burma	0.05
47	Cook Islander	0.05
48	Ecuadorian	0.05
49	European	0.05
50	Finnish	0.05
51	Italian	0.05
52	Jamaican	0.05
53	Latvian	0.05
54	Nigerian	0.05
55	Norwegian	0.05
56	Palauan	0.05
57	Russian	0.05
58	Taiwanese	0.05
59	Uruguayan	0.05

n=1,876

Source: National Skills Gap Assessment Survey 2025

Definitions and Abbreviations

DA 1: Definition

1. **Branch of a Company Incorporated** – A branch of a company is a location, office, or unit of a legally incorporated company that operates away from the company's registered or head office. Unlike the main office, the branch is part of the same legal entity and is not a separate company, but it conducts business under the company's name.
2. **Central Government** – The central government (also called national or federal government) is the highest level of government in a country, responsible for creating and enforcing laws, managing national resources, and providing services across the entire nation. It consists of all government ministries.
3. **Co-operative** – A co-operative is a business or organization that is owned, controlled, and operated by its members for their mutual benefit. Members share in the profits, decision-making, and responsibilities of the enterprise.
4. **Workers** – Individuals who work for an organization or employer in exchange for wage, salary, or other compensation and are under the control and direction of the employer regarding how, when, and where their work is performed.
5. **Employers** – Individuals, organizations, or entities that hire and pay workers to perform specific tasks or services. Employers are responsible for managing, directing, and compensating their workforce, as well as complying with employment laws and regulations.
6. **Employment Growth** – Employment growth refers to the increase in the number of employed persons in an economy, sector, or organization over a specific period. It is a key indicator of labour market performance and economic development.
7. **Expatriate** – An expatriate (expat) is a person who is living and working in a country other than their country of citizenship or origin, usually for an extended period.
8. **Ethnicity** – Refers to a person's cultural identity and sense of belonging to a group, based on shared characteristics such as ancestry or origin, language, culture, and traditions.
9. **Foreign Nationality** – Foreign nationality refers to the citizenship status of an individual who is not a citizen of the country in which they are residing or working. It identifies a person as belonging legally to another country.
10. **Foreign Workers** – Foreign workers are individuals who are employed in a country other than their country of citizenship or permanent residence. They are usually hired to fill labour shortages, provide specialized skills, or support sectors that have insufficient local workforce.
11. **Full-time Employment** – Full-time employment refers to a type of work arrangement where an individual works the standard number of hours considered full-time by the employer, organization, or national labour regulations, typically providing regular wage and full benefits.
12. **Individual Ownership Company** – A business entity that is owned and operated by a single person. This type of company allows the owner to conduct business under a formal legal structure while maintaining full control and responsibility for the business operations.

13. **Joint Venture and Consortia** – Forms of collaborative business arrangements where two or more parties come together to undertake a specific project or business activity, sharing resources, risks, and profits.
14. **Labour Force** – The segment of the population that is actively engaged in, or available for, economic production.
15. **Labour Market** – The labour market is the system in which workers (labour supply) and employers (labour demand) interact to determine employment levels, wage and salaries, and working conditions.
16. **Local Government** – Local government refers to the administrative bodies that operate at a sub-national level, such as cities, towns, municipalities, or provinces, responsible for delivering public services and managing local affairs.
17. **Non-profit Organisation** – An entity that operates to serve a social, cultural, charitable, or community purpose rather than to generate profits for owners or shareholders. Any surplus income is reinvested into the organization to further its objectives.
18. **Part-time Employment** – Part-time employment refers to a type of work arrangement where an individual works fewer hours than the standard full-time hours set by an employer or country's labour regulations. Part-time workers often have flexible schedules and may work on certain days or shifts.
19. **Partnership Company** – A partnership company is a business entity that is owned and operated by two or more individuals (partners) who share profits, losses, and management responsibilities according to a mutually agreed partnership arrangement.
20. **Private Limited Company** – A private limited company is a business entity that is legally separate from its owners and has limited liability, meaning the owners (shareholders) are responsible only for the company's debts up to the amount of their investment.
21. **Public Limited Company** – A public limited company (PLC) is a business entity that is legally separate from its owners and can offer its shares to the public through a stock exchange. Shareholders have limited liability, meaning they are only responsible for the company's debts up to the amount they invested.
22. **Ratio** – Comparison of two quantities showing the relative size of one quantity in relation to another.
23. **Residency Status** – Refers to the classification of a person based on their usual place of residence—that is, whether they normally live in a particular country or location, regardless of temporary movements.
24. **Salary Earners** – Individuals who work for an employer and receive a fixed and regular payment (salary), usually paid monthly or annually, regardless of the exact number of hours worked.
25. **Skilled Workers** – Skilled workers are individuals who possess specialized knowledge, training, or experience that enables them to perform tasks or jobs that require a specific set of skills. These skills are usually acquired through formal education, vocational training, apprenticeships, or on-the-job experience.
26. **Skills Gap** – Refers to the difference between the skills that employers need and the skills that workers actually possess. It indicates a mismatch in the labour market, where available jobs require competencies that the workforce does not fully have.

27. **Skills Loss** – Refers to the reduction or disappearance of skills in the workforce over time, often due to retirement, migration, attrition, or lack of training and development. It represents a decline in the availability of experienced or skilled workers in an organization, sector, or economy.
28. **Statutory Boards** – A statutory board is an organization or agency established by an act of parliament or law to perform specific functions, usually related to public administration, regulation, or service delivery. Unlike typical government departments, statutory boards often operate with greater autonomy and may generate revenue through fees or services.
29. **Unpaid Family Worker** – An unpaid family worker is a person who works in a business, farm, or enterprise operated by a household or family member without receiving wage or salary.
30. **Wage Earners** – Individuals who work for an employer and receive payment in the form of wage (usually calculated on an hourly, daily, or piece-rate basis) for the work they perform.
31. **Working Proprietor Not Paid** – A person who owns or co-owns a business or economic enterprise and actively works in it, but does not receive a formal wage or salary for their work.

DA 2: Abbreviation

1. **FBoS** Fiji Bureau of Statistics
2. **FCEF** Fiji Commerce and Employers Federation
3. **FHEC** Fiji High Education Commission
4. **FHRI** Fiji Human Resource Institute
5. **FHTA** Fiji Hotels and Tourism Association
6. **ILO** International Labour Organization
7. **NEC** National Employment Centre
8. **NPO** National Planning Office
9. **NSGAS** National Skills Gap Assessment Survey
10. **PALM** Pacific Australia Labour Mobility

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