

# Women and the World of Work in Fiji



## GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2016, more women than men were **contributing family workers**



Source: UN DESA Gender Data Hub.

In 2016, more women than men were in **informal employment** in agriculture, forestry and fishing



Source: SDG Global Database.

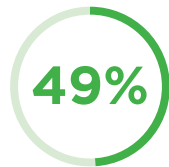
With a **global gender gap index** of

**64%**  
Fiji ranked **128<sup>th</sup>**

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2009, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

**Average monthly earnings** (PPP USD) in 2016

**\$1622**  
**\$1837**

Professionals

**\$648**  
**\$704**

Skilled agricultural, forestry and fishery workers

**\$596**  
**\$875**

Craft and related trades workers

● Women ● Men

Source: ILOSTAT.

## TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

### Women's decision-making power

In 2016, women had

**39%** of **managerial** positions

Source: SDG Global Database.

**39%** of **senior and middle management** positions



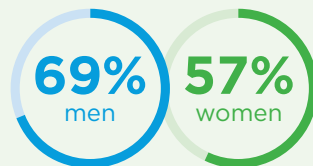
### Ownership of productive resources

**79%** **84%**  
Women Men



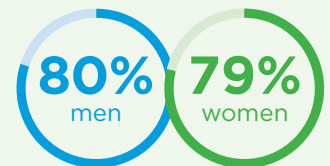
owned a **mobile telephone** in 2021

Source: Pacific Data Hub.



owned an **account** at a financial institution or with a mobile money service provider in 2017

Source: Pacific Data Hub.

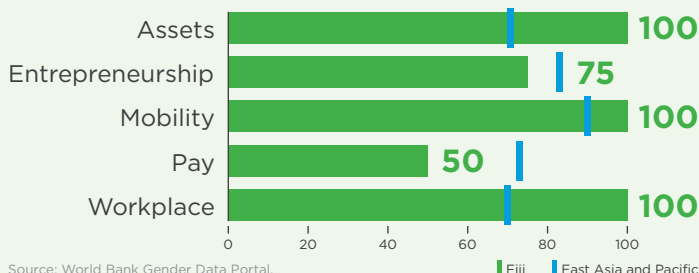


used the **Internet** in 2021

Source: Pacific Data Hub.

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



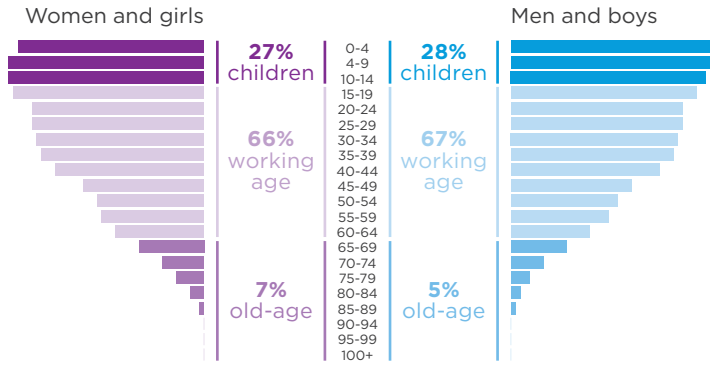
As of 2021, there were **NO fully established systems** to monitor and allocate resources for **gender equality and women's empowerment**.

Source: SDG Global Database.

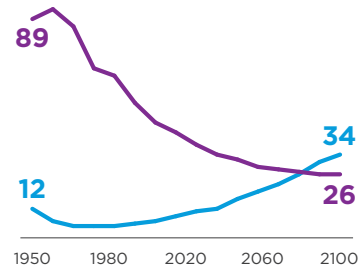
# Transforming Care Systems in Fiji



## POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



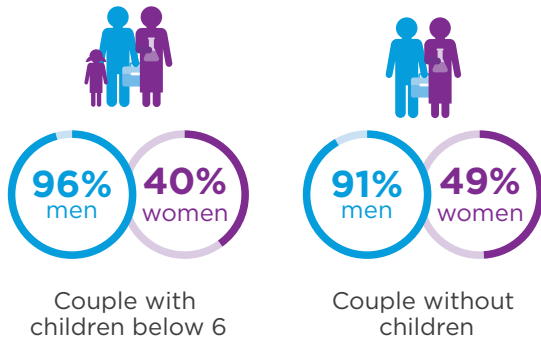
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

## TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

### Tackle inequality of opportunities in the labour market

In 2016, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

**61%** Women worked **part-time** in 2016

**47%** Men worked **part-time** in 2016

Source: UN DESA Gender Data Hub.

**30%** Women aged 15 to 24 were **not in education, employment or training** in 2016

**11%** Men aged 15 to 24 were **not in education, employment or training** in 2016

Source: SDG Global Database.

### Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.



Source: ILOSTAT.

## CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

### Discriminatory social norms

In 2021, among women aged 20-24 years

**4%** were married or in a union **before age 18**

Source: SDG Global Database.



### Disproportionate unpaid care gaps



In 2016, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



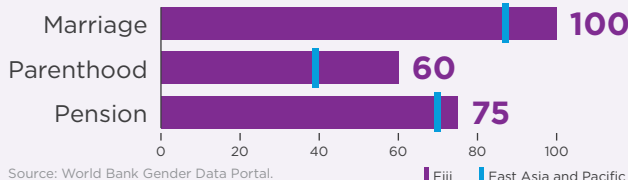
Women and girls



Men and boys

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



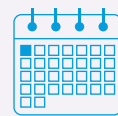
Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



**98** days of **maternity leave**

Source: World Bank Gender Data Portal.



**1** day of **paternity leave**

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.