

Committee on the Application of Standards

Date: 22 May 2026

If they so wish, Governments appearing on the preliminary list of individual cases have the opportunity to supply on a purely voluntary basis, written information before 18 May 2026.

► Information on the application of ratified Conventions supplied by governments on the preliminary list of individual cases

Fiji (ratification: 1998)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

The Government has provided the following written information.

The Government, through the proposed Employment Relations Bill 2025 continues to review labour laws to ensure that industrial relations systems remain fair, balanced, and consistent with international labour standards. One of the key areas requiring continued attention is the provision for equal tripartite representation in labour institutions, boards, and decision-making mechanisms established under the legislation.

Tripartism is a fundamental principle promoted by the ILO, whereby governments, employers, and workers are equally represented in discussions and decisions relating to employment and labour matters. Equal representation strengthens democracy in the workplace and promotes confidence among all social partners. The importance of equal tripartite representation lies in ensuring that no single party dominates labour-related decisions. Workers, employers, and governments each have unique interests and responsibilities within the employment relationship. By allowing balanced participation, the Employment Relations Bill will continue to promote fairness, transparency and accountability in labour governance. Workers' representatives, particularly trade unions, provide practical insight into workplace realities, wages, occupational health and safety, discrimination, and dispute resolution. Employers contribute perspectives on productivity, business sustainability, investment and economic growth. Government participation ensures compliance with national development goals and public policy objectives. Equal representation enables these interests to be considered collectively rather than disproportionately favouring one side.

Strengthening social dialogue and industrial harmony

Equal tripartite representation also strengthens social dialogue and industrial harmony in Fiji. Employment-related disputes are resolved peacefully when all stakeholders believe their voices are heard and respected. The Government, through the revised Employment Relations

Bill 2025, will ensure that a robust tripartite system builds trust between employers and workers and reduces perceptions of bias in labour institutions. International labour standards encourage governments to consult workers' and employers' organizations on labour policies and legislation. A fair and balanced tripartite structure demonstrates Fiji's commitment to democratic labour governance, good faith consultation, and the protection of workers' rights while maintaining economic stability and employer confidence. The Government continuously reviews relevant provisions to ensure equal tripartite representation under the Employment Relations Bill. Equal representation promotes fairness, transparency, social dialogue and industrial stability while aligning Fiji with internationally recognized labour principles. A balanced tripartite system will continue to help ensure that labour laws and institutions operate effectively for the benefit of workers, employers and the nation.

Article 5(1): Effective tripartite consultations

The Government wishes to inform the Committee that consultations concerning the possible ratification and implementation of the Occupational Health Services Convention, 1985 (No. 161), the Asbestos Convention, 1986 (No. 162), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), have continued through the tripartite mechanisms established under the Ministry of Employment, Productivity and Workplace Relations (MEPWR), including the National Occupational Health and Safety Advisory Board (NOHSAB). These consultations involved representatives of the Government, employers' organizations and workers' organizations, and addressed matters relating to occupational safety and health legislation, policy development, national implementation frameworks and the potential ratification of relevant international labour standards.

Regarding Convention No. 187, Fiji has not yet ratified the Convention. The Government has, however, made progress towards the development of a comprehensive National Occupational Health and Safety (OHS) Policy, which is a key requirement under the Convention. A consultant was engaged to undertake the profiling and drafting of the National OHS Policy. The draft policy was subsequently validated by the ILO and relevant stakeholders, discussed through tripartite consultations, and endorsed by the NOHSAB. During the review process, the ILO advised that the document should distinguish between the overarching National OHS Policy and the associated implementation priorities, programmes, and operational systems in order to align with international best practice and the requirements of Convention No. 187. The Government is currently revising the document accordingly. Upon completion of the revision, the finalized National OHS Policy will be submitted to the Cabinet for consideration and endorsement. The Government is also seeking clarification regarding domestic procedures as to whether the Convention and associated policy framework should additionally be tabled before Parliament.

With respect to Convention No. 161, although Fiji has not yet ratified the Convention, progress has been made in strengthening the national occupational health services framework. An implementation framework covering the period 2020–24 was developed and has guided ongoing occupational health and workplace wellness activities. Occupational health and hygiene training for National Occupational Health and Safety inspectors and tripartite constituents was completed in October 2025 to strengthen technical capacity in occupational health services. In addition, a workplace wellness policy has been developed, occupational health reporting and information systems have been improved, and HIV/AIDS Training of Trainers programmes were conducted in November 2025 in line with the national HIV/AIDS workplace policy framework. The Government intends to continue strengthening occupational health services through the development of a code of practice on health and

wellness, continued training for labour inspectors and tripartite partners, the development of occupational health emergency and disaster preparedness training programmes, strengthening research and technical capacity, and further enhancement of occupational safety and health information systems.

Concerning Convention No. 162, Fiji has not yet completed a comprehensive national asbestos profile. Nevertheless, preliminary information and partial data have been collected through sectoral assessments, which indicate the presence of asbestos-containing materials in certain government facilities and buildings constructed during specific periods. Existing legislation provides limited controls on hazardous substances; however, a comprehensive framework addressing the importation, use, removal, and disposal of asbestos is still under development. The Government considers the completion of a National Asbestos Profile essential for guiding future measures on asbestos management and prohibition. The Government therefore intends to develop a comprehensive National Asbestos Profile in consultation with relevant stakeholders and agencies and to undertake further surveys, testing, and technical analysis to identify the extent and location of asbestos-containing materials. The Government also plans to strengthen collaboration with border control authorities and other relevant stakeholders to address the importation of asbestos-containing products and materials. Consideration is being given to progressively banning the importation and use of all forms of asbestos, and the Control of Hazardous Substances Regulations 2006 will be reviewed and updated to strengthen the national framework for asbestos management and control.

The Government further wishes to inform the Committee that tripartite consultations on matters covered under Article 5(1) of the Convention are conducted through established consultative mechanisms, including meetings of the NOHSAB and other tripartite forums convened by the MEPWR. These consultations address issues relating to international labour standards, occupational safety and health policy development, implementation of ratified Conventions, consideration of unratified Conventions, and national legislative and regulatory developments. The Government will continue to strengthen the frequency, documentation and reporting of these consultations and will provide further information on their content, outcomes and follow-up measures when requested.