

# FIJI HUMAN RESOURCES INSTITUTE

## FIJI

### 1. Current economic and political situation in the country

The economy of Fiji is growing but at a very slow pace. The tourism industry has grown but the agricultural sector is not so lucrative. We have so much of fertile land and also a number of resources but very little is seen as proper structured development.

Investors are coming slowly but it is more in the tourism industry and not so much for the agriculture or in other resources.

The imports are still higher than exports and the figures are increasing for imports but very marginal growth has been seen in exports.

#### Political situation

We had our election in September last year after eight years and what we need to see is the results of all the promises to eventuate and the country moving forward. There is still a lot of debate about the reinstatement of the Great Council of Chiefs in parliament so we are sceptical of what will happen after the final outcome. The GCC was abolished after the Coup in 2006.

### 2. HR challenges

The main challenges facing the HR profession in Fiji at present are:

- The compliance of all the Labour related laws is one big challenge and we are organising a lot of awareness seminars involving the authorities concern to promote them. The laws still have a lot of drawback in terms of clarity, vagueness, difficult to interpret and in some situations authorities concern are not aware of the requirements.
- The other challenge we are facing is a lot of new HR personnel with not having the required level of experience and awareness of what really the role of HR is all about. We have a lot of graduates in the industry but they do not have the in-depth knowledge and experience to perform the duties efficiently.

We are finalising the Foundation in Human Resources program with AHRI to develop them with more HR related education so they should be able to perform their jobs better with having the basics right.

The other challenge we still have is the HR role in many organisation is still used as an administrative department for basic HR function like payroll, keeping records, induction and orientation and so forth. We are doing our level best in promoting the use of HR in more strategic issues and also promoting worker participation.

This is where we have a annual seminar for CEO's, Directors, Executives and Board Members to promote the importance of HR and how they can best utilise them in promoting participation to move their organisation forward.

### **3. FHRI projects and initiatives**

Major areas of FHRI activity include the following:

- Annual Convention- this year is our tenth anniversary and the event will be a lot bigger. This is when we also have our Awards Night to recognise individuals and organisations for promoting development, progress and good practises.
- We also have monthly activities, trainings, seminars and forums on issues concerning HR and its development. The focus is more on the young ones in the industry.

### **4. Scheduled Conferences**

- The next big event is scheduled for the 22<sup>nd</sup> to the 24<sup>th</sup> of October this year. It will be a three days event.
- Other events are scheduled through out the year and now we also have a sub-committee in the west to look after the activities for the Western region.

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