



# Fiji Commerce & Employers Federation

*"CONTRIBUTING TOWARDS THE FIJIAN ECONOMY"*

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FCEF IPP

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1. FCEF Role in the Private Sector
2. Facilitation & Representation of the Private Sector
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4. Outcomes of the Engagement between the Private & Public Sector

# 1. FCEF Role in the Private Sector

- ▶ Registered as a private company in 1960 as the Fiji Employers Consultative Association (FECA) with 21 members NON FOR PROFIT TAX STATUS
- ▶ 1991 changed its name to the Fiji Employers Federation (FEF)
- ▶ 2010 – assuming the role as the **National Private Sector Organization** under the umbrella of the Pacific Islands Private Sector Organization with 278 members changed its name to the:

**Fiji Commerce & Employers Federation (FCEF)**

## Where Can You Find Us?

### EMPLOYERS HUB

42 Gorrie Street , Suva

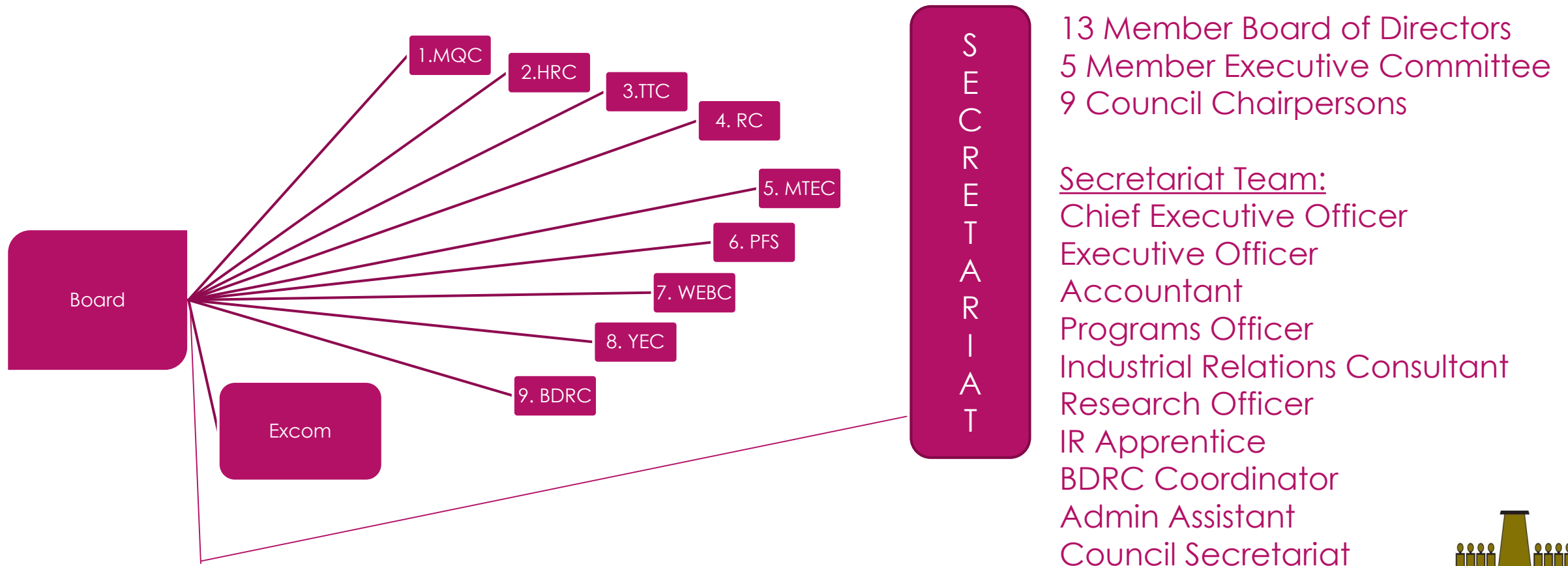
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# 1. FCEF Role in the Private Sector



# 1. FCEF Role in the Private Sector



- ▶ Advocacy and lobbying
- ▶ Training and Development (both local and overseas)
- ▶ IR & HR consultancy
- ▶ Information dissemination
- ▶ Survey and research information
- ▶ Publications / cost of doing business
- ▶ Business networking
- ▶ Monthly Council meetings
- ▶ Quarterly combined Council Meetings
- ▶ Newsletters
- ▶ Website & Social Media

# Membership

THERE ARE 4 DIFFERENT TYPES OF MEMBERSHIP, WHICH HAVE DIFFERENT PRIVILEGES AND MEMBER BENEFITS ASSOCIATED TO IT.

1

- Full Membership
- (Full Rights)

2

- Honorary Membership

3

- Associate Membership

4

- Affiliate Membership

➤ **Our total full Membership – Approx 500 companies / Organisations**

➤ **With a representation of 80,000 employees**

## 2. Facilitation & Representation of the Private Sector

FCEF IS THE MOST REPRESENTATIVE EMPLOYERS ORGANIZATION IN FIJI

### ▶ Tripartite Boards include:

- ❖ ERAB (4 board positions)
- ❖ Sectorial Wages Council (10 Sectors)
- ❖ NOSHAB (4 board Positions)
- ❖ NEC (2 Board Positions)
- ❖ NTPC (2 Board Positions)
- ❖ FNU (2 council positions)
- ❖ Fiji National Council for the Disabled Persons of Fiji (1 position)



## 2. Facilitation & Representation of the Private Sector

### International & Regional Affiliations

#### International

**IOE - International Organization for Employers**

**CAPE - Confederation of Asia-Pacific Employers**

**KOTRA – Korean Trade Promotion Agency**

**USAID Climate Ready**

#### International

**International Labour Organization's ACTEMP (Bureau for Employers' Activities)**

**HIDA – The Overseas Human Resources & Industry Association**

**APO – Asian Productivity Organization**

#### Regional

**PIPSO - Pacific Islands Private Sector Organization**

**Market Development Facility (MDF)**

**Fiji Higher Education Commission (FHEC)**

## 2. Facilitation & Representation of the Private Sector

TOPEX OUTCOMES & ACTION PLANS FOR 2018 - 2019

### Communiqué

- ▶ 1. **CHANGES IN THE EDUCATION SYSTEM**
- ▶ 2. **CORPORATE WELLNESS AND YOU**
- ▶ 3. **LEADING CHANGE: WHY BUSINESSES NEED TO CHANGE**
- ▶ 4. **THE PACIFIC CONNECT AND TRADE**
- ▶ 5. **RENEWABLE ENERGY: THE FUTURE**

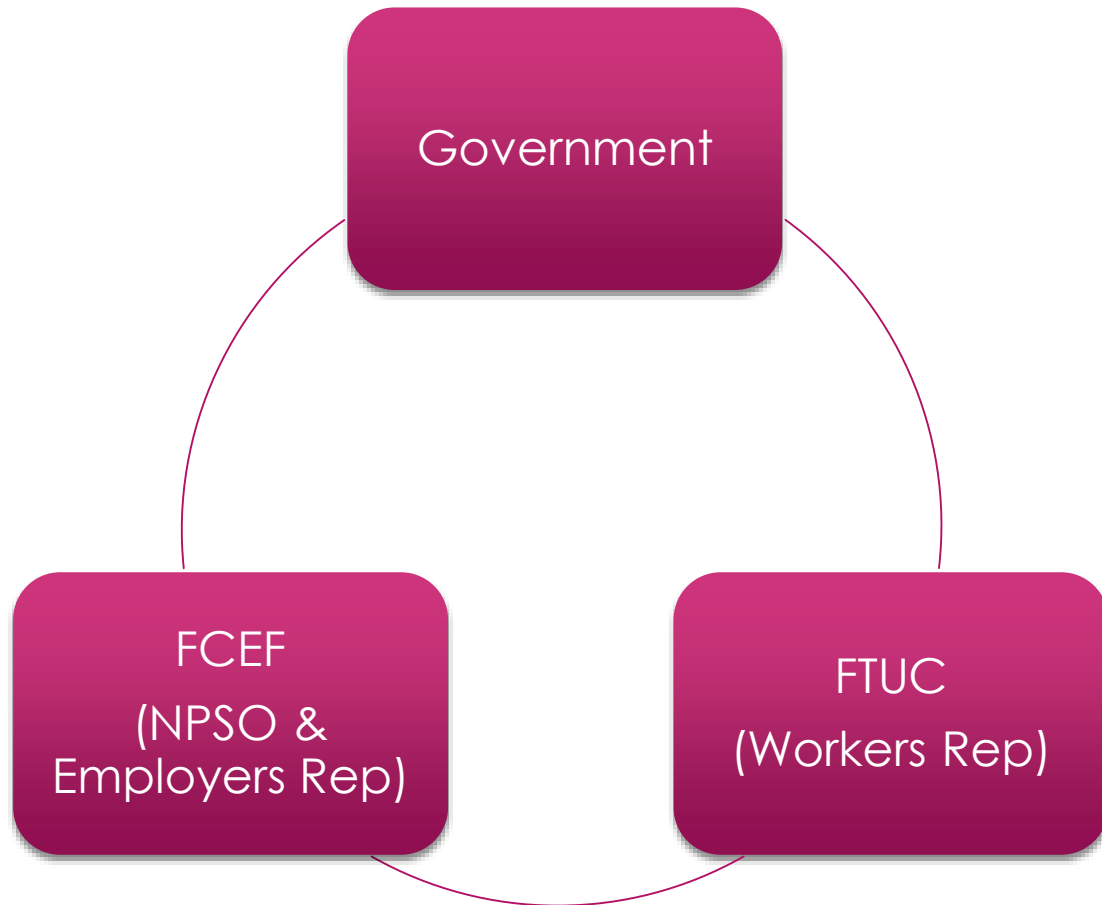
# 3. Engaging with the Government

## Line Ministries

- ▶ Ministry of Employment, Productivity & Industrial Relations
- ▶ Ministry Of Industry, Trade & Tourism



### 3. Engaging with the Government



- ▶ FCEF is the National Private Sector Organisations & Employers Body representing as one of the Tripartite partners with the Government & Workers Representatives

# 3. Engaging with the Government

National Budget Submissions

2018 - 2019

- ▶ NTPC Reform ✓
- ▶ Education Reform ✓
- ▶ Apprenticeship Scheme ✓
- ▶ NCD Policy Consideration
- ▶ Improving Labour Market (GAPS) ✓
- ▶ Tax Reforms
- ▶ Executive Training

# 3. Engaging with the Government

Cont'd

- ▶ Infrastructure Development (Roads/ Bridges / Water) ✓
  - ▶ Agriculture Training ✓
  - ▶ National Employment Centre Reforms
- ❖ Outcome of National Budget 2017 6 out of 10 submissions were achieved - 60%

# 4. Outcomes of Engagement between the Private & Public Sector

## 2017 TOPEX Action Plan

1. Climate Change: Unleashing the Power of the Private Sector
2. The Digital Media Revolution
3. Managing Risks
4. Technology and Innovation
5. The Pacific Connect
6. Preparing Fiji for the future – supply vs. demand
7. Seeking Better Corporate Culture.

## Outcomes

1. The MBA 4 change presidency Signing of MOU with US Climate Ready. ( COP 23)
2. Submissions to Government on ICT & Digital Infrastructure Development
3. Business Continuity Planning Trainings through BDRC
4. Blue Bus Revolution & Transformation Training
5. Establishing Pacific Regional Dialogue with Ministry of Employment & ILO
6. Partnerships with FHEC and Educational Institutions & the Submissions for reforms in the education system to support future of work.
7. Partnerships with the Pacific Corporate Governance Institute (PCGI)

## 4. Outcomes of Engagement between the Private & Public Sector

### **Some Areas of Opportunity for Growth in the Private Sector**

- Investment in Training & Education Sector
- Housing & Construction
- ICT Research & Development
- Investment in Medical & Health Sector
- Tax Free Manufacturing in extended TFZ
- Investment in Agriculture Sector
- Growth Incentives for SME's



# Private Sector Challenges

- ▶ Skills Gap & Mismatch
- ▶ Rising Cost of Doing Business
- ▶ Rising Demand for Compliance
- ▶ Wage Rise vs Productivity / Efficiency

# Conclusion

FCEF STANDS TO REPRESENT IT'S MEMBERS,  
BEING THE PREMIER EMPLOYERS  
ORGANISATION WITH A COLLECTIVE VOICE  
TO FOSTER ECONOMIC GROWTH IN FIJI.

***~THANK YOU~***