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## STANDING COMMITTEE ON SOCIAL AFFAIRS

**Review of:**

**Fiji National Sports Commission January – July 2016 Annual Report; and**

**Fiji National Sports Commission August 2016 – July 2017 Annual Report**



**Parliamentary Paper No. 15 of 2019**

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## CHAIRPERSON'S FOREWORD

I am pleased to present the report of the Standing Committee on Social Affairs on the annual review of the Fiji National Sports Commission for the period January – July 2016 and August 2016 – July 2017.

In accordance with its established Annual Report review process, the Committee examines Annual Reports of agencies, in order to investigate, inquire into, and make recommendations relating to the agencies' administration, legislative or proposed legislative programme, budget, functions, organisational structure and policy formulation. As part of this process, the Committee conducted public hearings to gather additional information.

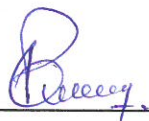
The process has proven to be an effective means of gauging its progress and maintaining a high level of scrutiny of the agencies under review.

This review was made in accordance with Standing Order 109(2)(b) which mandates the committee to look into issues related to health, education, social services, labour, culture and media.

The review looked at nine key areas covering the period from January 2016 to July 2017, conducted into: The Sports Commission's administration; structure; budgetary allocation; programmes offered; policies; challenges; highlights; priorities for the coming years; and its implementation of the Sustainable Development Goals.

I thank the Executive Chairman of the Fiji National Sports Commission, Mr. Peter Mazey, and his staff for their assistance in this inquiry. I also extend my gratitude to my Committee colleagues and Committee staff for their contributions and support.

I, on behalf of the Standing Committee on Social Affairs, commend this report to Parliament.



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**Hon. Viam Pillay**  
**Chairperson**

## LIST OF ACRONYMS

CSA	-	Community Sports Association
MoE	-	Ministry of Economy
NSO	-	National Sports Organisations
NCDs	-	Non-Communicable Diseases
SDG	-	Sustainable Development Goal

## RECOMMENDATION:

The Standing Committee on Social Affairs has conducted a review of the following Annual Reports:

- Fiji National Sports Commission January – July 2016 Annual Report
- Fiji National Sports Commission August 2016 – July 2017 Annual Report

The committee recommends that Parliament take note of its report.

## INTRODUCTION

The Standing Committee on Social Affairs of the last term of Parliament was referred the *Fiji National Sports Commission January – July 2016 Annual Report* which had subsequently been reintroduced in this new Parliament term and referred to the current Standing Committee on Social Affairs, for its review. In addition, the *Fiji National Sports Commission August 2016 – July 2017 Annual Report* was tabled in Parliament during the April 2019 meeting and also referred to the Standing Committee on Social Affairs, for its scrutiny.

Standing Orders 109(2)(b) allows the Standing Committee on Social Affairs to examine matters related to health, education, social services, labour, culture and media.

Standing Orders 110(1)(c) authorises the Standing Committee to *scrutinise the government departments with responsibility within the committee's subject area, including by investigating, inquiring into, and making recommendations relating to any aspect of such a department's administration, legislation or proposed legislative program, budget, rationalisation, restructuring, functioning, organisation, structure and policy formulation.*

## COMMITTEE MEMBERS

The substantive members of the Standing Committee on Social Affairs are:

- Hon. Viam Pillay (Chairperson)
- Hon. George Vegnathan (Deputy Chairperson)
- Hon. Alipate Nagata (Member)
- Hon. Salote Radrodoro (Member)
- Hon. Dr Ratu Atonio Lalabalavu (Member)

During the Standing Committee's meetings, the following alternate membership arose pursuant to Standing Order 115(5):

- Hon. Simione Rasova
- Hon. Mikaele Leawere



## **OBJECTIVES OF THE FIJI NATIONAL SPORTS COMMISSION**

Established by the Fiji National Sports Commission Act 2013, the Sports Commission aims to enrich the lives and health of all Fijians through physical activity and sports at all levels.

The following are the Sports Commission's Objectives as directed and approved by the Commission Board:

1. Guide and enhance the delivery of sports development in Fiji through a coordinated approach in partnership with Government, statutory bodies, and the community.
2. Institute a clear and manageable framework to effectively deliver sports programmes in Fiji.
3. Provide coordination and direction, and commit to the development of sports in Fiji.
4. Establish high standards of excellence in all aspects of sports delivery.
5. Improve the health of the nation through organized physical activities at all levels.
6. Support and encourage performance excellence in athletes and coaches by developing sports science and encouraging research in high performance athletes.
7. Recruit the best and most qualified people and provide them with the appropriate training, environment, and support to enable them, as a team, to achieve the Fiji National Sports Commission's corporate objectives.

## **ISSUES RAISED**

### **DIFFICULTIES IN PROVISION OF SPORTS GRANTS TO ALL NATIONAL SPORTS ORGANISATIONS**

Each year, National Sports Organisations (NSOs) are given the opportunity to lodge their applications for sports grants with the Fiji National Sports Commission. The six grant categories are:

- Overseas Sports Tours;
- Host International Events;
- Short Term Expert Grant;
- Sports Scholarship Grants;
- Special One-Off Grants; and
- International Coaches Grants.

The committee notes that the biggest challenge faced by the Commission is in trying to assist all sporting bodies with their limited requests. As such, the Commission is now working with the Ministry of Economy to ensure that grants are based on submissions made by each NSO. These submissions are presented to the MoE where they are assessed by all parties to achieve the best result. Clear rules on each available grant has been put in place and are, through training and dialogue, better understood by the NSOs. In order to qualify as eligible for sports grants, each NSO must show that it practices good sports governance, possesses development plans for the sport and its funding, and show accountability to its athletes, members and the sport. In addition, the Commission has also offered alternative sources of funding through introducing NSOs to sponsors and other donor agencies.

#### **RECOMMENDATION**

1. That the Commission should strengthen its network with National Sports Organisations to ensure that they meet the qualifying criteria when applying for grants.

### **NATIONAL SPORTS ORGANISATION DISPUTES**

The committee was made aware during the evidence session with the Fiji National Sports Commission that NSO disputes are a challenge and notes that a procedure to address these has been put in place. However, while the Commission is charged to attend to these disputes, it has no legal authority to enforce any action. The Commission has a Mediation Committee which has helped in resolving various issues existing within the sporting bodies. As a way forward, the Commission is planning to establish the Sports Integrity Commission by March 2020 to assist in addressing NSO disputes.

#### **RECOMMENDATION**

1. The Commission should ensure that the Sports Integrity Commission is established by the set timeframe to assist in the addressing of disputes within National Sports Organisations.

### **SPORTS DEVELOPMENT AND COMMUNITY ASSISTANCE**

Sports Development and Community assistance continues to be a challenge as the demand for programs exceeds budgets. It has taken careful monitoring and planning to ensure that the Commission's programs reach all areas of the country including the maritime regions. The committee notes that the sole funding for the Commission is through Government grant.

## **RECOMMENDATION**

1. That the Sports Commission pursue other income streams to assist them in their operational activities.

## **NEED TO INCREASE FOLLOW UPS ON SPORTS DEVELOPMENT PROGRAMMES**

Follow up is a compulsory part of all of the Commission's Sports Development Programmes conducted in the community as this is where impacts are captured to qualify returns in investments by Government.

The biggest impact of running a Sports Development Programme is the establishment of a Community Sports Association (CSA) in each community. The role of a CSA is to govern the running of sports in a district or area. The committee notes the huge positive trickle down effects of establishing a CSA.

The aim of follow ups is to collect specific data to justify Government investment in a particular programme(s). Such impacts which the Commission wishes to capture and measure is: the engagement of trained coaches and referees in local tournaments, the establishment of multi-sports clubs, the increase in participation in sports and physical activity through data collected by trained personnel, and employment opportunities provided for newly trained officials.

## **RECOMMENDATION**

1. That the Commission must ensure that there is an effective monitoring and evaluation mechanism in place to capture specific data to justify Government investment in the various Sports Development programmes and to determine their success.



## **SUSTAINABLE DEVELOPMENT GOALS**

The Commission aligns itself to the United Nations Sustainable Development Goals (SDGs) 2030. Sports is an important enabler of sustainable development as the Commission recognizes the contribution of sports to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objects (2030 agenda for SD a/RES/70/1, paragraph 37).

The committee notes that the Sports Commission directly aligns itself to the following goals:

### **Goal 3 – Good Health and Well Being**

The Commission's Vision and Mission statement serve as the basis for this alignment and the right to health serves as a basis for achieving healthy lives through physical activity and sport. Physical inactivity has been identified as the fourth leading risk factor for global mortality by the World Health Organization. Regular sport is a countermeasure available to nearly everyone which can also address the economic impacts of physical inactivity.

Sport and physical activity reduce the risk of contracting Non-Communicable Diseases. Participation in sport and physical activity can contribute to tackling NCDs and preventing obesity.

Sport encourages individuals, including the elderly, to adopt active lifestyles. It has a positive impact on child and healthy adolescent development and well-being.

Sport can help reduce infant, child and maternal mortality and improve post-natal recovery by increasing personal fitness of mothers and contributing to the prevention of play-related deaths. By implementing child safeguard measures, sport programmes can ensure the safety and well-being of children and cause change in other sectors by setting a good example.

Sport-based social programmes promote mental well-being for at-risk communities through trauma counselling and inclusion efforts. Sport can enhance mental health by delivering social, psychological and physiological benefits.

**The Commission has been able to achieve the above through its WELLNESS Program – OSO MAI RA and Mai Serua program - and working with other stakeholders such as, the Ministry of Health and Diabetes Fiji with respect to visiting communities and conducting screen tests.**

### **Goal 5 – Gender Equality**

The Commission uses sports as powerful platform for advocacy and raising awareness for gender equality.

The Commission addresses constricting gender norms to promote equal participation of girls and women in sport. Its sport and sport-based community programmes in particular are designed inclusively to promote gender equality.

The Commission's programs and staff foster increased self-esteem and confidence of women and girls to empower them and develop skills needed to become equal participants and leaders in their communities. Through sport-based programmes, women and girls can be equipped with knowledge and skills on health, on how to live a healthy and active lifestyle, on how to act in case they experience violence, on employability, and with leadership skills needed to progress in society.

**The Commission instills the above skills in youth from an early age through its KIDS IN COMMUNITY program as well as through all the other programs that it conducts and participates in.**

#### **Goal 8 – Decent Work and Economic Growth**

The Commission believes that any sport which bases its activity on respect for human rights can spur to positively impact local and regional businesses when organizing sport events.

Sport development programmes can foster increased employability for women, people with disabilities and other vulnerable groups, thus contributing to inclusive economic growth.

Sport-based educational programmes provide youth with skills for employability and opportunities to enter the labour market.

Sport-based employment and entrepreneurship can contribute to creation of decent jobs for all by complying with labour standards throughout their value chain and in line with business policies and practices.

Sport can generate enhanced overall community involvement, motivate mobilization of the wider community, and promote the growth of economic activities associated with sport.

**The committee notes that the Commission's sports development programmes provide suitability practices to ensure that communities carry on with club competitions.**

#### **Goal 10 – Reduced Inequalities**

Sport, including sport events, can be used to celebrate and value diversity. Stakeholders in sport can promote mutual understanding and address discriminatory practices and various forms of discrimination. Sport stadia that serve as stages for human behaviour can become platforms for human rights based inclusiveness and respect for diversity.

Sport is recognized as a contributor to the empowerment of individuals, such as women and young people, and communities. Participation in sport offers opportunities for the empowerment of people with disabilities - it showcases ability, not disability, thus raising awareness and promoting respect. Sport can therefore be effectively used for the inclusion of all irrespective of age, sex, race, ethnicity, origin, sexual orientation, gender identity, religion, or economic and other status.

Equal opportunities can be achieved in and through sport by raising awareness towards existent inequalities and establishing sport-related policies and programmes aimed at reducing them.

The popularity of, and positive attitude towards sport makes it a suitable tool for tackling inequality in areas and population which are difficult to reach. It can also tackle prejudice and intolerance by promoting tolerance and pro-social behavior.

**To achieve the above, the Commission:**

- **conducts an Annual NSO conference to promote mutual understanding;**
- **promotes inclusiveness in all its programs regardless of gender;**
- **collaborates with stakeholders to reduce inequalities in its sport related policies;**
- **undertakes sports development programmes in areas that are difficult to reach; and**
- **introduces sports and physical activities to tackle issues of prejudice in sports.**

**The Commission is able to achieve the above through its talent identification in Sports Outreach or Train the Trainer programmes.**

### **Goal 11 – Sustainable Cities and Communities**

The right to equality and non-discrimination is a cornerstone of international law. Sport can promote equality and can serve as a platform to promote the value of diversity. Stakeholders in sport can amplify the message of equality and respect for diversity.

Equal opportunities can be achieved in and through sport by raising awareness towards existent inequalities and establishing sport-related policies and programmes aimed at reducing them.

The popularity of, and positive attitude towards sport make it a suitable tool for tackling inequality in areas and population that are difficult to reach. It can also tackle prejudice.

**This is directed to the Commission’s drafted National Sports Policy, and in the urban areas where the drift for youth has been huge; the Commission has an Urban Central Division set up of 10 zones and in each zone several clusters each – working with the Central Division Police Unit in creating safe communities with zone competitions.**

**Irrespective of age, sex, race, ethnicity, origin, sexual orientation, gender identity, religion, and economic or other statuses, urban communities are now assisting in identifying areas to build multipurpose sports courts and grounds and working with stakeholders such as, the Ministry of Youth and Sports to assist in processes and funding.**

Additionally, the Commission indirectly aligns itself to the following Goals through its stakeholders:

- Goal 4 – Quality Education
- Goal 16 – Peace, Justice and Strong Institutions
- Goal 17 – Partnerships for the Goals

## **GENDER ANALYSIS**

Gender is a critical dimension to parliamentary scrutiny. Standing Order 110 (2) requires committees to consider gender equality and ensure that the impact on both men and women is explored in all matters.

The committee noted that employment at the Commission is based on merit and at no time has the gender of a person been considered. Breakdown of the Board members and Commission employees is as follows:

### **STAFF ESTABLISHMENT**

<b>CATEGORY</b>	<b>MALE</b>	<b>FEMALE</b>
BOARD	5	5
SENIOR SPORTS DEVELOPMENT OFFICERS	3	2
ASSISTANT SPORTS DEVELOPMENT STAFF	5	-
ADMINISTRATION AND MANAGEMENT	3	5
TOTAL	16	12

*Source: Written Response from the Fiji National Sports Commission*

The committee further noted that recruitment of staff is undertaken by the HR Development South Pacific which is responsible for facilitating all interviews with panel of Board members and senior staff. Staff have annual performance appraisal done and three females in the past year



have been promoted to senior positions within the organisation. Staff training is ongoing and all staff are encouraged to attend training courses.

## CONCLUSION

The Standing Committee on Social Affairs has fulfilled its mandate approved by Parliament which was to examine and review the following Annual Reports:

- Fiji National Sports Commission January – July 2016 Annual Report; and
- Fiji National Sports Commission August 2016 – July 2017 Annual Report

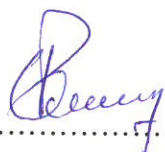
The Fiji National Sports Commission was established under the Fiji National Sports Commission Act of 2013, to guide and enhance the delivery of sports and physical activities programmes, in a coordinated approach at all levels of participation by Government, Statutory bodies and the communities, to ensure the development of sports and physical activities, and other related matters, in Fiji.

Some of the challenges faced by the Sports Commission in the 2016-2017 Financial Year was in terms of trying to assist all NSOs with their limited requests, attending to NSO disputes, and engaging in planning and monitoring to ensure that Sports Development and Community Assistance programmes reach all areas of the country. With these exceptions, the committee is generally satisfied with the operations of the Sports Commission and commends it for the measures taken to address the challenges faced in meeting its strategic objectives.

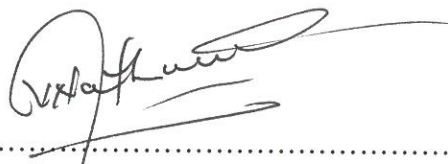
The review was conducted in a very tactful and comprehensive manner. This has enabled the committee for Social Affairs to submit to Parliament a more reliable and a cohesive report.

## COMMITTEE MEMBERS' SIGNATURE

We, the Members of the Standing Committee on Social Affairs, hereby agree with the contents of this report:



.....  
Hon. Viam Pillay  
(Chairperson)



.....  
Hon. George Vegnathan  
(Deputy Chairperson)



.....  
Hon. Alipate Nagata  
(Member)



.....  
Hon. Salote Radrodoro  
(Member)



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Hon. Dr. Ratu Atonio Lalabalavu  
(Member)

## APPENDICES

### Witnesses

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The following witnesses gave evidence. Transcripts can be viewed on the Parliament website at the following link: <http://www.parliament.gov.fj/committees/standing-committee-on-social-affairs/>

**Thursday 25 April 2019 & Wednesday 27 March 2019**

#### Fiji National Sports Commission

**Peter Mazey**, Chairman, **Shalendra Ram**, Finance Manager, **Moira Rodan**, Research and Development Manager, and **Joji Liga**, Sports Development Manager.



## **Published written evidence**

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Written evidence and supplementary information was received from the Fiji National Sports Commission and can be viewed on the Parliament website at the following link:  
<http://www.parliament.gov.fj/committees/standing-committee-on-social-affairs/>