

**Fiji Human Resources Institute
(FHRI)**

Suva/Fiji
[Meeting Date: 7th March 2017]

1. Current economic and political situation in the country

Economy and labour market situation

Fiji is one of the developed economies in the South Pacific however, Fiji's tropical climate makes it vulnerable to cyclones and flooding. The economy in recent years has witnessed robust growth, driven by strong tourism and remittances and increasing investment but in February 2016, the economy was shaken by the wrath of Tropical Cyclone Winston. Despite the struggle, the economy slowly recovered and is expected to pick up in 2017.

In terms of Fiji's labour market, the context is complicated by various geographic and environmental dynamics. Around 60 per cent of Fiji's workers were in informal employment and not contributing to the Fiji National Provident Fund (FNPF) in 2010/11. Moreover, the prevalence of informality is a major concern particularly for the agriculture sector, where informal employment was recorded at 95.4 per cent. In addition to this, about four in five workers in the Eastern and Northern Divisions were working in informal arrangements. Gender gap is also evident compelling women to enter informal work and subsistence activities. There are also challenges faced by youths in securing a job which weighs to their qualification.

To address the challenges, the Government has come up with incentive programs and strong policies which ensure decent work for workers. In addition to this, the Fiji National Employment Centre (NEC) assists unemployed individuals to look for a job.

Political situation

Fiji's system of government is established by the Constitution of the Republic. The Constitution provides for three separate arms of government – the Legislature (or Parliament), the Executive, and Judiciary. The President is the Head of State who is appointed by the Parliament of Fiji for a three-year term. The current President of Fiji is Hon. Brigadier-General (Ret) George Konrote. The current Prime Minister of Fiji is Hon. Frank Bainimarama who came into position following the 2014 General Election.

2. HR challenges

The 2 main challenges facing the HR profession in Fiji at present are:

- **Lack of experts in Human Resources Field**

One major challenge that is seen in the HR profession is moving the Department to an exceptional level. With the rapid increase in technology and the move from human resource to human capital, organisations find it difficult to keep up with the current trend. The critical question that lingers is that, does the HR team possess the required skills to rise to the challenge. Some organisations spend generously in hiring consultants and trainers from overseas.

To overcome this, the FHRI has planned to provide pure Human Resources courses, in conjunction with AHRI, that will be facilitated by AHRI. This will ensure that HR Practitioners are developed to be well versed with the current HR trends.

- **Creating a Supportive Culture**

A supportive culture provides room for growth, improvement and excellence. While some Organisations see their employees as a core ingredient for sustainable development, other Organisations have not given due recognition and support to their employees. HR Managers often find it challenging to convince Management on the value of a having a supportive culture.

FHRI is trying to reach out to CEOs and Senior Executives of organisation to encourage them to establish a positive supportive culture. The first step in this regards is launching a revamp of the HR Awards for Senior and Young Practitioners and an Organisational Award, that is run along the same veins as AHRI's.

3. AHRI projects and initiatives

Major areas of [AHRI] activity include the following:

- **Foundation in Human Resources Certificate**

The FHRI is looking forward to launching Foundation in Human Resources Program in Fiji. Through this course FHRI aims to provide the members with pure HR courses which will enable them to contribute towards their organisations development.

4. Scheduled Conferences

- **Fiji HR Institute Awards 2017**

FHRI has introduced the Fiji HR Institute Awards 2017 as a separate event which will be on the 27th of May 2017. In previous years, the awards night was combined

with the major convention. To give the Award winners a special recognition, the awards night has been separated from the convention.

There are three categories of the Awards namely, the Young HR Practitioner, Senior HR Practitioner and Organisation Development and Leadership. The Gold winner of Young and Senior HR Practitioner category will be attending the AHRI National Convention 2017 which is kindly sponsored by AHRI.

- **BSP FHRI Convention 2017**

The BSP FHRI Convention is the major event in the FHRI calendar. This year, the convention be on the 27th and 28th of November 2017. This will be the 12th convention and is expected to be attended by 200 delegates. The theme for this year's convention is "**Our People: Today's Talent, Tomorrow's Success**".

Kameli Batiweti
President
Fiji Human Resources Institute