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ECONOMIC CHALLENGES IMPOSED BY EMPLOYMENT RELATIONS PROMULGATION (2007) ON THE PRIVATE SECTOR OF FIJI

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ABSTRACT

Labour legislative reforms are recent phenomena in Fiji. History of Fiji's employment and industrial relations illustrates that the labour market of Fiji is characterised with dynamism and uncertainty. In particular, this dynamism and uncertainty was mainly caused by the existing employment laws such as Employment Act (Cap.92), Trade Disputes Act (Cap.97), Wages Councils Act (Cap.98), Trade Unions Act (Cap.96), Trade Unions (Recognition) Act 1998 and Public Holidays Act (Cap.101). These industrial relations acts were labeled as archaic and were not suitable to the changing context of Fiji. As a result, Employment Relations Promulgation (2007) was formulated and enforced in the country primarily to stabilise the labour market of Fiji. Employment Relations Promulgation (2007) was enforced in the country into two specific time periods. Against this backdrop, this article examines the economic implications of Employment Relations Promulgation (2007) on the public sector of Fiji.

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