

Unmet Promises: Women on Boards in Fiji Still Well Below 30%

A Report on Women in Fiji Boards by the Fiji Women's Rights Movement

08/06/23

“The bottom line is that nothing much has changed for women on boards overall in the last 3 years nor since the 2022 elections. In 2020 the most privileged group on Boards was men, and it is still the case 3 years later. This, despite the significant evidence that more women on Boards promotes better governance, greater profits and less corruption.” – Makereta Waqavonovono, Fiji Women's Rights Movement Board Chair.

Link to full press release: <https://www.fwrn.org.fj/news/media-releases/67-all-category/news/press-releases/674-fwrn-pr-unmet-promises-women-on-boards-in-fiji-still-well-below-30-8-06-2023>

Data last updated 30.5.23

Government State Owned Enterprises & Organisations with Boards – includes Commercially driven, non-commercial, Statutory Bodies, Commissions & Entities (38 with data available)									
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (I-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
1.	Fiji Airways Limited	6	6 (100%)	0	0	4 (66.7%)	2 (33.3%)	In process of disclosing data	Confirmed by digital directory https://directory.digital.gov.fj/directory/organisation?orgId=59

2.	Air Terminal Services (Fiji) Pte Limited (ATS)	4	3 (75%)	1 (25%)	2 (50%)	2 (50%)	0	In process of disclosing data	Confirmed by digitalFiji directory https://directory.digital.gov.fj/Directory/OrganisationInstitute?orgId=60
3.	Assets Fiji Pte Limited	3	2 (67%)	1 (33%)	1 (33%)	2 (67%)	0	No new data online	Confirmed by digitalFiji directory https://directory.digital.gov.fj/directory/organisation?orgId=124
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
4.	Amalgamated Telecom Holdings Limited (ATH)	4	4 (100%)	0 (%)	2 (50%)	2 (50%)	0 (%)		Media article dated 7/03/23 https://www.fijitimes.com/new-to-the-board/ https://www.fbcnews.com.fj/news/former-ps-resigns-from-ath-board-as-new-directors-appointed/ https://www.fijivillage.com/news/Patel-Taioi-and-Singh-appointed-to-the-ATH-Board-85fx4r/

5.	Biosecurity Authority of Fiji (BAF)	3	3 (100%)	0 (0%)	0(0%)	2 (66.7%)	1 (33.3%)		Confirmed by org website https://www.baf.com.fj/baf-board/
6.	Civil Aviation Authority of Fiji	8	7 (87.5%)	1 (12.5%)	6 (75%)	1(12.5%)	1 (12.5%)		Confirmed by Fiji Government page on Facebook https://www.facebook.com/FijiGovernment/
7.	Energy Fiji Limited	8	8(100%)	0(0%)	1(12.5%)	3(37.5%)	4(50%)		From annual report dated 2021 https://efl.com.fj/wp-content/uploads/2022/08/EFL-2021-Annual-Report-website_cmpress.pdf
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments [changes in % of women since 29 Sep 2020]	Source and date of Data
8.	Fiji Broadcasting Corporation Pte Limited (FBC)	4	3 (75%)	1(25%)	2(50%)	2(50%)	0 (%)		From media article dated 31/01/23 https://www.fbcnews.com.fj/news/fbc-welcomes-new-board/
9.	Fiji Airports Limited	5	5 (100%)	0	1(20%)	3(60%)	1(20%)		Confirmed by org website http://www.airportsfiji.com/board_of_director.php

10.	Fiji Coconut Millers Pte Limited (FCML)	5	3 (60%)	2 (40%)	2 (40%)	3 (60%)	0 (%)		Confirmed by website http://www.coconut.com.fj/the-board/
11.	Fiji Hardwood Corporation Pte Limited (FHCL)	6	5 (83.3%)	1 (16.7%)	4 (66.7%)	0 (%)	2 (33.3%)		Confirmed via Facebook page dated 9/05/23 https://www.facebook.com/FijiHardwoodCorporationLtd/
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments [changes in % of women since 29 Sep 2020]	Source and date of Data
12.	Fiji Meat Industry Board (FMIB)	6	3 (50%)	3 (50%)	2 (33. %)	3 (50%)	1 (16.7%)		Confirmed by parliament page https://www.parliament.gov.fj/wp-content/uploads/2023/03/24-Fiji-Meat-Industry-Board-Annual-Report-2018.pdf updated 24.03.23
13.	Fiji Pine Limited (FPL)	4	4 (100%)	0	3 (75%)	1 (25%)	0	No new data online	Confirmed by org website https://fijipine.com.fj/about-us/our-board/
14.	Fiji Public Trustee Corporation Pte Limited (FPTCL)	3	1 (33%)	2 (67%)	1 (33.3) %	0	2 (66.7%)		Confirmed via 2020 annual report https://fijipublictrustee.com/wp-

									content/uploads/2023/05/Fiji-Public-Trustee-Corporation-Pte-Limited-Annual-Report-2020.pdf
15.	Fiji Revenue and Customs Service (FRCS)	5	5 (100%)	(0%)	2 (40%)	3 (60%)	(0%)		Confirmed via media article https://www.fbcnews.com.fj/news/new-board-members-for-frcs/
16.	Fiji Rice Pte Limited (FRL)	5	3 (60%)	2 (40%)	3(60%)	2(40%)	(0%)		Confirmed by org website https://fijirice.com.fj/board-of-directors/
17.	Fiji Roads Authority (FRA)	5	5 (100%)	(0%)	4(80%)	1(20%)	0		Confirmed by media article dated 28/04/23 https://www.fbcnews.com.fj/news/roads/new-board-of-directors-for-fra/#:~:text=April%2028%2C%202023%201%3A09%20p&text=The%20Fiji%20Roads%20Authority%20has,Alipate%20Naioresui%20and%20Niko%20Buke
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
18.	Food Processors (Fiji) Pte Limited	6	4(66.7%)	2(33.3%)	2(33.3%)	4(66.7%)	0	No new data online	Confirmed 6.08.20 By food processors Ltd

19.	Fiji National Provident Fund (FNPF)	6	5(83.33%)	1(16.7%)	1(16.7%)	5(83.3%)	0		Confirmed by org website https://myfnpf.com.fj/2023/03/08/new-board-directors-appointed/
20.	Investment Fiji	9	7(77.8%)	2 (22.2%)	2 (22.2%)	5 (55.6%)	2 (22.2%)	No change according to website – no new data online	Confirmed by org website https://www.investmentfiji.org.fj/about-us/governance-team
21.	Land Transport Authority (LTA)	6	5(83.3%)	1(16.7%)	4(66.7%)	2(33.3%)	0(%)		Confirmed by media article dated 14/5/23 https://www.fijitimes.com/lt-a-welcomes-new-board/#:~:text=The%20newly%2Dappointed%20members%20are,Rajendra%20Prasad%20and%20Etuete%20Koroi
22.	Fiji Ports Corporation Pte Limited	6	4(66.7%)	2(33.3%)	2(33.3%)	(0%)	4(66.7%)		Confirmed by org website https://www.fijiportsterminal.com/boardofdirectors
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data

23.	Pacific Fishing Company Pte Limited (PAFCO)	9	7 (77.8%)	2 (22.2%)	4 (44.5%)	2 (22.2%)	3 (33.3%)		Confirmed via media article dated 20/5/23 https://www.fijitimes.com/pafco-names-seven-new-members-to-its-board/#:~:text=The%20seven%20new%20board%20members,Seru%20have%20been%20re%2Dappointed.
24.	Post Fiji Pte Limited (PFL)	10	8 (80%)	2 (20%)	5 (50%)	3 (30%)	2 (20%)		Confirmed by media article dated 2/05/23 https://www.fbcnews.com.fj/news/post-fiji-welcomes-new-board-of-directors/
25.	The Fiji Sugar Corporation (FSC)	5	5 (100%)	0	1 (20%)	3 (60%)	1(20%)		Confirmed via government page https://www.facebook.com/FijiGovernment/
26.	Tourism Fiji	8	5 (62.5%)	3 (37.5%)	5 (%62.5)	1(12.5%)	2 (25%)		Confirmed via Facebook page https://www.facebook.com/FijiGovernment/
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data

27.	Unit Trust of Fiji (Management) Limited (UTOF)	4	3 (75%)	1 (25%)	1 (25%)	3 (75%)	0	No new data online	Confirmed by UTOF 2.08.22
28.	Viti Corps Company Pte Limited	4	4 (100 %)	0	2 (50%)	2 (50%)	0	No new data online	Confirmed by digitalFiji directory https://directory.digital.gov.fj/directory/organisation?orgId=125
29.	Water Authority of Fiji (WAF)	6	5(83.3%)	1(16.7%)	4(66.7%)	1(16.7%)	1(16.7%)		Confirmed by media article dated 18/4/23 https://www.fijivillage.com/news/PM-appoints-new-WAF-Board-8r4f5x/
30.	Yaqara Pastoral Company Pte Limited (YPCL)	7	6 (85.7%)	1(14.3%)	5 (71.4%)	2 (28.7%)	0	No new data available	Confirmed by digitalFiji directory https://directory.digital.gov.fj/directory/organisation?orgId=42

Government Statutory Bodies - Non Commercial

No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
31.	Constitutional Offices Commission	5	3 (60%)	2(40%)	4(80%)	1(20%)	0		Confirmed by media article dated 6/01/23 https://www.fijivillage.com/news/Cema-Bolabola-and-Tupou-Draunidalo-join-Constitutional-Offices-Commission-rf485x/
32.	Housing Authority (HA)	5	3 (%60)	2 (%40)	2 (40%)	2 (40%)	1(20%)		Confirmed by org website https://www.housing.com.fj/about-housing/board-and-management/
No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
33.	Fijian Competition and Consumer Commission (FCCC)	2	2 (100%)	0	1 (50%)	1 (50%)	0		Confirmed by org website https://www.housing.com.fj/about-housing/board-and-management/
34.	Public Rental Board (PRB)	5	2 (40%)	3(60%)	5(100%)	0	0		Confirmed by media article dated 5/5/23 https://www.fbcnews.com.fj

									/news/navuda-heads-the-new-prb-board/#:~:text=Navuda%20and%20his%20new%20fellow,PRB%20office%20in%20Suva%20today
35.	Legal Aid Commission (LAC)	2	2 (100%)	0	0	1 (50%)	1 (50%)	No new data online	Confirmed by org website https://legalaidfiji.com.fj/About-Us/Board https://fijisun.com.fj/2018/09/01/a-g-announces-new-legal-aid-commission-appointments/ - page cannot be accessed anymore
36.	Mercy Commission	5	4 (80%)	1 (20%)	2 (40%)	1 (20%)	2 (40%)	No new data online except that current AG will hold chair position – in process of disclosing new data	Confirmed by media report FJ Sun 2.4.19 https://fijisun.com.fj/2019/04/02/mercy-commission-considers-9-application/
37.	Reserve Bank of Fiji (RBF)	7	6 (85.7%)	1 (14.28%)	2 (28.6%)	4 (57.1%)	1(14.3%)		Confirmed by org website https://www.rbf.gov.fj/rbf-annual-report-august-2021-july-2022/

No	Name	No. of Board Members	No. and Percentage of Men of Total	No. and Percentage of Women of Total	No. and Percentage of Indigenous Fijian (i-Taukei)	No. and Percentage of Indo-Fijians	No. and Percentage of Other ethnic groups	Comments	Source and date of Data
38.	Fiji Sports Council	10	9 (90%)	1(10%)	5(50%)	3(30%)	2(20%)		Confirmed by org website 14/03/23 https://www.fijisportscouncil.com.fj/fiji-sports-council-executive-board-appointees/#:~:text=The%20members%20of%20the%20Executive,Permanent%20Secretary%20for%20Youth%20and

Analysis of Board Members on Government, State Owned Enterprises & Organisations includes Commercially driven, non-commercial, Statutory Bodies, Commissions & Other Entities			
1. Total no. of boards			
38			
2. Total no. of board members	192 (2020)	206 (2022)	211 (2023)
3. Total commercial	151 (2020)	162 (2022)	170 (2023)

4. Total non-commercial	41 (2020)		44 (2022)		41 (2023)	
	No.	Percentage (%) (2020)	No.	Percentage % (2022)	No.	Percentage % (2023)
1. No. of boards with no women's participation at all	16/38	42	12/38	32	12/38	32
2. No. of boards with less than 30% women's participation	10/38	26	17/38	45	15/38	39
3. Total no. of women on all Boards	40/192	21	41/206	20	42/211	20
4. Total no. of men on all Boards	152/192	79	165/206	80	169/211	80
5. Board Chair positions held by women	7/38	18	5/38	13	2/38	5
6. Total no. of ITaukei members/Indigenous Fijian of all Boards	61/192	32	64/206	31	95/211	45
7. Total no. of Indo-Fijians members	81/192	42	110/206	53	80/211	38
8. Total no. of	50/192	26	32/206	16	36/211	17

Other Ethnic group members						
9. No. of boards with no iTaukei/Indigenous Fijian participation	5/38	13	5/38	13	3/38	8
10. No. of boards with less than 30% iTaukei/Indigenous Fijian participation	14/38	37	14/38	37	7/38	18
11. No. of boards with no Indian - Fijian participation	3/38	8	1/38	3	4/38	11
12. No. of boards with less than 30% Indian-Fijian participation	7/38	18	4/38	11	9/38	24
13. No. of boards with no Other Ethnic group participation (less than 10% of overall population)	11/38	29	16/38	42	18/38	47
18. No. of boards with less than	14/38	37	14/38	37	10/38	26

30% Other Ethnic groups participation (less than 10% of overall population)						
19. No. of women of total (commercial) Board members	29/151	19	31/162	19	32/170	19
20. No. of men of total (commercial)	122/151	81	131/162	81	138/170	81
21. No. of women of total (non-commercial) Board members	11/41	27	10/44	23	10/41	24
22. No. of men of total (non-commercial)	30/41	73	34/44	77	31/41	76

	No.	Percentage (%)
Boards with more than 7 and + members	9/38	24
Boards with 6 members only	8/38 (Decreased by 1)	21

1. Fiji Airways Limited		
2. Fiji Hardwood Corporation Pte Limited (FHCL)		
3. Fiji Meat Industry Board (FMIB)		
4. Fiji National Provident Fund (FNPF)		
5. Food Processors (Fiji) Pte Limited		
6. Land Transport Authority		
7. Water Authority of Fiji (WAF)		
8. Fiji Ports Corporation		
Boards with 5 members only	10/38	13.2→26
9. Fiji Airports Limited		
10. Fiji Coconut Millers Corporation		
11. Fiji Revenue and Customs		
12. Mercy Commission		
13. Fiji Rice Pte Ltd		

14. Fiji Roads Authority		
15. Fiji Sugar Corporation		
16. Constitutional Offices Commission		
17. Housing Authority		
18. Public Rental Board		
Boards with 4 members only	6/38 (Increased from 6 – 9)	15.8
17. Air Terminal Services (Fiji) Pte Limited (ATS)		
18. Amalgamated Telecom Holdings Ltd		
20. Fiji Broadcasting Corporation		
21. Unit Trust of Fiji (Management) Limited (UTOF)		
22. Viti Corps Company Pte Limited		
23. Fiji Pine Ltd		
Boards with 3 members only	3/38 (decreased from 8 – 4)	10.5 → 8
24. Assets Fiji Pte Limited		

25. Biosecurity of Fiji		
26. Fiji Public Trustee Corporation Pte Limited (FPTCL)		
27. Fiji Consumer and Competition Commission		
Boards with 2 members only	2/38	5
28. Legal Aid Commission (LAC) 29. Fiji Consumer Competition		

Board	Numbers required by legislation	Actual numbers	Comments
Legal Aid Commission (LAC)	7 members s5 (1) Legal Aid Act 1996 https://www.laws.gov.fj/Acts/DisplayAct/846# Legal aid Act 1996 Consists of Solicitor General The chief Registrar 3 Legal practitioners 2 members of the public	2	
Civil Aviation Authority of Fiji (CAAF)	More than 6 & not more than 9 s4 (1) Civil Aviation Authority act of Fiji 1979 https://www.laws.gov.fj/Acts/DisplayAct/857#	5	

Land Transport Authority (LTA)	7 members s7 (1) Land Transport Act 1998 https://www.laws.gov.fj/Acts/DisplayAct/2627#	5	
Reserve Bank of Fiji (RBF)	7 Directors s 10 Reserve bank of Fiji Act 1983 https://www.laws.gov.fj/Acts/DisplayAct/850#	5	
Fiji Roads Authority (FRA)	5 members s5 (1) Fiji Roads Authority Act 2012 https://www.laws.gov.fj/Acts/DisplayAct/855#	4	
Land Transport Authority (LTA)	7 members s7(1) Land Transport Act 1998 https://www.laws.gov.fj/Acts/DisplayAct/2627#	5	