

STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

Review of the Consolidated:

Ministry of Foreign Affairs and International Cooperation 2014 Annual Report

Ministry of Foreign Affairs Annual Report 2015

Ministry of Foreign Affairs Annual Report 2016-2017



PARLIAMENT OF THE REPUBLIC OF FIJI Parliamentary Paper No. 139 of 2019

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Chairperson's Foreword

The Standing Committee on Foreign Affairs and Defence is established under Section 109 (2) (e) of the Standing Orders (SO) of the Parliament of the Republic of Fiji.

I am pleased to present the Consolidated Report on the Review Report of the Standing Committee on Foreign Affairs and Defence (FAD) on the *Ministry of Foreign Affairs Annual Reports 2014, 2015, 2016-2017.* These are the first reports by the Ministry of Foreign Affairs to be reviewed by the Standing Committee at this session of Parliament.

The Committee recognises the essential role of the Ministry in terms of Fiji's foreign policy and the ratification and implementation of international treaties and conventions. Therefore, the Ministry should be seen to be the leading agency for Fiji's foreign policy in its diplomatic and sustainable development engagements in the region and international forums.

The Ministry's name was Ministry of Foreign Affairs and International Cooperation in 2014, to reflect the Ministry's attempt to re-establish diplomatic relations with other countries after the events of 2006 and to gain support towards the elections that took place in 2014 under Fiji's new Constitution. From 2015, the name reverted to the Ministry of Foreign Affairs.

The objectives of the review was to analyse operations, functions and administration of the Ministry for the reporting periods 2014 to 2017 with the view to identifying strengths, weaknesses and opportunities for improvements.

The Committee after reviewing the reports identified pertinent issues confronting the Ministry of Foreign Affairs today. Some of the issues are identified below:

- 1. The reports used inconsistent formats and terms, and did not conform to the standard performance reporting and monitoring which made it difficult to assess the Ministry based on normal indicators.
- 2. The reports do not provide Annual Corporate Plans and their linkages to the Key Performance Indicators, Key Result Areas, MDGs/SDGs and budget provisions.
- 3. The reports do not provide sufficient details of treaties and conventions that Fiji has ratified and deposited with the Ministry, nor the progress on implementation. Since 2015, the responsibility for treaties and conventions shifted to the Office of the Attorney General.
- 4. The reports whilst highlighting MOUs with other countries do not provide the status of implementation, impacts and benefits to Fiji of those MOUs. The Committee noted that the responsibility to oversee the implementation of MOUs once it is signed by the Ministry of Foreign Affairs rest with the line ministries and agencies resulting in the inability of the Ministry to update the Committee on progress.
- 5. Delayed board of survey had raised concerns about OHS issues in relation to office accommodation and residences which concerns the safety of diplomats, staff and families in Mission locations.

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- 6. Gender mainstreaming while the reports mentioned the number of female staff, they lacked in-depth analysis on gender mainstreaming within MOFA's staffing structure and leadership roles in senior positions in the Ministry in country and abroad.
- 7. It was pleasing to note that the Ministry's current senior staff were willing to accept change and implement strategies to improve the performance of the Ministry in the future.

While applauding the achievements of the Ministry, the Committee had identified some opportunities for improvements. The reporting periods beginning 2014 were significant since after a lapse of eight years, Fiji's return to parliamentary democracy under the new Constitution enabled Fiji to sign and ratify several important treaties and conventions that were long overdue.

The Committee notes the extensive rehabilitation works after TC Winston in 2016 was enabled through several MOAs and MOUs with bilateral partners and international NGOs.

The Committee commends the Ministry in ensuring that Fiji is aimed at maintaining a stable and sustainable system of international relations based on international law and the principles of equality amongst states, respect for national sovereignty, independence, territorial integrity, non-interference in internal affairs of States and respect for international treaties which are captured in the UN Charter.

I take this opportunity to thank the Honourable Minister, Permanent Secretary including all staff and their families for a job well done and their dedication to affirming Fiji's Foreign Policy in the region and globally. Importantly for being good ambassadors of Fiji in making the best first and last impression of Fiji in all their diplomatic interactions and engagements.

I also wish to thank members of my Committee and the secretariat for compiling this bipartisan report.

On behalf of the Standing Committee on Foreign Affairs and Defence, I submit this report to the Parliament.

Hon. Alexander O'Connor Chairperson

Recommendations

The Committee recommends the following:

Recommendation 1:

• The Committee recommends that all future reports should have the Annual Corporate Plans and their linkages to the Key Performance Indicators and Key Result Areas and MDGs/SDGs targets displayed at the beginning of the reports so that it is easy to assess the performance of the Ministry against the targets and budgetary provisions.

Recommendation 2:

• The Committee recommends that all future reports should provide summary and details of all treaties and conventions that Fiji has ratified and deposited with the Ministry including the progress on implementation. This will allow the Committee to oversight and update Parliament on how well Fiji is adhering to its global commitments in comparison with other nations.

Recommendation 3:

• The committee recommends that the Ministry considers creating a position for a Foreign Affairs/International Relations desk officer in each Ministry/Agency and have a systematic mechanisms be developed to monitor and evaluate the implementations of the MOUs with other countries at regular intervals and as agreed to by the parties. This information must be captured in subsequent Annual Reports.

Recommendation 4:

• The Committee recommends that adequate resources be allocated for timely conduct of board of surveys for overseas missions to safeguard the welfare of diplomats, staff and families and the upkeep of the properties of the embassy.

Recommendation 5:

• The Committee is of the view that the timely submission of Annual Reports is critical for the scrutiny of performance of the Ministry and how budgetary allocations have been utilized as provided by Parliament.

Recommendation 6:

• The Committee recommends that disaggregated data be provided for detailed in-depth analysis on leadership roles within the Ministry and gender mainstreaming within and with external stakeholders (MOUs, etc.).

Acronyms

AAMEE	America, Africa, Middle East and Europe
ACP	Annual Corporate Plan
CSO	Civil Society Organisation
CSD	Corporate Service Division
C24	Special Committee on Decolonization
CROP	Council of Regional Organizations in the Pacific
DG	Director General
EEZ	Exclusive Economic Zone
EPG	Eminent Persons Group
EU	European Union
G77	The Group of 77is a coalition of developing member nations, designed to promote its members' collective sustainable development interests in the United Nations
ICO	Implementation Coordination Office
KRAs	Key Result Areas
KPIs	Key Performance Indicators
MDGs	Millennium Development Goals
MOUs	Memorandum of Understanding
OAG	Office of the Attorney General
ODA	Overseas Development Assistance
PIDF	Pacific Islands Development Forum
NDP	National Development Plan
SDGs	Sustainable Development Goals
SIDS	Small Islands Developing States
SSC	South-South Co-operation
UNDOF	United Nations Disengagement Observer Force
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNOPS	United Nations Office for Project Services
UNFCCC	United Nations Framework Convention on Climate Change

1.0 Introduction

1.1 Background and Terms of Reference

The Committee had reviewed the Ministry Annual Reports for the reporting period 2014, 2015 and 2016-2017 and identified key areas that need to be assessed and these included the Ministry budgetary allocation, policies, programs, and projects, human resource development and the overall administration. Seventy percent (70%) of the Ministry's work involves Protocol and Consular services which includes visa, passport and information sharing about Fiji.

On 8th October 2019, the Ministry of Foreign Affairs Executives made a presentation to the Committee on the operations and administration of the organisation in the above reporting period.

In summary, the information for this report was obtained through a thorough Committee assessment of the Ministry's performance as contained in the above reporting period.

The Report is divided into three parts:

- I. **Part One** focuses on the Committee recommendations
- II. **Part Two** covers the Findings of the report to Parliament
- III. **Part Three** -covers the Conclusion.

1.2 Committee Remit and Composition

Pursuant to Standing Orders 109 (2) (e) that the Standing Committee on Foreign Affairs and Defence is mandated to look into matters related to Fiji's relations with other countries, development aid, foreign direct investment, oversight of the military and relations with multi-lateral organisation.

The members of the Standing Committee on Foreign Affairs and Defence are as follows:

- 1.2.1 Hon. Alexander O'Connor Chairperson
- 1.2.2 Hon. Dr. Salik Govind Deputy Chairperson
- 1.2.3 Hon. Selai Adimaitoga Member
- 1.2.4 Hon. Anare Jale Member
- 1.2.5 Hon. Lenora Qereqeretabua (Alternate Member)

1.3 Procedure and Program

The Standing Committee on Foreign Affairs and Defence commenced its deliberation on the 10th of September 2019 and received a written and oral submission from the Ministry of Foreign Affairs on the 8th of October, 2019 with the following attendees:

- 1. Mr. Esala Nayasi Deputy Secretary
- 2. Mr. Ravai Antonio Counselor RAD
- 3. Ms. Manjula Shah Director Corporate Services
- 4. Ms. Sherleen Lal Manager Monitoring & Evaluation

- 5. Ms. Alanieta Blakelock A/Director Oceania Bureau
- 6. Mr. Apolosi Lewaqai Director Asia Bureau
- 7. Mr. Solomone Momoivalu Director AAMEER Bureau
- 8. Ms. Emali Solderberg Senior Foreign Services Officer
- 9. Mr. Joseva Tuima Director Finance
- 10. Ms Anshoo Mala Chandra Manager Media and Communications

Date	Activity	Su	bject
Wednesday, 4 th Sept, 2019	 Referral of reports: Ministry of Foreign Affairs Annual Report 2014 Ministry of Foreign Affairs Annual Report 2015 Ministry of Foreign Affairs Annual Report 2016-2017 		
Monday, 9 th Sept, 2019	Public Holiday – Constitution Day	•	Ministry of Foreign Affairs Annual Report 2014
Tuesday, 10 th Sept, 2019	Committee Deliberation: • 9.30am - Ministry of Defence and	•	Ministry of Foreign Affairs Annual Report 2015
	National Security briefing by Desk Officer Mr George Washington to the Committee on the UN Security Council resolution 1540 and Universalisation of the Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction, commonly known as the Biological Weapons Convention (BWC);	•	Ministry of Foreign Affairs Annual Report 2016-2017
	• 9.45am –Manager Research brief on the above matters as per Honourable Committee study visit New Zealand Parliament, Wellington for the duration 15-22 September, 2019		
	 Endorse Proposed Workplan Read through the reports and compile set questions 		
Wednesday, 11 th Sept, 2019	Committee Deliberation:Read through the reports and compile set questions		

Thursday, 12 th Sept, 2019	Committee Deliberation: Read through the reports and compile set questions	
Sunday, 15 th to Sunday 22 nd Sept, 2019	Committee Study Tour – New Zealand Parliament *Secretariat to arrange for logistics in preparation for the submission	
Tuesday, 24 th Sept, 2019		
Wednesday, 25 th Sept, 2019 Thursday, 26 th Sept, 2019	Committee Deliberation – Compiling of questions	 Ministry of Foreign Affairs Annual Report 2014 Ministry of Foreign Affairs Annual Report
Tuesday, 1 st October, 2019	Committee Deliberation – Compiling of supplementary questions	2015Ministry of Foreign Affairs Annual Report
Wednesday, 2 nd October, 2019 Thursday 3 rd	Committee Deliberation – Compiling of supplementary questions	2016-2017
October, 2019		
Monday 7 th October, 2019	Committee Deliberation – Compiling of Draft Committee's Report	
Tuesday 8 th October, 2019	Submission by the Ministry of Foreign Affairs on the referred reports	
Wednesday 9 th October 2019	Committee Deliberation – Compiling of Draft Committee's Report	
Thursday 10 th October 2019	Public Holiday - Fiji Day	
Tuesday, 15 th	Committee Deliberation - Compiling of	

16th 2019October Final Committee's ReportThursday17thCommitteeDeliberationDeliberationCompiling	October 2019	Final Committee's Report	
	Wednesday 16 th October 2019	1 0	
	Thursday 17 th October 2019		

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2.0 Committee Deliberation and Analysis

2.1 Committee Findings

2.1.1 2014 Annual Report

The reports used inconsistent formats and terms, and did not conform to the standard performance reporting and monitoring which made it difficult to assess the Ministry based on normal indicators.

- 2.1.1.1 The report does not provide Annual Corporate Plans and their linkages to the Key Performance Indicators, Key Result Areas, MDGs and budget provisions. The Annual Report does not provide linkages between the Corporate Plan and the KPIs, KRAs and MDGs. The Ministry had responded to the Committee's concern and had stated that Fiji had achieved MDG 2, 3, 4 and 5 and mixed outcomes for the other MDGs. In terms of the challenges with regards to achieving Ministry KPIs and UN Millennium Development Goals, this would include resourcing limitations and the variable geopolitical shifts in the international arena that would have impacted Fiji's positions and focus and the ability to manage expectations of its multilateral, regional, bilateral and development partners.
- 2.1.1.2 The report does not provide sufficient details of treaties and conventions that Fiji has ratified and deposited with the Ministry, nor the progress on implementation.
- 2.1.1.3 The report whilst highlighting MOUs with other countries do not provide the status of implementation, impacts and benefits to Fiji of those MOUs.
- 2.1.1.4 The reporting period beginning 2014 was significant since after a lapse of eight years, Fiji's return to parliamentary democracy under the new Constitution enabled Fiji to sign and ratify several important treaties and conventions that were long overdue. The Committee is concerned about the delay in the submission of the 2014 Annual Report which was only referred to the Committee at the Parliament Sitting dated 4th September, 2019. In response to the concern of the Committee, the Ministry reasoned that the backlogs of reports to Parliament may have been a result of conflicting priorities, high staff turnover and limited resources at that point in time. Also during this time, there had been changes in the Ministry's leadership (PS) too.
- 2.1.1.5 Additionally, 2014 had been the year for elections in Fiji and the Ministry had been occupied with various official, political and high level engagements including state visits that may have led to the delay in the compilation of the Annual Reports.
- 2.1.1.6 In 2014, the Ministry established a Climate Change Division. It is also the first time that the Ministry hosted a National Climate Change Summit that brought all the different partners together.

- 2.1.1.7 The 2014 Annual Report only provided senior level positions however, during their presentation, a full organization structure was provided and the Ministry agreed that in future reports, organization structure and reports on staff establishment including appointments, recruitments and terminations with reasons would be provided.
- 2.1.1.8 In a multilateral setting with the aim to influence the global community, the Ministry engaged fully and participated in the various committees, networks and commissions. In this period, Fiji was also the Chair of the Group of 77 and China (G77 + China) which is the biggest negotiating bloc within the United Nations of 132 member countries.
- 2.1.1.9 Also this year, the Ministry established a new Mission in Geneva and re-joined the Commonwealth and the Pacific Islands Forum. Hereto, Fiji was appointed the Chair of the Executive Board for UNDP, UNFPA and UNOPS which is the biggest development arm of the UN System.
- 2.1.1.10 In terms of Budget, for the year 2014, it was \$40.2 million, an increase of \$2.8 million from 2013. This reflected with the increase in demand on the work of the Ministry.
- 2.1.1.11 The Committee notes that there were several high level visits by H.E, the Presidents from India, the People's Republic of China and Indonesia resulting in visa exemption MOUs signed on between Fiji and the People's Republic of China and Indonesia.
- 2.1.1.12 The responsibility for treaties and conventions has been the responsibility of the Office of the Attorney General since 2015. The Committee is of the view that there should be regular interactions and updates on treaties and conventions, ratification and implementation referred to the Standing Committee on Foreign Affairs and Defence.
- 2.1.1.13 The Committee notes that PIDF was established in 2014 to strengthen the South-South Cooperation (SSC). The PIDF provides an alternative platform for Fiji and Pacific Island Leaders to address pressing development issues that may be difficult to push through the Pacific Islands Forum (PIF), given the political nature of the Forum and the complexity of the dynamics involved. Recognizing globalization and the multi-sectorial nature of development challenges the Pacific is faced with and the need to address them in an inclusive manner, the PIDF serves as a unique regional partnership platform that gives an equal voice to all stakeholders including governments, civil society organizations and the private sector.
- 2.1.1.14 The Committee notes the signing of Maritime Boundary Delimitation Agreement between Tuvalu and Fiji. This agreement is based from an overlap of both parties' EEZ (200 nautical miles) boundaries. Due to this overlap, Fiji and Tuvalu negotiated on an equidistance line to agree on a common boundary for the benefit of both parties. Fiji should continue to pursue similar agreements between countries with which we have overlapping maritime boundaries.

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- 2.1.1.15 The Committee notes that Fiji signed a number of MOUs with other countries. The Committee notes that the implementation of MOUs fall on other arms of Government which makes the work of the Ministry of Foreign Affairs difficult in terms of monitoring the implementations and progress.
- 2.1.1.16The Committee notes the response from the Ministry in regards to the Universal Periodic Review to the Human Rights Council with key outcomes of the 2014 UPR as follows:
 - 2.1.1.16.1 "The ability for Fiji to showcase at the global and international platform Fiji's human rights status and our obligations based on the Charter of the United Nations and the fundamental principles and values of universal human rights as enshrined in the Universal Declaration of Human Rights." "The Government also used the platform to showcase its commitment towards cultivating an ethos of responsible human rights culture which is key to laying the platform for our social, political and economic advancement in view of our recent past."
 - 2.1.1.16.2 "Fiji as obligatory in its four and half years of review provided as procedural in accordance with the UPR mechanism its updates on the implementation of recommendations posed to us since the last review. It updated the Council on the human rights progress which was further bolstered by our own commitment as befitting to the development aspirations of our people. Such report only adds to the spirit of UPR, on that safeguards the universal rights and destiny of humanity on ensuring that no one is left behind."
 - 2.1.1.16.3 The Committee sought clarification on the terms of agreement for our soldiers who were abducted whilst serving as UNDOF Peacekeepers in Golan Heights which was highlighted in the Annual Report. The Ministry could not provide the answer and referred the Committee to the Ministry of Defence and National Security who it feels is in a better position to comment on the matter.

2.1.2 2015 Annual Report

- 2.1.2.1 The committee found it difficult to assess the performance of the Ministry because the report did not provide an Annual Corporate Plan and its linkages to the Key Performance Indicators, Key Result Areas, SDGs and allocated budget.
- 2.1.2.2 In 2015, the Ministry established two Regional Bureaus, namely; Oceania/Asia, Russia Regional Bureau and the UN/Treaties and Africa/Americas/Middle East/ Europe (UA) Regional Bureau. This had been done to better serve the overseas Missions in their respective geographical areas.
- 2.1.2.3 As part of the continuing restructuring of the Ministry, it is worthy to note that a new position of Director Finance was established in recognition of the recommendation from the Standing Committee on Public Accounts.
- 2.1.2.4 The Committee noted in the Auditor General's independent report of the year ended 31 December 2015 that the correctness of the statement of losses submitted by the ministry could not be verified as the Board of Survey was not carried out for 11 of the 18 missions and Ministry Headquarters. The delayed board of survey also raised the Committee's concern about OHS issues in relation to office accommodation and residences, and the safety of diplomats, staff and families in these locations.
- 2.1.2.5 The Committee noted that the responsibility of Treaties and Conventions was shifted from the Ministry of Foreign Affairs to the Office of the Attorney General in 2015. In view of the Committee's role under **Section 109 (2) (e) of the Standing Orders**, the Committee feels that the Office of the Attorney General (OAG) should be updating the Committee on the status of implementation of the provisions of the Treaties and Conventions and monitoring of the same, noting that the annual report of the OAG will now not be referred to the Standing Committee on Foreign Affairs and Defence.
- 2.1.2.6 For 2015, there was an increase in the Ministry's level of engagements with bi-lateral and multi-lateral partners and normalization of relationship with Australia and New Zealand which resulted in an increase in Overseas Development Assistance (ODA).
- 2.1.2.7 Since 2015, Fiji has actively participated in the global climate change initiative beginning with a leadership role in the United Nations Framework Convention on Climate Change (UNFCCC). 3rd national climate change summit held in Levuka, Ovalau with the theme of building climate resilience through genuine community and stakeholder partnerships.
- 2.1.2.8 In 2015, Fiji successfully hosted the ACP Parliamentary Assembly and the Joint Session of the ACP/EU Parliamentary Assembly in Suva at the eleventh hour due to the inability of Vanuatu to host after Cyclone Pam which ravaged the country.

2.1.3 2016 - 2017 Annual Report

- 2.1.3.1 The committee found it difficult to assess the performance of the Ministry because the report did not provide an Annual Corporate Plan and its linkages to the Key Performance Indicators, Key Result Areas, SDGs and allocated budget.
- 2.1.3.2 The Committee notes the period of reporting is a reflection of the change in Government's fiscal year.
- 2.1.3.3 The Committee notes that for 2016 and 2017 Fiji had a significant leadership role at global and international levels, as reflected in Fiji chairing the COP 23, co-chairing with Sweden the first ever UN Oceans Conference and assuming the Presidency of the UN General Assembly in New York.
- 2.1.3.4 The Committee notes that Fiji in terms of socio-economic gains or benefits, 2016 was the year that the ODA level dropped, which was a result of China's decision to step back after Fiji normalised relations with Australia and New Zealand.
- 2.1.3.5 Gender mainstreaming while the reports mentioned the number of female staff, they lacked in-depth analysis on gender mainstreaming within MOFA's staffing structure and leadership roles in senior positions in the Ministry in country and abroad.
- 2.1.3.6 The Committee noted that during the reporting periods, there was a high turnover of staff particularly at senior levels, which affected the timely submission of reports.
- 2.1.3.7 It was pleasing to note that the Ministry's current senior staff were willing to accept change and implement strategies to improve the performance of the Ministry in the future.

3.0 Gender Analysis

The Parliament of Fiji Standing Orders 110 (2) requires the Committee to give full consideration to the principle of gender equality so as to ensure all matters are considered with regard to the impact and benefit on both men and women. The Committee have made observations and recommendations which can be found in the *Findings* and *Recommendations* of the report.

4.0 Conclusion

While applauding the achievements of the Ministry, the Committee had identified some opportunities for improvements. The reporting periods beginning 2014 were significant since after a lapse of eight years, Fiji's return to parliamentary democracy under the new Constitution enabled Fiji to sign and ratify several important treaties and conventions that were long overdue.

The Committee notes the extensive rehabilitation works after TC Winston in 2016 was enabled through several MOAs and MOUs with bilateral partners and international NGOs.

The Standing Committee on Foreign Affairs and Defence has fulfilled its mandate approved by Parliament which was to examine the Ministry of Foreign Affairs for the reporting period 2014, 2015, 2016-2017. The Committee has conducted its review and formulated the findings with regard to the Ministry's performance. The Committee also took the initiative and opportunity to highlight in its report to Parliament issues that currently challenge the ministry today.

5.0 Members Signature

Members of the Committee		Signature :
Hon. Alexander O'Connor (Chairperson)	•	a thorny
Hon. Dr. Salik Govind (Deputy Chairperson		Stand
Hon. Selai Adimaitoga (Member)	2	· K-5
Hon. Anare Jale (Member)	-	Joen
Hon. Lenora Qereqeretabua (Alternate Member)	*	Lan

6.0 Appendices

No	Date	Agency/Organisation	Written Evidence	Oral Evidence
1	Tuesday 8th October, 2019	Ministry of Foreign Affairs	√	✓

6.1 Ministry of Foreign Affairs Submission Presentation





"... though we have clearly far more to gain than to give in this Assembly, we nevertheless believe that our country of Fiji has a contribution to make at the United Nations and we look forward to playing our part in forwarding its high purposes."

[Excerpt from the first address to the United Nations General Assembly by Fiji's first Prime Minister Ratu Sir Kamisese Mara on 13 October 1970 to mark Fiji's acceptance as a full member of the UN]

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The Presentation will focus on the following key areas:



OVERVIEW

MOFA role and establishments.



HIGHLIGHTS

Key achievements for 2014, 2015, 2016 - 2017



CHALLENGES

Key challenges for 2014, 2015, 2016 -- 2017



2017 - PRESENT

MOFA AT A GLANCE



ROLE

1. Conduct Diplomacy 2. Manage Relations

Responsibilities

The Ministry of Foreign Affairs is responsible for:

- 1. implementing Fiji's foreign policy 2. maintaining and strengthening
- Fiji's diplomatic relations
- building bridges of cooperation with development partners
- 4. growing trade with other nations.

Diplomatic Relations

Fiji has established formal diplomatic relations with 182 countries and maintains 17 overseas missions (and one Roving Ambassador Division in Fiji).



UNIQUENESS OF MOFA

- 1. Onshore and offshore component (Representation)
- 2. Workforce (Young, Vibrant, Competent and
- 3. Largest Ministry (24 Divisions and 18 Cost Centres);
- 4. Window to the World;
- 5. Consular Services
- Logistical & Protocol Support for visits, conferences, etc.



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CHALLENGES - 2014 to 2017

OPERATIONAL

FOREIGN POLICY



2017 to Present

Strategic Direction	 Leadership – Global & Regional HUB Status Return on Investment & Tangible Outputs Focus.
Policies	 Core - Regional Strategies Operations - Civil Service Reforms, Review of Civil Service (Diplomatic and Consular Services) Regulation 2006 (FOSR), Policies on Operational and Financial guidelines – internal
Systems & processes	 Quest For Excellence Fiji Business Excellence Awards Re-engineering of processes and systems.

Foreign Attairs Annual Report 2015 and Ministry of Foreign Attairs Annual Reports 2010-2017

"Fiji citizens are citizens of the world and Fiji is today an influential country in world affairs which I would say an impact that is out of proportion with the dimension of the country or the number of citizens of its population."



[Excerpt from the UNSG remarks at the Official Dinner Reception, Fiji – May 2019]



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