



**USAID** | **TUNISIA**  
FROM THE AMERICAN PEOPLE



## **TUNISIA GENDER ANALYSIS:**

CONSTRAINTS, SUCCESS STORIES/BEST PRACTICES,  
OPPORTUNITIES, AND RECOMMENDATIONS

February 23, 2022

This publication was produced for review by the United States for International Development (USAID). It was prepared by International Business & Technical Consultants, Inc. (IBTCI), under AID-280-TO-17-00001.

## **MONITORING AND EVALUATION FOR TUNISIA AND TUNISIA (METAL) ACTIVITY**

### TUNISIA GENDER ANALYSIS

**February 23, 2022**

International Business & Technical Consultants, Inc. (IBTCI)

In the U.S.:

8618 Westwood Center Drive  
Suite 400  
Vienna, VA 22182 USA  
Tel: +1.703.749.0100

In Tunisia:

1er Étage, Blue Bloc  
Vital Cube Building  
4 L'île de Tasmanie  
Les Berges du Lac 2  
1053 Tunis, Tunisia

AID-280-TO-17-00001

**DISCLAIMER**

This report is made possible by the support of the American people through the United States Agency for International Development (USAID). The contents are the sole responsibility of IBTCI and do not necessarily reflect the views of USAID or the United States Government.

# TABLE OF CONTENTS

<b>LIST OF FIGURES</b>	<b>III</b>
<b>LIST OF TABLES</b>	<b>III</b>
<b>ACRONYMS</b>	<b>IV</b>
<b>ABSTRACT</b>	<b>VI</b>
<b>I. EXECUTIVE SUMMARY</b>	<b>I</b>
1.1. Purpose and Methodology	I
1.2. Key Findings	I
1.3. Recommendations	2
<b>2. OVERVIEW OF THE CONTEXT</b>	<b>6</b>
2.1. Tunisian Context	6
2.2. USAID in Tunisia	6
<b>3. USAID GENDER POLICY AND ANALYSIS OBJECTIVES</b>	<b>7</b>
3.1. USAID Gender Policy	7
3.2. Analysis Objective	7
<b>4. METHODOLOGY AND LIMITATIONS</b>	<b>8</b>
4.1. Data Collection and Analysis Methods	8
4.2. Limitations	10
<b>5. FINDINGS</b>	<b>11</b>
5.1. Laws, Policies, Regulations, and Institutional Practices	11
5.2. Cultural Norms and Beliefs	16
5.3. Gender Roles, Responsibilities, and Time Use	19
5.4. Patterns of Power and Decision-Making	22
5.5. Access to and Control over Assets and Resources	24
<b>6. RECOMMENDATIONS</b>	<b>31</b>
<b>ANNEX 1: SCOPE OF WORK</b>	<b>41</b>
<b>ANNEX 2: GENDER RECOMMENDATIONS LINKED TO USAID TUNISIA ACTIVITIES</b>	<b>51</b>
<b>ANNEX 3: LIST OF KEY INFORMANTS</b>	<b>55</b>
<b>ANNEX 4: DATA COLLECTION TOOL</b>	<b>60</b>
<b>ANNEX 5: GENDER-RELATED DATA</b>	<b>62</b>
<b>ANNEX 6: ANNOTATED BIBLIOGRAPHY</b>	<b>64</b>

## **LIST OF FIGURES**

Figure 1: USAID/Tunisia Results Framework (27 July 2020) 6

## **LIST OF TABLES**

Table 1: Acronyms for USAID/Tunisia Programs and Implementing Partners (IPs) v  
Table 2: Number of KIIs by Category and Number of KIIs by Gender 9

## ACRONYMS

ADS	Automated Directives System
AFTURD	<i>Association des Femmes Tunisiennes pour la Recherche sur le Développement</i>
CAWTAR	Center of Arab Women for Training and Research
CDCS	Country Development Cooperation Strategy
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COLIBE	<i>Commission des Libertés Individuelles et de l'Égalité</i>
COVID-19	Coronavirus Disease 2019
CREDIF	<i>Centre de Recherches, d'Études, de Documentation et d'Information sur la Femme</i>
CSO	Civil Society Organization
ESCWA	Economic and Social Commission for Western Asia
EU	European Union
FGD	Focus Group Discussion
GBV	Gender-Based Violence
GIZ	<i>Gesellschaft für Internationale Zusammenarbeit</i>
GOT	Government of Tunisia
HAICA	<i>Haute Autorité Indépendante de la Communication Audiovisuelle</i>
ILO	International Labor Organization
INGO	International Non-Governmental Organization
INL	United States Department of State Bureau of International Narcotics and Law Enforcement Affairs
INS	National Institute of Statistics
IP	Implementing Partner
ISIE	<i>L'Instance Supérieure Indépendante pour les Élections</i>
KI	Key Informant
KII	Key Informant Interview
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and other gender non-conforming individuals
MENA	Middle East and North Africa
MFFEPA	<i>Ministère de la Famille, de la Femme, de l'Enfance, et des Personnes Agées</i>
MP	Member of Parliament
OECD	Organization for Economic Co-operation and Development
PSC	Personal Status Code
PWD	Persons with Disabilities
SDC	Swiss Agency for Development and Cooperation
SOW	Scope of Work
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USAID	United States Agency for International Development
VAW	Violence Against Women

**Table 1: Acronyms for USAID/Tunisia Programs and Implementing Partners (IPs)**

Activity/Program (Alphabetical Order)		Implementing Partners	
CEED	Center for Entrepreneurship and Executive Development	SAEF	Small Enterprise Assistance Fund
-	Femmedina: <i>Programme de Ville Inclusive à Tunis</i>	(UNOPS)	Cities Alliance (hosted by United Nations Office for Project Services)
DEMT	Domestic Election Monitoring – Tunisia	CEPPS	Consortium for Elections and Political Process Strengthening
FAST	Fiscal and Accounting System of Tunisia	DAI	Development Alternatives International
JOBS	Jobs, Opportunities, and Business Success	-	Chemonics
-	Let’s Talk about Religious Freedom	-	Attalaki
-	Ma3an (“Together” in Arabic)	-	FHI-360
-	Mashrou3i (“My Project” in Arabic)	UNIDO	United Nations Industrial Development Organization
METAL	Monitoring and Evaluation for Tunisia and Tunisia	IBTCI	International Business & Technical Consultants, Inc.
PTP	Political Transitions Project (Implemented by CEPPS)	IFES	International Foundation for Electoral Systems
		IRI	International Republican Institute
		NDI	National Democratic Institute
		-	Internews
TADAEEM	Tunisia Accountability, Decentralization, and Effective Municipalities	-	Deloitte
-	Visit Tunisia	-	Chemonics

## ABSTRACT

The USAID/Tunisia 2022 Gender Analysis identifies opportunities for integrating gender-focused approaches, as required by USAID Automated Directives System (ADS) 205 on Gender Equality and Female Empowerment. Key findings include the fact that many progressive legal protections lack implementation. While legal and institutional reform are unlikely in the current environment, coordinated strategic planning and action by civil society are important, including legal aid in gender-based violence (GBV) cases. The multi-ministerial Peer Council for Equality and Equal Opportunities has potential for mainstreaming gender in public policies and budgets. Media and school curricula reinforce gendered stereotypes; community radio stations present opportunities, as do Ministry of Education civics curricula that could add a gender focus. Women in leadership roles in the public sphere face resistance and violence, including cyberbullying. Women spend eight-12 hours per day on domestic duties, but safe and affordable local social services are lacking. Changing attitudes among men and boys is essential to reduce household burdens on women and girls, and to enable their full contributions to civic, political, and economic life. Women are active in civil society, which can be a gateway to political roles, especially at the local level. Female entrepreneurs have potential to fill service gaps, and represent an untapped market for lenders, but women have limited access to bank accounts, credit, mentorship, markets, or information about business opportunities. Several donor-funded projects support banking reforms and female entrepreneurs, including a few non-traditional enterprises in technology and energy sectors, but coordination is limited.



# I. EXECUTIVE SUMMARY

## I.1. Purpose and Methodology

The purpose of the USAID/Tunisia 2022 Gender Analysis is to conduct an analysis of the status of women and girls, including non-binary, transgender, and gender non-conforming individuals, as compared to and in relation to men and boys. Specifically, the gender analysis is intended to accomplish the following:

- Update the USAID/Tunisia gender analysis developed in 2016.
- Present a countrywide picture of the status of women and gender.
- Develop strategic level sector-specific recommendations for USAID's consideration.

The gender analysis is intended to identify any opportunities as well as best practices and success stories that could be replicated or expanded by USAID/Tunisia. Recommendations from the gender analysis are intended to contribute to the further integration of gender-focused principles and approaches into a new USAID/Tunisia Country Development Cooperation Strategy (CDCS) that is currently under development, as required by USAID Automated Directives System (ADS) Chapter 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle.

A four-member gender analysis team conducted an extensive literature review focused on research and data published since 2016. The team interviewed in person and remotely 114 key informants (KIs) from around the country representing Tunisian civil society and government, as well as USAID and its Implementing Partners (IPs), United Nations agencies, and other international donors and organizations. Analysis of the information and data gathered from the literature review and interviews was summarized in a presentation of key findings and recommendations for representatives of USAID/Tunisia on January 26, 2022. Their feedback and additional analysis have been incorporated in this report.

## I.2. Key Findings

Key findings for each of the gender analysis domains are summarized below.

### **Laws, Policies, Regulations, and Institutional Practices**

Tunisia has led the region in gender equality measures, but many legal protections lack implementation and other laws need amendment to protect gender-related rights. In the current political environment, legal and institutional reform are unlikely, but coordinated strategic planning and action by civil society are important. Many judges, police officers, and lawyers lack understanding of or are resistant to addressing gender issues. More legal aid and other services for gender-based violence (GBV) victims are needed. The multi-ministerial Peer Council for Equality and Equal Opportunities has potential to be more effective for mainstreaming gender in public policies and budgets. Female municipal councilors took some initiatives for local women and girls, and the Code of Local Authorities presents opportunities to improve local government institutional practices.

### **Cultural Norms and Beliefs**

Tunisian society is deeply patriarchal based on social and religious values. Men are torn between traditional expectations to provide for the family and current economic realities. Media and outdated school curricula reinforce gender stereotypes. GBV in private and public is common, despite the passage of a comprehensive law in 2017. GBV complaints multiplied fivefold during the first COVID-19 lockdown. Pervasive prejudice fuels stark social rejection of lesbian, gay, bisexual, transgender, queer, intersex, and other gender non-conforming (LGBTQI+) individuals. Despite a landmark 2018 law against racial discrimination, social and economic bias against racial and other minorities is common. Many women work in journalism, including as leaders at community radio stations. Several civics curricula under development with the Ministry of Education could add a gender focus.

## Gender Roles, Responsibilities, and Time Use

Women spend eight–12 hours per day on domestic duties, but safe and affordable local social services are lacking. Men are family heads by law and cultural norm, and they control most household decisions. Women in decision-making roles in the public sphere face resistance and violence, including cyberbullying. Changing attitudes among men and boys is essential to reduce household burdens on women and girls, and to enable their full contributions to civic, political, and economic life. Women are active in civil society, which can be a gateway to political roles, especially in local communities.

## Patterns of Power and Decision-Making

Women are numerically well-represented in elected and appointed governance institutions, including leadership roles, but have limited decision-making and policy-making power. At the municipal level, women hold more elected and civil service decision-making positions and have sometimes been able to act in support of women in their communities. Many elected female municipal councilors have resigned due to marginalization and political violence; a nascent network of women councilors has potential to enhance their capacities. Parliament lacks a women’s caucus and a permanent commission on women’s issues, and political parties have not reformed internally to ensure women’s meaningful participation.

## Access to and Control over Assets and Resources

Weak local social services – including transportation and childcare – significantly limit women’s ability to invest time in economic, civic, and political activities. Female entrepreneurs have potential to fill service gaps and represent an untapped market for lenders. However, women have limited access to bank accounts, credit, mentorship, markets, or information about business opportunities. Several donor-funded projects support banking reforms and female entrepreneurs, including a few nontraditional enterprises in technology and energy sectors, but coordination is limited. Women in rural regions have significantly less access to information about opportunities, especially via smartphones and the internet.

## I.3. Recommendations

Recommendations are offered to inform future USAID programming toward the goal of promoting gender equality and female empowerment in Tunisia. Priority recommendations are presented according to the gender analysis domains, followed by general, cross-cutting recommendations.

### Laws, Policies, Regulations, and Institutional Practices

- In advance of the referendum and elections in 2022, support **voter/civic education campaigns targeting women and men about women’s participation**, including through the private sector (e.g., factories); **gender-focused election observation and media monitoring**; and gatherings for new women candidates to learn from experienced elected women.
- Provide **technical assistance** to the **National Institute of Statistics (INS)** and key ministries dealing with women’s and girls’ affairs (e.g., health, education, justice, employment, and commerce) on gathering **sex-disaggregated data** and external communication of that data.
- Provide technical assistance to the **Peer Council for governmental gender mainstreaming**, including for the preparation of **operational gender-based budgeting plans** by all ministries, with leadership and input from the Ministry of Family, Women, Children, and Seniors (MFFEPA) and the Ministry of Finance. Relevant ministries in addition to those listed above include culture and environment to address gender-focused media and climate change issues.
- Provide technical assistance and support for MFFEPA’s **National Observatory for the Prevention of Violence against Women** to counter GBV, including political and cyber violence, and Centre for Research, Studies, Documentation and Information on Women (CREDIF)

to implement their new **national study on the economic and social cost of violence against women**.

- Support long-term **legal and regulatory reform** efforts through **mapping** with CSO partners all of the legislative drafting already done to identify and fill gaps, building on the work of the Individual Freedoms and Equality Committee (COLIBE) report. Identify and **support GOT champions for such reforms** at all levels and in all government branches and departments.
- Support **CSO legal aid services, especially for GBV cases**. (Coordinate with *Avocats Sans Frontières* and UNFPA among others.) Collaborate with the United States Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) to enhance the gender focus of activities with police and judges, and their coordination with CSO service providers.
- Support the Independent High Authority for Audiovisual Communication (HAICA) to enforce Article 11 of Law 58-2017 on **media's responsibilities in combatting GBV and gender stereotypes**.

### **Cultural Norms and Beliefs**

- Conduct **gender-focused reviews of new civics curricula** to ensure they counter gender stereotypes and address GBV. Adapt them for other contexts, such as secondary schools, universities, community-based civic education, and media campaigns. (Collaborate with the organizations, Article 19 and Search for Common Ground, among others.)
- Build capacity of **community radio stations and female journalists**, especially in interior and rural areas. Encourage journalists to avoid gender stereotypes and cover issues of concern to women, girls, and LGBTQI+ communities through hands-on media training and journalism awards.
- Include **young women, young men, and young gender non-conforming individuals** in diverse programming initiatives to foster positive gender-related attitudes.
- Invest in recruiting **men and boys as allies and champions**. Promote positive masculinity.
- Host both joint and **sex-segregated events** to hear women's voices independently (to understand their concerns and priorities) and to foster male allies and champions.

### **Gender Roles, Responsibilities, and Time Use**

- Fund **media campaigns** showing women/girls in nontraditional roles and participating fully in public life – and showing men/boys in household/care roles and supporting women/girls.
- Support **policies and access to social services** that reduce household/caregiving burdens on women, enabling them to participate more fully in public life (e.g., work, civic life, politics). Examples of services include daycare and safe transportation. Policies include equitable maternity/paternity leave, flexible hours, and home-based work.
  - Promote **CSOs and private enterprises led by women and male allies that provide relevant social services** (e.g., health care, daycare/education, and transport).
  - Support efforts to enhance relevant **municipal government social services**.

### **Patterns of Power and Decision-Making**

- Build awareness and capacity of male and female municipal councilors to ensure the **full participation of women councilors**, incorporate the needs of women and girls in **municipal planning**, and **engender local budgeting**.

- Support activities with **women municipal councilors from different geographical areas** to facilitate exchange of experiences, networking, and mutual learning, potentially through the **Network of Elected Women**.
- Support analysis and advocacy related to **local election law and code of local authorities** in terms of women's representation and leadership in municipal commissions.
- Foster women's civic participation through **long-term, community-based approaches**, including for mobilizing female electoral candidates long before the next election, building on women's leadership in CSOs.
- Enhance **understanding among CSO sub-partners of gender issues and gender-focused approaches** to activities. Support CSOs focused on gender equality and empowerment of women and LGBTQI+ individuals, especially in interior and rural areas. Support coalition-building among rural CSOs on gender themes.

### **Access to and Control over Assets and Resources**

- Support more **women-led enterprises** longer term with equipment, training and mentoring on business planning and financial management, basic literacy and numeracy skills when needed, facilitation in navigating banking/credit systems and enhancing women's access to markets. Support MFFEPA's new "*Raidat*" program related to women's entrepreneurship.
- Focus on women's entrepreneurship in **nontraditional sectors**, such as information technology, solar power and other green initiatives, and value-addition processing of agricultural products.
- (From the Domain on Gender Roles) Promote **private enterprises** led by women and male allies that provide social services (e.g., health care, daycare/education, and transport).
- Work with banks and micro-finance institutions to **facilitate women's access to simplified financial products** for their small-scale enterprises. (Coordinate with International Labor Organization [ILO] and Swiss Development Corporation [SDC], among others.)
- Support networking and mutual learning opportunities among female entrepreneurs across the country, including **women's cooperatives and business associations**.
- Encourage **private sector** enterprises to adopt structural changes that promote gender equality (e.g., United Nations Development Programme [UNDP] Gender Equality Seal Certification Program).
- Invest in women's **digital literacy** and **cyber-secure access** to online learning and networking.
- For less literate audiences, enhance **access to information** through a wide variety of outreach methods – including radio and television programming, visual materials, community cultural events and "street theater" – to inform their participation in civic and political life and to provide information about economic opportunities and social programs.

### **General (Cross-cutting) Recommendations**

- Position **USAID as a model** of gender-focused programming and activities internally through inclusive hiring and retention practices, externally through gender-focused public communications and dialogue with GOT counterparts, and explicitly through gender-focused programming.
- For all USAID solicitations and programs, require gender-specific **indicators** (ADS 205.3.9.2), gender **action plans** (ADS 205.3.6-7), and gender-disaggregated **reporting data** (ADS 205.3.8), including for all surveys and other research products.

- Ensure that USAID and its IPs participate actively in **gender coordination mechanisms** to share learning, avoid duplication, and ensure complementarity. Co-host gender working groups in sub sectors such as banking/micro-lending and development of inclusive civics curricula.
- Use all interactions with government entities, CSOs, IPs, and other stakeholders to increase gender-focused research and technical capacities to gather and use **sex-disaggregated data**.
- Fund **gender assessments on specific topics**, such as women’s experiences in municipal councils and women’s access to financial resources.
- Support **materials development and media messaging** (by IPs and their partners) to counter negative stereotypes and sociocultural norms, which are among the most significant factors that restrict and disempower women and girls and LGBTQI+ individuals.
- Foster **Communities of Practice** among Tunisian women and among gender non-conforming individuals, and link them with peers and mentors in the United States and Europe.
- Focus funds and activities in **interior and rural regions**, including Kasserine and Jendouba Governorates, where barriers to inclusive participation and access to resources are more acute.
- Adopt procedures – such as public procurement quotas – to include **women and their businesses as vendors** for USAID-funded programs.

## 2. OVERVIEW OF THE CONTEXT

### 2.1. Tunisian Context

After independence in 1956, Tunisia established a global reputation as being at the vanguard of gender equality and female empowerment among Muslim Arab countries. Progressive changes consisted of the Code of Personal Status (promulgated in 1956), including the abolition of polygamy, and encouraging women to be active in economic and political spheres.

In the decade following the 2011 Jasmine Revolution, additional positive developments include the 2014 mandate for vertical parity in legislative elections and 2017 mandate for both horizontal and vertical parity in municipal elections, resulting in women securing almost half of municipal council seats in 2018. Landmark legislation to counter gender-based violence (GBV) was passed in 2017, and a decree preventing Tunisian women from marrying non-Muslim men was abolished. In September 2021, the President nominated the first woman Prime Minister in Tunisia and the region, and the current government includes an unprecedented number of women.

Nevertheless, as of 2021, Tunisia was ranked 126 out of 156 countries on the Global Gender Index, compared to its ranking at 90 in 2006.<sup>1</sup> Reasons include the failure to implement effectively most provisions of the gender-based violence law, an increase in violence against women in both public and private spheres, and the limited decision-making power of women in government and the private sector.

Under a conservative coalition of political parties since 2011, Tunisia has continued to promote itself successfully as a thriving democracy upholding gender equality. However, the status of women and girls and gender non-conforming individuals has in some ways stagnated or deteriorated during the past decade, as described and documented in the current report.

On July 25, 2021, the President suspended parliament and dissolved the government, vesting legislative and partial judicial power in himself, which has exacerbated barriers to practical implementation of progressive legislation and to women's influence in policy-making and governance. The consolidation of power, combined with a global pandemic and related economic crisis, have undermined full progress toward gender equality in Tunisia.

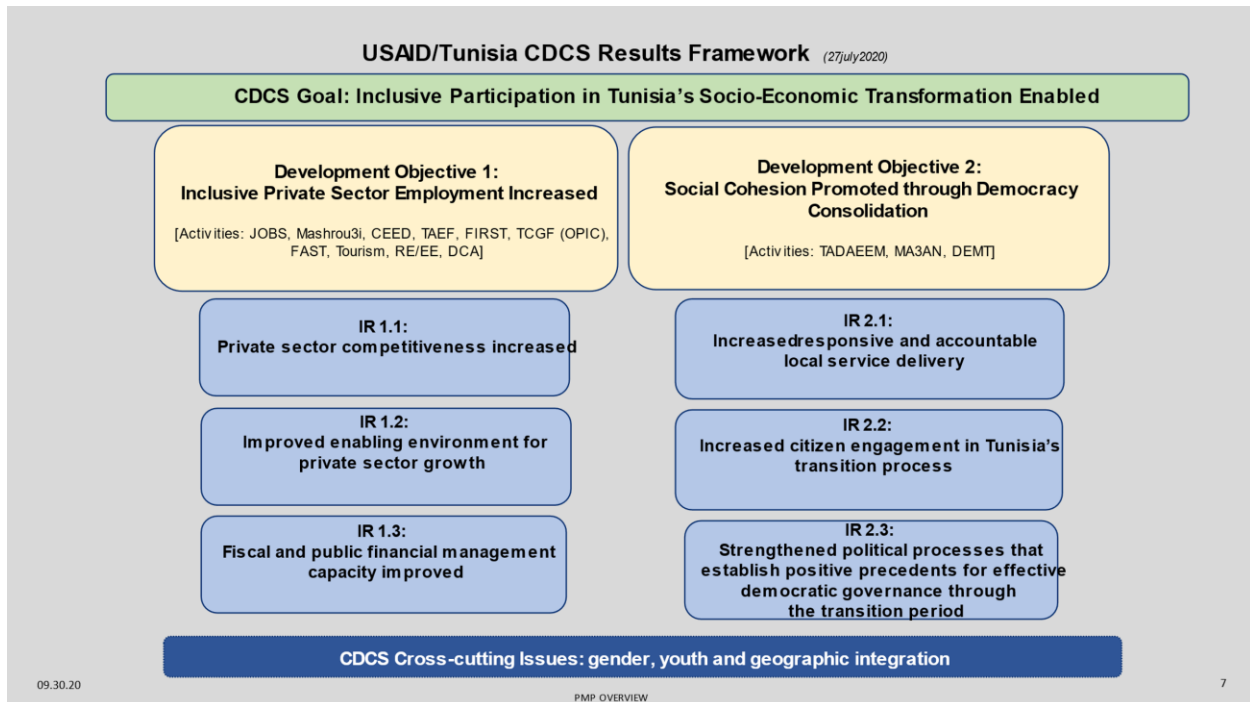
### 2.2. USAID in Tunisia

According to the United States Agency for International Development (USAID)/Tunisia Country Development Cooperation Strategy (CDCS), USAID's overarching goal in Tunisia is "Inclusive Participation in Tunisia's Socio-Economic Transformation Enabled." The CDCS includes two Development Objectives (DOs), namely Inclusive Private Sector Employment Increased and Social Cohesion Promoted through Democracy Consolidation. The Intermediate Results (IRs) related to each DO are presented in the Results Framework in Figure 1. Gender, youth, and geographic integration are cross-cutting issues.

---

<sup>1</sup> [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf), p. 10.

Figure 1: USAID/Tunisia Results Framework (27 July 2020)



### 3. USAID GENDER POLICY AND ANALYSIS OBJECTIVES

#### 3.1. USAID Gender Policy

Promoting gender equality and female empowerment is a core development objective of USAID, guided by [USAID Automated Directives System \(ADS\) Chapter 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle](#) (hereafter ADS 205). USAID's 2020 [Gender Equality and Women's Empowerment 2020 Policy](#) (hereafter USAID 2020 Gender Policy), which is [currently being revised](#), articulates five strategic objectives regarding equality and empowerment, namely to:

- Reduce gender disparities between women and men in access to, control over, and benefit from economic, social, political, educational, and cultural resources, as well as wealth, opportunities, and services.
- Strive to eliminate gender-based violence (GBV), which affects women's abilities to thrive and succeed, and mitigate its harmful effects on individuals and communities, so all people can live healthy and productive lives.
- Increase the capability of women and girls to exercise their basic and legal rights fully, determine their life outcomes, assume leadership roles, and influence decision-making in households, communities, and societies.
- Support strategies and activities that secure private-property rights and land tenure for women.
- Improve the access of women and girls to education, including opportunities for higher education and workforce development.

Toward these ends, gender analysis is a mandatory component of Missions' strategic planning processes. Per ADS 205.3.1, "As part of the design of strategies and projects, . . . Missions . . . must conduct a gender analysis. . . . Technical teams and program offices must reflect the findings of these analyses in CDCSs."

The Tunisia Gender Analysis is in compliance with ADS 205 and the 2020 Gender Policy as well as the [2018 Women's Entrepreneurship and Economic Empowerment Act](#).

### **3.2. Analysis Objective**

As part of the process of developing a new CDCS, the Mission seeks to update its 2016 Gender Analysis to ensure that it reflects the current Tunisian operating environment. Findings and recommendations from the gender analysis may contribute to the integration of gender equality and female empowerment principles into the new strategy.

The purpose of the USAID/Tunisia 2022 Gender Analysis is to conduct an analysis of the status of women and girls in Tunisia. Specifically, the gender analysis is intended to accomplish the following:

- Update the USAID/Tunisia gender analysis developed in 2016.
- Present a countrywide picture of the status of women and gender.
- Develop strategic-level sector-specific recommendations for USAID's consideration.

### **Priority Sectors in Tunisia**

Based on the Results Framework and the gender analysis Scope of Work (SOW), relevant sectors for the gender analysis include the following:

- Democracy and governance, including public administration, political participation and elections, leadership, citizen participation in local governance to enhance community cohesion and resilience, and energy sector governance related to climate resilience.
- Economic growth, including workforce and private enterprise development.
- Health, including access to health services and public health system governance for pandemic readiness and response.
- Education, including non-formal education and higher education for youth workforce development.
- Climate change and climate resilience.

### **Priority Populations in Tunisia**

USAID/Tunisia identified the following populations as primary priorities for the gender analysis: youth, groups with low socioeconomic status, and both urban and rural populations. In particular, the analysis focused on groups “that are particularly disadvantaged, discriminated against, or that have strong unmet needs for empowerment.”

Secondarily, the gender analysis SOW noted the following additional groups as relevant for gender-related analysis: people with disabilities (PWDs), marginalized ethnic groups, survivors of GBV (in both public and private spheres), human trafficking victims, gender and sexual minorities (“gender nonconforming individuals”), individuals with limited literacy, and non-Tunisians (e.g., immigrants and refugees). In addition, USAID requested the gender analysis team to consider any gender implications of the Coronavirus Disease 2019 (COVID-19) pandemic.<sup>2</sup>

### **Intended Audiences**

The primary intended audience for the gender analysis is USAID/Tunisia. USAID also may disseminate the report to stakeholders, such as implementing partners (IPs), the Government of Tunisia (GOT), other sector-specific donors, the private sector, national civil society organizations (CSOs), and international non-governmental organizations (INGOs).

---

<sup>2</sup> As of March 2022, Tunisia reported 28,065 deaths and 1,029,762 confirmed cases. Gender-disaggregated COVID-19 case data is not available. <https://covid19.who.int/region/emro/country/tn>



## 4. METHODOLOGY AND LIMITATIONS

The gender analysis was conducted over a period of approximately 13 weeks beginning in mid-November 2021 through mid-February 2022. This report section describes the data collection and analysis methods as well as methodological limitations.

### 4.1. Data Collection and Analysis Methods

The gender analysis methodology included both qualitative analysis and supporting quantitative analysis. It included an extensive desk-based literature review, key informant interviews (KIIs) with a wide variety of interlocutors, primarily via remote technology. Participants for potential focus group discussions (FGDs) were interviewed as key informants due to COVID-19 considerations.

#### 4.1.1. Literature Review

The analysis team began its work with home-based research and review of existing information sources, especially data and documents published after 2016 (i.e., after the previous USAID gender analysis). Relevant literature in English, French and Arabic included laws, documentation from USAID and its IPs, and surveys, reports, and analyses from the GOT, United Nations agencies, other donors, CSOs, INGOs, think tanks, and other sources. [Annex 6](#) presents an annotated bibliography of the most important resources. All resources have been saved in a share drive.

#### 4.1.2. Key Informant Interviews

The analysis team conducted KIIs with a wide variety of national and international stakeholders, especially people knowledgeable about issues facing women and girls in Tunisia and individuals who were able to provide unpublished information and insight. Key informants (KIs) included representatives of Tunisian CSOs as well as independent Tunisian gender experts and representatives of national and municipal governments. Additional KIs were representatives of USAID IPs, United Nations agencies, other donor agencies, and INGOs. Some KIIs had more than one informant. A total of 114 individuals participated in 86 interviews, including 87 women, 25 men, and two non-binary or transgender individuals. Half of the KIIs (44) were conducted with Tunisian experts, CSO representatives, and government officials. Almost all KIIs with international organizations also included Tunisian experts. The number of KIIs in various categories and the number of KIs by gender is presented in Table 2. A full list of KIIs is in [Annex 3](#).

**Table 2: Number of KIIs by Category and Number of KIs by Gender**

Category	Representing Tunisian Groups and Governments	Representing International Groups
Tunisian CSOs and Experts	35 KIIs (27F* + 8M* + 2 Other* = 37)	
Tunisian Governments	9 KIIs (9F + 2M = 10)	
Multilateral Organizations and Bilateral Donors		15 KIIs (19F + 5M = 24)
International Non-Governmental Organizations		13 KIIs (11F + 5M = 16)
USAID and Implementing Partners		14 KIIs (21F + 5M = 26)
<b>Total KIIs = 86</b>	<b>44 KIIs</b>	<b>42 KIIs</b>

Category	Representing Tunisian Groups and Governments	Representing International Groups
<b>Total KIIs = 114 (86F + 26M + 2 Other)</b>	48 KIIs (35F + 11M + 2 Other)	66 KIIs (51F + 15M)

\* F = female, M = male, and Other = non-binary or transgender

The analysis team determined who would conduct each KII based on language and location, among other factors. One or more USAID personnel participated in some KIIs, especially with other donors and GOT representatives. KIIs were conducted using a standardized data collection tool (see [Annex 4](#)), which was adapted as needed for different interlocutors based on their expertise. Interviews were conducted in English, French, or Arabic, primarily via remote technology and occasionally in person. Team members took detailed notes during each interview. Notes taken in Arabic and French were translated and summarized in English.

### 4.1.3. Data Analysis

#### Analytical Framework

The gender analysis team researched and analyzed issues of gender equality and female empowerment in Tunisia based on the five domains required by ADS 205.3.2:

- 1) Laws, policies, regulations, and institutional practices
- 2) Cultural norms and beliefs
- 3) Gender roles, responsibilities, and time use
- 4) Patterns of power and decision-making
- 5) Access to and control over assets and resources

The gender analysis SOW offered the supplementary framework of identifying constraints, opportunities, and positive examples under each domain, using the following guiding questions:

- What are the **constraints** to equitable political and socioeconomic participation and access to economic, political, and social opportunities for women and girls in Tunisia? How has COVID-19 impacted gender and social group equality and empowerment?
- What are the **areas of opportunity** for existing and future USAID activities within priority sectors to help Tunisia overcome those constraints? What are the gender issues for which USAID/Tunisia has a comparative advantage and why?
- What are **successful examples** of gender equality and empowerment in Tunisia by USAID, GOT, civil society, and other donors?

The five gender analysis domains and the three supplemental framework questions guided the gender analysis methodology. Through the literature review and KIIs, the gender analysis team gathered objective and subjective qualitative and quantitative information to address each of the gender analysis domains required by ADS 205 as well as the supplementary questions articulated in the gender analysis SOW.

#### Analytical Process

Notes from each literature review and KII were typed in a standardized summary format and shared with all team members. The analysis team documented narrative responses at a level of detail to permit coding according to the gender analysis domains, sectors, and population groups, enabling a corresponding content analysis and triangulation of the qualitative and supporting quantitative data. The team identified and reached consensus about the main themes from the data collection within each domain and as relevant to each sector and population group. To the extent possible, data was analyzed across domains and sectors to understand how they may multiply marginalization due to gender and other factors.

Whenever possible, the gender analysis gathered descriptive statistics from secondary sources on key gender gaps relevant to each of the five domains. [Annex 5](#) presents a compilation of gender-related data

on various themes. When quantitative data was not available, other supporting evidence from the literature review and interviews is provided to support findings and recommendations, such as expert estimates, quotations, and specific examples or citations. The analysis allowed the team to articulate evidence-based findings and to offer specific, actionable recommendations about strategic USAID interventions toward increased gender equality and female empowerment.

The use of a wide variety of data sources and interviews with diverse interlocutors enabled the analysis team to triangulate qualitative and quantitative information to identify and validate findings and make evidence-based recommendations. The combination of the literature review and KIIs as data gathering methods enhanced the reliability and validity of the findings and recommendations. Standardized tools and approaches for notetaking and reporting enhanced the quality of the data collection and analysis processes. The varied and extensive expertise of the gender analysis team members globally and in Tunisia in multiple relevant sectors and with relevant population groups contributed further to the quality of the analysis.

## 4.2. Limitations

The gender analysis was significantly limited by the COVID-19 pandemic. Three team members based in Tunisia worked remotely and in person when feasible; the team leader worked remotely. The team members were not able to plan or work together in the same location. Team meetings and most KIIs took place remotely using technology, which limited the natural interaction and communication of interlocutors. In addition, some KIIs were conducted by only one team member, who simultaneously took notes, which is not best practice. In addition, the GOT did not authorize interviews with government representatives until the data collection time frame was ending, and authorized interviews with a limited number of institutions and individuals. Also, gender-related data is scarce, and data cited by many sources is outdated, unreliable, and impossible to confirm. Team members made every effort to mitigate these limitations by establishing standardized tools and protocols, conducting interviews with two team members whenever possible, cross-checking each other's notes, communicating frequently, and conducting interviews after the data collection period ended.

## 5. FINDINGS

This report section presents the key findings of the gender analysis. Findings related to constraints, best practices/success stories, and opportunities are organized according to the five gender analysis domains.

### 5.1. Laws, Policies, Regulations, and Institutional Practices

#### 5.1.1. Constraints

Tunisia's legal framework is in many ways exemplary in its support of gender equality and women's rights, including many progressive provisions of the Personal Status Code (PSC) adopted after independence in 1956, granting equal rights to men and women in most (but not all) aspects of marriage (including abolition of polygamy) and divorce.<sup>3</sup> Tunisia's 2014 Constitution provides for equality between male and female citizens in rights and duties, and specifically acknowledges the rights of women in Articles 21, 34, 40, 46, and 74, among others. However, many positive legal provisions exist only on paper or lack effective implementation and enforcement. Other problematic laws are in need of amendment to protect and promote gender-related rights. Institutional practices are much weaker in terms of gender equity.

#### Progressive Laws Requiring Implementation

Positive legal provisions adopted since 2017 include the following, with a brief analysis of shortcomings in the implementation of each law:

---

<sup>3</sup> United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), and United Nations Economic and Social Commission for West Asia (ESCWA). *Tunisia: Gender Justice and the Law*, 2018. [Hereafter UN, *Tunisia: Gender Justice and the Law*, 2018]

- Organic Law No. 16 (May 2014) requires vertical parity in legislative elections, and Organic Law No. 7 (February 2017) requires vertical and horizontal parity in municipal and regional elections.<sup>4</sup>
- Organic Law No. 58 (August 2017) defines a comprehensive approach to fight all forms of violence against women (VAW), with measures to address prevention, prosecution and punishment of offenders, and protection and support for women. However, the National Observatory on VAW is minimally operational, according to its director – prevention activities are very limited, the number of shelters for VAW victims is insufficient, and cooperation is very weak among police, courts, and medical, psychological, social service providers. Special Police Units intended to investigate VAW crimes (Article 24) are in only 70 of 350 municipalities,<sup>5</sup> are not fully functional or easily accessible, and are staffed by police officers without appropriate training, according to KIs. Most Regional Coordination Commissions to combat VAW – created by the Ministry of Family, Women, Children, and Seniors (MFFEPA) in 2020 in each of the 24 Tunisian governorates to provide services to women (Article 12) – are very weak, lacking both capacity and resources.<sup>6</sup>
- Organic Law No. 29 (May 2018) on the Code of Local Authorities<sup>7</sup> includes provisions aimed at the integration of a gender approach in municipal budgeting and enhancing women’s representation and participation in decision-making in municipal councils.<sup>8</sup>
- Organic Budget Law No. 15 (February 2019) provides for the national budget to ensure equal opportunities between women and men and among various social categories.<sup>9</sup> However, according to KIs, very few ministries adopt a gender-focused approach in their budgets, and there is resistance and/or lack of capacity to do so.<sup>10</sup>
- Law No. 51 (June 2019) created a category of “transport of farm workers” in part to protect women workers in the agricultural sector.<sup>11</sup> The law falls within the National Strategy for the Economic and Social Empowerment of Women and Girls in Rural Areas, but MFFEPA considers it a technical issue under the mandate of the Ministry of Transport, frustrating implementation.
- Law No. 30 (June 2020)<sup>12</sup> on the “social and solidarity economy” aims to support the formalization of informal work sectors in which predominantly women work. However, no regulations have been adopted so far to implement this potentially important law.<sup>13</sup>

## Laws Requiring Amendment for Gender Equality

<sup>4</sup> “Horizontal parity requires that ... election lists across Tunisia have equal number of both men and women, while vertical parity requires that men and women alternate within each list.” <https://www.unwomen.org/en/news/stories/2016/6/tunisia-moves-closer-to-achieving-gender-equality-in-politics>

<sup>5</sup> Ministry of Family, Women, Childhood, and Seniors (*Ministère de la Famille, de la Femme, de l’Enfance et des Personnes Agées*, MFFEPA), *Annual Report on Combating Violence Against Women*, 2021, p. 48. (In Arabic).

<sup>6</sup> MFFEPA *Annual Report on Combating Violence Against Women*, 2021, p. 33.

<sup>7</sup> <https://legislation-securite.tn/fr/law/104277>

<sup>8</sup> For example, Organic Law No. 29 establishes the principle of parity at the head of municipalities (Article 7), gender equality commissions at regional and municipal levels (Article 308), a sex-disaggregated database (Article 34), a requirement for gender integration in local development plans (Article 106), and equal opportunity requirements (Article 156).

<sup>9</sup> [http://www.finances.gov.tn/sites/default/files/2019-08/loi\\_organique\\_budget\\_2019.pdf](http://www.finances.gov.tn/sites/default/files/2019-08/loi_organique_budget_2019.pdf); European Union (EU), *Tunisia Gender Country Profile*, 2021, pp. 110-111. [Hereafter EU, *Tunisia Gender Country Profile*, 2021.]

<sup>10</sup> According to an MFFEPA representative, for example, “Gender-sensitive budgeting has never been a priority for the Ministry of Finance.” However, representatives of the USAID Fiscal and Accounting System of Tunisia (FAST) program noted that the Ministry of Finance has ongoing gender-budgeting processes and training for relevant staff.

<sup>11</sup> [http://www.transport.tn/uploads/Loi/Loi2019\\_51\\_ar.pdf](http://www.transport.tn/uploads/Loi/Loi2019_51_ar.pdf) The law was passed after advocacy by CSOs. The Tunisian Forum for Economic and Social Rights (FTDES) recorded 40 transport-related deaths and 530 injuries between 2016 and 2020.

<sup>12</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---coop/documents/legaldocument/wcms\\_750308.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/legaldocument/wcms_750308.pdf)

<sup>13</sup> Organization for Economic Co-operation and Development (OECD)/International Labor Organization (ILO)/Center of Arab Women for Training and Research (CAWTAR), *Changing Laws and Breaking Barriers for Women’s Economic Empowerment in Egypt, Jordan, Morocco and Tunisia, Competitiveness and Private Sector Development*, 2020, Case study 3.2, pp.133–135, [Hereafter OECD/ILO/CAWTAR, *Changing Laws and Breaking Barriers*, 2020.]

The PSC, though progressive in many ways, includes several discriminatory provisions. The PSC says that *Shari'a* law defines inheritance rights, giving a daughter one share for every two shares due to a son.<sup>14</sup> Women, but not men, must choose between getting remarried or having custody of their children.<sup>15</sup> In addition, the husband is designated as head of the family (Article 23, para 4) and guardian of children. The status of the husband as head of the household affects women's tax rights,<sup>16</sup> among other problems.

Other laws need to be amended to protect and promote gender-related rights. For example, the Nationality Code includes discrimination in the conditions for nationality by birth and marriage, and the effects of granting nationality.<sup>17</sup> The Labor Code includes restrictions on women's employment in undertaking night work, for example.<sup>18</sup> The GOT has claimed that marital rape can be prosecuted based on Articles 2 and 3 of Law No. 58 as well as new Article 227 of the Penal Code,<sup>19</sup> but in fact neither Law No. 58 nor the Penal Code criminalizes marital rape.

The Individual Freedoms and Equality Committee (*Commission des Libertés Individuelles et de l'Égalité*, COLIBE) prepared a report on legislative reforms concerning individual freedoms and equality in line with the 2014 Constitution and international standards. The report included analysis and recommendations related to nationality, marriage, family (dowry, head of household, guardianship, custody of children and inheritance) and sexual orientation,<sup>20</sup> but most of these reforms have not been implemented. The report did not focus on other inequalities relevant to gender, including collective and economic rights.

Consensual relations between same-sex partners are criminalized under Article 230 of the Penal Code. Article 226, which penalizes "gross indecency," is used to harass lesbian, gay, bisexual, transgender, queer, intersex, and other gender non-conforming (LGBTQI+) individuals. A 2021 report of the United Nations Independent Expert on sexual orientation and gender identity noted "an almost systematic use of the practice of anal testing [by police and courts] to prove homosexual relations, in violation of international texts relating to the prevention of torture"<sup>21</sup> and with no basis in Tunisian law, despite the fact that Tunisia vowed to stop using forced anal examinations at the UN Human Rights Council in 2017.<sup>22</sup> In addition, transgender people are not legally allowed to change their name or sex assigned at birth on any official document, such as a national identity card or passport.<sup>23</sup>

---

<sup>14</sup> However, Law No. 77 of 1959 revised the PSC to enable girls to enjoy full inheritance rights if there are no male siblings. See also UN, *Tunisia: Gender Justice and the Law*, 2018, p. 20-21. CSOs launched an advocacy campaign in early 2022 to amend Articles 3 and 19 of Law 58-2017 to recognize that depriving women of inheritance is a form of economic violence.

<sup>15</sup> According to Article 58, "The female custodian must be unmarried, unless the judge considers otherwise in the best interests of the child, or if the husband is a parent to a prohibited degree of the child or guardian."

<sup>16</sup> The income tax of the head of household includes the income of children in the household, and only the head of household may claim tax deductions for children. Code of Personal Income Tax and Corporate Income Tax Articles 5 and 40 as amended by Article 50 of Finance Act 2004-90 of December 31, 2004. Among 173 countries studied, Tunisia is one of only 16 with tax provisions that directly favor men. International Finance Corporation (IFC), *Banking on Women in Tunisia: Innovations in the Banking Industry*, June 2018, p. 8.

<sup>17</sup> Decree-law No.1963-XX (February 28, 1963), ratified by Law No. 63-7 (April 22, 1963). Article 7(1) only recognizes Tunisian nationality "to the child born in Tunisia and whose father and grandfather were also born in Tunisia." A Tunisian man can pass on his nationality to his non-Tunisian wife, and she enjoys all rights arising from citizenship upon registration of marriage (Article 14). A Tunisian woman cannot give her non-Tunisian husband a direct right to obtain Tunisian nationality, and he is subject to restrictions for five years, such as restriction of voting in elections or holding public office (Article 26).

<sup>18</sup> UN, *Tunisia: Gender Justice and the Law*, 2018, p. 20-21.

<sup>19</sup> *Government of Tunisia, Seventh periodic report submitted by Tunisia under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*. CEDAW/C/TUN/7, 2020, p. 20. (Arabic) [Hereafter *CEDAW/C/TUN/7, 2020*.]

<sup>20</sup> Individual Freedoms and Equality Committee (COLIBE). *Report of the Individual Freedoms and Equality Committee to the President of Tunisia*, June 1, 2018. [Hereafter *COLIBE Report, 2018*.]

<sup>21</sup> United Nations Office of the High Commissioner for Human Rights (OHCHR), "*Preliminary observations on the visit to Tunisia by the Independent expert on protection against violence and discrimination based on sexual orientation and gender identity*," June 18, 2021. [Hereafter *OHCHR Independent Expert report, 2021*.]

<sup>22</sup> <https://www.nbcnews.com/feature/nbc-out/tunisia-vows-ban-forced-exams-suspected-gay-men-n804616> and <https://www.hrw.org/news/2017/09/26/beginning-end-forced-anal-exams#>

<sup>23</sup> *OHCHR Independent Expert report, 2021*.

## Institutional Practices

The MFFEPA is the main governmental institution responsible for promoting and protecting women's rights. The new government appointed in October 2021 changed the name of the Ministry from "Ministry of Women, Family and Seniors" to "Ministry of Family, Women, Children, and Seniors" when Parliament was suspended. The new name relegates women to second priority after the family. In addition, many KIs including Ministry representatives confirmed that the MFFEPA and its regional offices or directorates in the 24 governorates lack the necessary resources to ensure they function efficiently.

The main mission<sup>24</sup> of the Peer Council for Equality and Equal Opportunities between Women and Men is to operationalize the National Plan for the Integration and Institutionalization of the Gender Perspective, ensuring that gender approaches are mainstreamed in government development policies, plans, and budgets. Representatives of various ministries on the Peer Council are meant to be dedicated full time to their Peer Council duties.<sup>25</sup> However, KIs indicated that members have dual duties on the Council and in their ministries. Peer Council members also face problems in accessing information, including within their own ministries, which undermines the process of ensuring that ministries develop operational ("sectoral") plans for the integration of gender, as required by the National Plan.

An online national consultation on reforms initiated by the President in 2021 originally included a question on "the challenges facing women in your region," but this question was omitted from the second version of the consultation.<sup>26</sup> In addition, only one-third of consultation participants are female,<sup>27</sup> perhaps in part because fewer women have internet access and the national ID of the participant must match that registered with the cell phone SIM card used to provide input to the consultation.<sup>28</sup>

Political instability and other factors have made civil servants reluctant to take initiative on gender equality, according to KIs.<sup>29</sup> Most government institutions – including the Ministry of Health and the National Institute of Statistics (INS) – also do not make sex-disaggregated data publicly available because, according to KIs, they think such data is only appropriate to share with researchers. However, the Tunisian National Statistics Council Act requires sex-disaggregation of statistical data by all data-producing bodies.<sup>30</sup>

Regarding the health sector, Ministry of Health *Circulaire* No. 45 (August 2018) compels doctors and midwives in the public sector as well as private sector actors to report to the authorities any case of pregnancy or birth of a child outside marriage.<sup>31</sup> KIs also noted decreasing availability and accessibility of sexual and reproductive health information, products, and services, including contraception and abortion, which is legal.<sup>32</sup> In addition, MFFEPA has called on public hospitals to collect and publish data related to

---

<sup>24</sup> The Peer Council was established by Governmental Decree No. 626-2016 of May 25, 2016, published in the Tunisian Gazette No. 45 of June 3, 2016, p. 1776. ([French version](#)) It is also empowered to give its opinion on all draft legal texts related to women's rights. The first Peer Council's 5-year mandate expired on January 27, 2022. Governmental Decree No. 626-2016 and the National Plan for the Integration and Institutionalization of the Gender Perspective are currently under review.

<sup>25</sup> Decree No. 626-2016, Article 5 paragraph 1.

<sup>26</sup> Asswat Nissa: "[Critical analyses of the National Consultation: Between the promises of reform and the foggy future](#)," 2022.

<sup>27</sup> As of March 20, 2022, the number of participants was 534,915, including 168,705 women. <https://e-istichara.tn/home>

<sup>28</sup> Rule changes and free Internet access were introduced near the end of the consultation period.

<sup>29</sup> Adding to civil servants' hesitancy to take initiative, [the Head of Government issued an order in late 2021](#) that no government official should meet with a representative of any foreign institution without prior authorization.

<sup>30</sup> OECD/ILO/CAWTAR, [Changing Laws and Breaking Barriers](#), 2020, p. 241; ESCWA, [Development of National Gender Statistics Programmes: Conceptual Framework](#), 2017, p. 15.

<sup>31</sup> EU, [Tunisia Gender Country Profile](#), 2021, p.48, [https://fr.slideshare.net/jamaity\\_tn/profil-genre-tunisie2021-250884287](https://fr.slideshare.net/jamaity_tn/profil-genre-tunisie2021-250884287)

<sup>32</sup> "The contraceptive prevalence rate ... has decreased from 62.5 per cent in 2012 to 50.7 per cent in 2018. In the central-western region, the decline is most significant (around 15 percentage points). The unmet need for family planning has increased, from 9 per cent to 19.9 per cent." [https://www.unfpa.org/sites/default/files/portal-document/DP.FPA\\_CPD\\_TUN\\_10\\_-\\_Tunisia\\_CPD\\_-\\_FINAL\\_-\\_16Dec20.pdf](https://www.unfpa.org/sites/default/files/portal-document/DP.FPA_CPD_TUN_10_-_Tunisia_CPD_-_FINAL_-_16Dec20.pdf) para 3. See also United Nations Human Rights Committee. [Concluding Observations on the Sixth Periodic Report of Tunisia](#). April 24, 2020, para 25; <https://www.safeabortionwomensright.org/news/tunisia-sexual-and-reproductive-rights-in-tunisia-not-for-all-not-everywhere/>; <https://jhr.ca/tunisia-how-is-womens-access-to-reproductive-health-impacted-by-covid-19>

the “initial medical certificate” they give female victims of violence to enable meaningful data analysis and design of effective interventions.<sup>33</sup>

## **Justice Sector and GBV**

KIs reported that most female victims of domestic violence never file complaints. KIs said that women do not go to police stations because they face obstruction; policemen try to dissuade women from filing complaints against their husbands. Some women have succeeded in filing complaints after taking videos or audio recordings of police asking them to leave the police station and to maintain peace at home.

Judges and lawyers, according to KIs, often lack knowledge about legal protection mechanisms and lived realities for women and other vulnerable communities. KIs said that a number of judges and lawyers still apply the penal code and refuse to apply the Law No 58-2017 on GBV.<sup>34</sup> Several KIs referred also to slow case processing, closing cases prematurely, and non-issuance of protection measures such as removing the offender from the home. KIs confirmed that some male and female judges sympathize with male assailants. As a consequence, many women think they will not get justice. In addition, KIs revealed a lack of adequate training on gender issues for court social workers as well as a lack of informational signs and information within tribunals. Women report being unable to navigate tribunals' physical infrastructure and complex administrative systems, which constitutes an additional impediment to their access to the justice system. Other KIs reported dismissive attitudes and gender bias by police and judges toward vulnerable categories of women, including migrants and refugees, as well as LGBTQI+ individuals.

Law 58-2017 (Articles 4 and 13) provides that violence survivors filing complaints about GBV based on a medical certificate are automatically eligible for free public legal aid, but this rule is rarely applied. Legal Aid Offices located in each court within its prosecutor's office are often understaffed and lack resources.<sup>35</sup> Some offices refuse to apply the free legal aid provisions and ask women to provide a certificate of indigence as required in Law No 52 (June 3, 2002) on public legal aid.

## **Media Regulation**

The Independent High Authority for Audiovisual Communication (HAICA) is tasked mainly with ensuring the freedom and plurality of audiovisual communication. Article 11 of Law 58-2017 states that public and private media must raise awareness of the dangers of VAW and prohibits advertisement and dissemination of materials containing stereotyped images, scenes, words, or acts prejudicial to the image of women, or showing violence against them, or mitigating its seriousness. The same article requires HAICA to take measures against media that violate these provisions. In terms of monitoring and addressing stereotypical and sexist media productions, HAICA's performance is very weak, in part because its mandate does not explicitly cover gender-based discrimination.<sup>36</sup> However, HAICA has developed a Charter that offers, according to one source, “journalists, producers, screenwriters, and presenters a solid basis for reflection and tools to promote a positive image of Tunisian women.”<sup>37</sup>

### **5.1.2. Best Practices/Success Stories and Opportunities**

Legal, regulatory, policy, and institutional change toward gender equality are highly unlikely in the current

---

<sup>33</sup> MFFEPA *Annual Report on Combating Violence Against Women*, 2021, p. 50.

<sup>34</sup> According to former Tunisian Minister for Women's Affairs Lilia Labidi, “A study carried out by the organization Mra (“Woman”) on the limitations of police and judicial institutions shows that only 0.5 percent of decisions issued in matters of violence against women referred to Law 58 of 2017.” <https://www.wilsoncenter.org/blog-post/tunisian-women-denouncing-violence-against-women> However, for examples of two cases with positive outcomes for women, see OECD/ILO/CAWTAR, *Changing Laws and Breaking Barriers*, 2020, Annex 5-A, pp. 193–194.

<sup>35</sup> Ylva L. Hartmann and Ismaël Benkhalifa, *Access to Justice for Vulnerable Groups in Times of COVID-19 Tunisia*, International Legal Assistance Consortium (ILAC), March 2021, p. 21.

<sup>36</sup> HAICA was established by legislative decree No. 2011-116 of November 2, 2011, at which time all members were appointed. The 2014 Constitution provides for the election of HAICA members by the Parliament.

<sup>37</sup> Association Tunisienne des Femmes Démocrates (ATFD), “*Rapport d'examen approfondi de la Société civile tunisienne sur la mise en œuvre de la Déclaration et du Programme d'Actions de Beijing*,” 2020, p. 44. [Hereafter ATFD, *Civil Society Report on Beijing*, 2020.]

environment, with a dissolved parliament, paralyzed bureaucrats, and conflict between the executive and judiciary.<sup>38</sup> Nevertheless, there are some windows of opportunity in relation to legislative reform, the justice sector, the Peer Council for gender mainstreaming, and municipal councils.

### Advocacy Coalitions

Advocacy coalitions have had a positive impact on laws and policy in the past. Women-led CSOs, female Members of Parliament (MPs), and media collaborated in advocacy that led to adoption of Organic Law No. 58 of 2017 on the elimination of VAW as well as the Municipal Election law that provides for vertical and horizontal parity. The law creating a category of “transport of farm workers” was also issued after pressure by CSOs. CSOs and legal experts have already drafted many legislative proposals to address gender-related weaknesses in national laws. Building on the COLIBE report, it would be useful to map these existing efforts, identify and fill gaps, and facilitate strategic advocacy planning among CSOs to take timely advantage of any future opportunity for legal reform. Tunisia has ratified most international conventions with provisions related to the rights of women and girls, which provides part of the foundation for any such advocacy. Several donors and international organizations support CSO advocacy, but coordination among these efforts is lacking.

### Justice Sector

As of 2016, almost half (43 percent) of Tunisian lawyers were female.<sup>39</sup> In 2019, women also accounted for almost half (45.6 percent) of the total number of judges,<sup>40</sup> including 92 percent of social protection judges, 85 percent of commercial register judges, 77 percent of insurance judges, 63 percent of judges in family courts, and 44 percent of judges in juvenile courts. However, women are almost entirely underrepresented among investigating judges, of whom three percent are female.<sup>41</sup>

These women in the judiciary present potential opportunities for improving gender justice. KIs noted that gender-focused professional development is needed for both men and women in the justice sector through their respective professional associations. A special focus could be given to building knowledge and skills among trainee lawyers, who are often appointed to provide public free legal aid in GBV cases.<sup>42</sup> In addition, many KIs mentioned that CSO efforts to provide legal aid to GBV victims could be strengthened and expanded, and CSO court monitoring has potential to expose bias in gender justice cases. *Avocats Sans Frontières (ASF)*, among others, trains lawyers to work on cases related to GBV and other gender-related issues. The United States Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) plans to support a female judges association and works closely with the Ministry of Interior and police, but without a gender focus. A justice sector working group is currently dormant.

### National Policy-making: Peer Council

The Peer Council has potential to be an asset for mainstreaming gender in public policies and budgets. It includes members from various ministries and other government institutions as well as four CSO representatives, as required by Governmental Decree No. 626-2016 (Article 5). This framework is currently under review, and an evaluation report being finalized in 2022 on the National Plan for the Integration and Institutionalization of the Gender Perspective will include recommendations about internal functioning and strategic interventions. The results of these review processes might reveal opportunities for future support of the Council. UN Women supports government gender mainstreaming processes.

---

<sup>38</sup> <https://www.dw.com/en/tunisian-president-dissolves-supreme-judicial-council/a-60676059>

<sup>39</sup> International Development Law Organization (IDLO). “[Women’s professional participation in Tunisia’s justice sector: pathways and opportunities](#),” October 30, 2019. p. 23. [Hereafter IDLO, [Women in Tunisia’s Justice Sector](#), 2019.]

<sup>40</sup> Mohamed Aif Jaidi, “Tunisian women judges are about to reach parity on the horizon of 2021,” [Online legal agenda journal](#), April 2019 (in Arabic). The President appointed 21 judges, including 10 women, to a new Provisional Supreme Judicial Council. [Presidential Decree No 217 \(March 7, 2022\)](#), Tunisian Gazette No 26, March 8, 2022, p. 673.

<sup>41</sup> ESCWA. “[Women in the Judiciary in the Arab States: Removing Barriers, Increasing Numbers](#),” 2019, pp. 33–34.

<sup>42</sup> ATFD, “[L’accès à la justice des femmes victimes de violence: Entraves et défis](#),” 2021, p. 32.



## Municipal Councils: Women-led Initiatives, Budgeting, and Decision-making

There has been no assessment of the experience of female municipal councilors, but KIs described examples of successes they have achieved in collaboration with local CSOs. For example, female municipal councilors in Al Sharaya municipality, Kasserine Governorate, supported the establishment of internet connections in some factories where women work and organized online sessions to discuss the workers' concerns. Female municipal councilors heading some municipal commissions (particularly education) in Al Sharaya organized awareness-raising activities related to COVID-19 health measures and other topics. In Rawad municipality, the head of the women and family municipal commission agreed to organize a women's craft fair every three months and worked with CSOs and the private sector to provide training sessions on topics such as improving product packaging and using Facebook to sell their wares. In several women-led municipal commissions (e.g., the commission responsible for equality and equal opportunities, and the commission responsible for participatory democracy and open governance), female councilors changed institutional practices and improved community services for the benefit of local women and girls. Such initiatives by councilors can be supported through development of their professional skills.

In addition, the Code of Local Authorities presents opportunities to improve institutional practices for the benefit of women and girls. These include the obligations for municipalities to develop with the INS a database on local statistics classified by gender and by sector (Article 34), to adopt a gender approach in the design of local development plans (Article 106), and to take into consideration in municipal budgets equality of opportunity on the basis of the statistical data available (Article 156). Again, skills development for female and male municipal councilors can contribute to these efforts. All interactions with male and female councilors should include both awareness-raising and practical administrative training relevant to gender issues to ensure the full participation of female councilors. Issues include the timing for meetings, transportation, and enabling women to contribute to decision-making processes.

### 5.2. Cultural Norms and Beliefs

KIs consistently reported that cultural norms and beliefs are the most challenging issues facing women and girls and other vulnerable groups in Tunisia. Many KIs emphasized that the striking contrast between the country's relatively progressive laws and the daily lived reality of Tunisian women and girls is primarily because of cultural norms and beliefs, including the normalization of GBV.

#### 5.2.1. Constraints

##### Profoundly Patriarchal Society

Tunisian society remains deeply patriarchal based on social and religious values. The post-revolution rise of Islamism and conservatism has deepened the dichotomy between the law and lived experience. Some analysts suggest that the top-down introduction of women's rights through reforms in the PSC has led over time to conservative societal counter-currents. Another factor exacerbating patriarchal values is the crisis of masculinity. Men are torn between traditional expectations to provide for the family (also enshrined in the PSC) and the challenging economic and social reality of contemporary life, including the fact that women are well-educated and have increasing potential for economic opportunities and independence.<sup>43</sup> Despite progressive laws, the resulting crisis of masculinity contributes to widespread misogyny, normalization of GBV, anti-equality views, and limits on women's mobility and opportunities.

##### Media

Traditional and digital media, including news coverage, talk shows, drama programs, advertising, and other media programming all contribute significantly in Tunisia to reinforcing gendered stereotypes (such as traditional roles for women at home) and negative attitudes toward women and girls, according to KIs

---

<sup>43</sup> <https://womensmediacenter.com/fbomb/the-problem-of-toxic-masculinity>. Two-thirds of university graduates are women. EU, *Tunisia Gender Country Profile*, 2021, p. 80.

and the literature review. Media also regularly normalize and legitimize harassment, domestic violence, and other forms of GBV. According to one survey, one-third (31 percent) of Tunisians perceive the media as an environment in which political violence against women occurs.<sup>44</sup>

### Educational Curricula

Long-standing demands by women's rights and other advocates to reform Tunisian school curricula, which are outdated and based on disempowering gender stereotypes, continue to go unheeded, according to many KIs. School curricula also reinforce binary heteronormativity. According to one KI, the resistance to change in curricula has been reinforced by rampant conservative tendencies since Islamists have been in power. Many Tunisian KIs noted that curricula consistently relegate women to cooking, cleaning, and caregiving tasks in the private sphere, and portray only men in public sphere activities, such as at work and in decision-making roles.

### Gender-based Violence<sup>45</sup>

GBV is a serious issue in Tunisia with wide-ranging costs and consequences, as documented in a report for USAID in 2016<sup>46</sup> and other sources. Violence against women in both the private and public spheres is commonplace. Many KIs agreed that passage of Law 58 of 2017 on VAW was a very positive step, generating high expectations for reducing GBV, but that the law's weak implementation to date has been extremely disappointing. The number of complaints of violence filed by women multiplied at least five-fold during the first months of the COVID-19 pandemic.<sup>47</sup> During pandemic lockdowns, many women experiencing violence at home were forced to stay in their residences with their aggressors, while police and medical staff were under-staffed and local support groups were not able to handle the increasing number of calls for help. In addition, shelters for victims either closed down because of lack of resources or were already full.<sup>48</sup> These issues were confirmed by multiple KIs. Besides physical and psychological violence, women in Tunisia are victims of growing cyber-violence.<sup>49</sup> According to KIs, migrant women and women with disabilities are even more vulnerable than other women to sexual, physical, and psychological violence. Nevertheless, these categories of women are rarely included in anti-GBV campaigns. The United Nations Population Fund (UNFPA), among others, supports programming to address GBV. The MFFEPA is launching in 2022 a national study on the economic and social cost of violence against women, to be implemented by the Centre for Research, Studies, Documentation and Information on Women (CREDIF).

### LGBTQI+

Pervasive prejudice and conservatism fuels stark social rejection of members of LGBTQI+ communities in Tunisia.<sup>50</sup> The UN Independent Expert noted that "issues relating to sexual orientation are generally considered to be extremely sensitive, with some stakeholders describing them as taboo. This appears to be related to widespread resistance to public scrutiny of sexuality issues, with [the need for]

---

<sup>44</sup> Association Ligue des Electriciennes Tunisiennes (LET), "[Étude sur la violence contre les femmes politiques: Rapport de synthèse](#)," June 21, 2021, slide 18. See also Belhaj, B. S. & Abbes, N., "[Outlawing gender-based political violence: Can Tunisia's example carve a multilateral path for others?](#)" May 19, 2021.

<sup>45</sup> GBV includes "any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private." <https://wash.unhcr.org/download/how-to-support-survivors-of-gbv-when-a-gbv-actor-is-not-available/>

<sup>46</sup> Banyan Global, International Center for Research on Women (ICRW), and CAWTAR. [Gender-Based Violence Initiative - MENA: Context Analysis](#). USAID. 2016.

<sup>47</sup> Center for International Governance Innovation, "[In Tunisia, a Legal Patchwork Is Failing Women](#)," Sodfa Daaji and Hela Ben Salem, May 24, 2021. See also "Women's mental health: acute impact of COVID-19 pandemic on domestic violence," [Archives of Women's Mental Health \(2020\) 23:749–756](#). See also <https://carnegieendowment.org/2020/06/22/coronavirus-reveals-tunisia-s-revolutionary-gains-for-women-only-exist-on-paper-pub-82151>

<sup>48</sup> ATFD. [Les Violences à L'encontre des Femmes au Temps de la COVID-19](#). March 16, 2020, p. 1. See also [https://www.equaltimes.org/despite-landmark-legal-protections?lang=en#.Ygm9Z9\\_MLrc](https://www.equaltimes.org/despite-landmark-legal-protections?lang=en#.Ygm9Z9_MLrc)

<sup>49</sup> Center for International Governance Innovation, "[In Tunisia, a Legal Patchwork Is Failing Women](#)," May 24, 2021.

<sup>50</sup> <https://adltn.org/en/download/lattitude-face-a-homosexualite-dans-ses-liens-avec-lempathie/>; Equaldex. [LGBT Rights in Tunisia](#).

comprehensive sex education being a consistently cited [issue] in meetings with State and non-state stakeholders.”<sup>51</sup> According to the U.S. State Department 2020 Human Rights Report, LGBTQI+ individuals in Tunisia “face discrimination and violence, including death and rape threats.”<sup>52</sup> A 2018 civil society survey “revealed a spiral of violence and verbal, physical and sexual assaults that occur in public spaces, but also within the family, at school, at work, or in contact with law enforcement and health personnel.”<sup>53</sup> Echoing the UN report, according to Human Rights Watch and confirmed by many KIs, “[U]nchecked discrimination prevents LGBTQI+ people from enjoying their most basic rights to health, education, work, and to seek legal action against abusers.”<sup>54</sup> For additional analysis, see report sections 5.1.1 and 5.5.1. Several Tunisian CSOs are dedicated to the rights of LGBTQI+ communities and expressed strong interest during KIIs in working with USAID.

## Minorities

Religious minorities in Tunisia – including Christians, Jews, Bahais, non-Sunni Muslims, and atheists – constitute less than 1 percent of the population and face many challenges.<sup>55</sup> A female blogger who posted on social media mimicking the format of a Quranic verse was sentenced to six months in prison and a fine<sup>56</sup> and received rape and death threats.<sup>57</sup> In a positive step, a presidential decree in 2017 ended the 1973 ban preventing Tunisian Muslim women from marrying non-Muslims: “Scrapping the decree may not do away with the cultural and traditional obstacles women face with their families in cases of inter-faith marriage, but it now offers Tunisian women greater freedom of choice from a legal perspective.”<sup>58</sup>

The Tunisian Parliament adopted a landmark law in 2018 against racial discrimination, the first in the Middle East and North Africa (MENA) region,<sup>59</sup> but social and economic discrimination against ethnic minorities is commonplace.<sup>60</sup> Members of the Amazigh (Berber) minority face considerable pressure to conceal their language and other aspects of their culture, such as traditional clothing, to secure employment and social acceptance.<sup>61</sup> In July 2020, the Minister of Local Affairs suspended Circular No. 85 of 12/12/1965 barring parents from giving their children non-Arab names, though this change may not be enforceable.<sup>62</sup> Tunisia’s black population is primarily a legacy of slavery in the region, and the country also hosts many people from sub-Saharan Africa as students, refugees, and migrants. According to the Arab Reform Initiative, “All these people face racism daily due to the color of their skin. Black women suffer twice on account of their color and gender.”<sup>63</sup> Black Tunisian women are reportedly sexualized and face multi-dimensional discrimination, as well as marginalization within the Tunisian feminist movement.<sup>64</sup>

<sup>51</sup> [OHCHR Independent Expert report](#), 2021.

<sup>52</sup> <https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/tunisia/> See also <https://www.hrw.org/news/2021/10/28/tunisia-attack-director-lgbt-group>

<sup>53</sup> [OHCHR Independent Expert report](#), 2021, citing the survey as “Chouf, Damj, Mawjoudin, Enquête sur les violences contre les personnes LGBTQ, 2018.”

<sup>54</sup> <https://www.hrw.org/news/2019/05/17/tunisia-end-persecution-lgbt-people#>

<sup>55</sup> <https://www.state.gov/reports/2020-report-on-international-religious-freedom/tunisia/> and <https://minorityrights.org/country/tunisia/> [Tunisian law does not criminalize apostasy](#), but [Muslims who convert to Christianity have been shamed, threatened by family members, and violently attacked](#). However, Attalaki Association for Freedom and Equality, a USAID grantee, “[reported continued positive exchanges with members of parliament](#)” from multiple political parties.

<sup>56</sup> <https://www.state.gov/reports/2020-report-on-international-religious-freedom/tunisia/>.

<sup>57</sup> <https://www.amnesty.org/en/latest/news/2020/05/tunisia-end-prosecution-of-emna-chargui-and-investigate-alarming-death-and-rape-threats/>

<sup>58</sup> <https://www.bbc.com/news/world-africa-41278610>

<sup>59</sup> Law No. 2018-50 of 23 October 2018 on the [elimination of all forms of racial discrimination](#).

<sup>60</sup> <https://minorityrights.org/minorities/black-tunisians/> See also <https://www.arab-reform.net/publication/tunisias-law-against-racial-discrimination-the-mixed-results-of-a-pioneering-legislation/>; <https://merip.org/2021/08/the-limits-of-confronting-racial-discrimination-in-tunisia-with-law-50/>; <https://www.justice.gov/eoir/page/file/1117031/download>

<sup>61</sup> <https://minorityrights.org/minorities/amazigh/>

<sup>62</sup> <https://www.iwgia.org/en/tunisia/4254-iw-2021-tunisia.html>

<sup>63</sup> <https://www.arab-reform.net/publication/facing-up-to-racism-in-tunisia-interview-with-khawla-ksiksi/>; See also <https://minorityrights.org/2022/01/23/atig-no-more-en/>

<sup>64</sup> <https://www.opendemocracy.net/en/north-africa-west-asia/black-tunisian-women-erase-eraser-and-post-racial-ill/>

## 5.2.2. Best Practices/Success Stories and Opportunities

### Media to Combat Gender Stereotypes

Given the powerful role that media currently play in entrenching negative attitudes related to gender in Tunisia, media also has the potential to do the reverse, according to KIs. Media, along with community-based campaigns and other approaches, can challenge stereotypes and educate. Media producers have the potential, for example, to highlight women and girls making positive contributions in the news, give equal voice to women on talk shows, and portray men and women sharing household responsibilities in advertising and drama programs. More women than men work in journalism, and some community-based radio stations include women in leadership positions,<sup>65</sup> presenting opportunities for gender-positive news and programming. One example is Rayhana, a radio station led by women in Jendouba. Internews works with community radio stations, but few other KIs mentioned media-related programming as an approach for improving gender equality unless they were specifically asked about this topic.

Despite risks of cyberbullying and cyber violence, social media has provided Tunisian women with information and safe spaces to express concerns and share experiences with other women. For example, women shared anonymous testimonies about their experiences with sexual abuse and harassment on Facebook, the most commonly used social media platform in Tunisia. The Tunisian “Me Too” movement (“Ena Zeda”) escalated into protests by feminist and human rights organizations and culminated in the prosecution of MP Zouheir Makhoulouf.<sup>66</sup> Social media can also be a tool to inform and inspire men and boys about the importance of gender equality for their own benefit and that of the women in their lives.

### Civics Curricula

Several organizations and programs are developing civics curricula focused on inclusivity and tolerance for primary and secondary schools with the Ministry of Education. For example, the International Foundation for Electoral Systems (IFES) and the Tunisian Independent High Authority for Elections (ISIE) supported the Ministry in launching a pilot program using a “Democratic Awakening” toolkit in schools across Tunisia in September 2018.<sup>67</sup> The USAID/Ma3an program is working on a related civics curriculum. Few of these initiatives currently include a focus on gender issues, but they could be expanded to do so. The Tunisian Association for Civic Education and the Association of Tunisian Women for Research and Development (AFTURD) developed a curriculum that uses interactive, educational games developed with children to raise awareness about various issues, including gender equality and GBV. The curriculum is being used in 300 youth clubs in primary and pre-secondary schools in Tunisia.

### Men/Boys and Youth as Agents of Change

Many KIs emphasized the importance of including men and boys as allies and champions of gender equality. This approach is reflected, for example, in an IFES training module focused on men as a supplement to their women’s leadership training curriculum.<sup>68</sup> Several KIs noted that some male youth in Tunisia are more open-minded and tolerant than their elders,<sup>69</sup> with potential to promote gender equality and female empowerment among other men and boys. Few KIs mentioned any initiatives for men and boys in their gender-related programming, presenting a significant opportunity.

## 5.3. Gender Roles, Responsibilities, and Time Use

---

<sup>65</sup> Internews for USAID, Tunisia Media Landscape Assessment, 2021, pp. 37 and 56, (Not available online.)

<sup>66</sup> <https://www.aljazeera.com/news/2021/11/12/tunisia-mp-jailed-for-sexual-harassment-in-landmark-case>; See also <https://items.ssrc.org/10-years-after-the-arab-spring/gender-justice-and-the-possibilities-and-limits-of-digital-mobilization-in-post-arab-spring-tunisia/>

<sup>67</sup> [https://www.ifes.org/sites/default/files/awakening\\_the\\_voters\\_of\\_tomorrow\\_-\\_the\\_democratic\\_awakening\\_toolkit\\_for\\_primary\\_and\\_secondary\\_schools\\_in\\_tunisia\\_may\\_2019.pdf](https://www.ifes.org/sites/default/files/awakening_the_voters_of_tomorrow_-_the_democratic_awakening_toolkit_for_primary_and_secondary_schools_in_tunisia_may_2019.pdf)

<sup>68</sup> <https://www.ifes.org/news/placing-tunisian-men-center-promoting-gender-equality>

<sup>69</sup> <https://www.sfcg.org/wp-content/uploads/2015/08/Supporting-Youth-as-Positive-Change-Agents-in-Post-Revolutionary-Tunisia.pdf>

### 5.3.1. Constraints

#### Unpaid Household and Caregiving Responsibilities

KIs and the literature were unanimous that women and girls in Tunisia are expected to assume responsibility for almost all domestic tasks and caregiving. According to a 2021 time-use study, “women spend between 8-12 hours per day on unpaid care work . . . while men spend [an average of] 45 minutes per day on unpaid care work. . . . In other words, women spend between 33%-50% of their 24-hour day on care work versus 3% for men.”<sup>70</sup> During the COVID-19 pandemic, women’s responsibilities at home have been amplified, including caring for sick family members and children unable to attend school, as well as maintaining the recommended household sanitation and hygiene practices.<sup>71</sup> A 2020 United Nations policy brief notes that women’s “unpaid care work has increased, with children out-of-school, heightened care needs of older persons and overwhelmed health services.”<sup>72</sup> Therefore, COVID-19 has exacerbated or re-entrenched women’s traditional roles in the household.

Women’s burdens are compounded by their lack of access to quality, safe, and affordable social services. According to the European Union’s 2021 Gender Country Profile, “this last decade has been marked by a degradation of public services which deepens inequalities, affects the poor, and increases women’s unpaid care workload.”<sup>73</sup> These local social services include health care, transportation, children’s daycare, education, etc. Numerous KIs emphasized that rural women are particularly affected by both the lack and the increasingly deteriorating quality of these services. In particular, women’s unequal burden of unpaid domestic and care work restricts their engagement in income-generating activities<sup>74</sup> or negatively impacts their potential for advancement in professional life. KIs also noted that women with disabilities are less likely to get married than men with disabilities because the women are perceived to be incapable of managing required household and childcare responsibilities, but the men are capable of earning a living.

#### Women in the Public Sphere

Tunisian women’s decision-making power in the public sphere is severely hampered by overwhelmingly patriarchal and paternalistic social and cultural systems. The societal enforcement of traditional gender roles undermines female professionals in male-dominated fields, including national and local politics, government, and business management. In general, women in decision-making roles in the public sphere often are not accepted by their male counterparts. According to a USAID-funded 2018 IFES study titled *Political Participation of Women and Men with Disabilities in Tunisia*, women with disabilities were half as likely as men with disabilities to agree with the statement, “I see myself as a leader in the community.”<sup>75</sup>

Many KIs noted that families and society discourage and judge women who choose to be in public life. According to the IFES study, “Women with and without disabilities reported that it was difficult to engage in political life, and in leadership positions in particular, due to the burden of family duties and social norms against women engaging in the public sphere. They noted that the expectations of a patriarchal society had an even greater impact on rural women’s ability to be politically engaged.”<sup>76</sup> In a 2021 survey, half of

---

<sup>70</sup> “Et s’il y avait une grève dans les foyers?” (And if there were a strike in the homes?), Oxfam and Association des Femmes Tunisiennes pour la Recherche sur le Développement (AFTURD), 2021, p. 6. (Original report unavailable online.) See <https://www.leconomistemaghreb.com/2021/11/25/oxfam-tunisie-etude-avait-greve-foyers/>. See also Oxfam, *Counting on Women’s Work without Counting Women’s Work: Women’s unpaid work in Jordan, Lebanon, Tunisia and Egypt*, 2019, p. 66 footnote 333, citing similar time-use data from the National Institute of Statistics in 2006.

<sup>71</sup> EU, *Tunisia Gender Country Profile*, 2021

<sup>72</sup> [https://www.un.org/sites/un2.un.org/files/policy\\_brief\\_on\\_covid\\_impact\\_on\\_women\\_9\\_april\\_2020.pdf](https://www.un.org/sites/un2.un.org/files/policy_brief_on_covid_impact_on_women_9_april_2020.pdf), p. 2.

<sup>73</sup> EU, *Tunisia Gender Country Profile*, 2021, p. 36.

<sup>74</sup> UN Women and the Economic Research Forum (ERF), *The Role of the Care Economy in Promoting Gender Equality: Progress of Women in the Arab States*, 2020. [Hereafter UN Women and ERF, *Role of the Care Economy*, 2020.]

<sup>75</sup> IFES, *Political Participation of Women and Men with Disabilities in Tunisia: An IFES Assessment*, December 2018, p. 26.

<sup>76</sup> IFES, *Political Participation of Women and Men with Disabilities in Tunisia: An IFES Assessment*, December 2018, p. 27. See also <http://www.electionaccess.org/en/resources/publications/594/> and <https://babelinitiative.files.wordpress.com/2014/04/viii-persons-with-disabilities.pdf>

male and female participants were against women being in high political positions.<sup>77</sup> In rural areas, according to KIs, many fathers and husbands prohibit women in their families from leaving home after dark to attend meetings or events, for example.

IFES's study includes a section on "The Intersectionality of Disability, Gender and Youth," which concludes that "Women with disabilities experience compounded barriers to political participation."<sup>78</sup> KIs said that political parties include women with disabilities on electoral lists only to get funding from the state for fulfilling quota requirements. According to KIs, female political candidates with disabilities are treated poorly by the media and other political candidates. In the 2018 municipal elections, one-quarter of PWDs who ran for office were women (403 out of 1,735 candidates). Five of 18 PWD candidates who headed a list were women. All five women won seats, including one woman elected mayor of her municipality.<sup>79</sup>

Threats and actual violence, including cyberbullying, censor women's individual and collective advocacy. Outspoken women are subjected to sexist language, defamation, and bullying,<sup>80</sup> and well as physical attacks, which is referred to as "political violence" in Tunisian law and advocacy.<sup>81</sup> For example, female MP Abir Moussi was slapped and kicked by two male MPs on national television.<sup>82</sup> Social media posts in reaction were mostly that she deserved this treatment because she was too vocal and controversial.

### Household Decision-making

Men are designated as head of the family by the PSC (Article 23, para 4) as well as social norms and tradition. Men therefore have control over most household decisions, including for example allocating funds for health care and other needs. This is especially the case if the man is the sole or primary household income-earner. While there is no data on this topic, several KIs indicated that control over household decision-making depends in part on the extent of women's economic contribution to the family budget.

### 5.3.2. Best Practices/Success Stories and Opportunities

Women can contribute much more to Tunisia's democratic and economic progress if they are enabled to work less at home and be safe and welcome in public spheres. "Women's engagement and leadership in entrepreneurial, economic, sociocultural, and political affairs may be Tunisia's single most important untapped potential for inclusive development, and even more so in the interior regions."<sup>83</sup>

### Media, Curricula, and Men, Boys, and Youth as Change Agents

Changing attitudes and behavior among men and boys is essential to reducing the burden of domestic responsibilities on women and girls, as well as enabling women to participate fully in civic and political (and economic) life beyond their households. These themes are closely related to cultural norms, as discussed in report section 5.2. Potential solutions are also similar. Positive media messaging and reform of educational curricula at all levels are essential. Men and boys can be encouraged as allies and champions for female empowerment. In addition, every engagement with both male and female youth can be used as a chance for gender-related attitudinal and behavioral change.

### Civil Society

Despite the societal constraints on women's participation in many contexts in the public sphere, there

---

<sup>77</sup> Association Ligue des Electriciennes Tunisiennes (LET), "[Étude sur la violence contre les femmes politiques: Rapport de synthèse](#)," June 21, 2021, slides 16-17.

<sup>78</sup> IFES, [Political Participation of Women and Men with Disabilities in Tunisia: An IFES Assessment](#), December 2018, p. 27-28.

<sup>79</sup> IFES, [Political Participation of Women and Men with Disabilities in Tunisia: An IFES Assessment](#), December 2018, p. 31.

<sup>80</sup> "[W]hat garnered a lot of attention is the numerous and repeated attacks directed against women." Al-Bawsala, [Semi-annual report on the work of the Assembly of People's Representatives](#) (Oct. 2, 2020 – Feb. 28, 2021), p. 8.

<sup>81</sup> <https://eu.boell.org/en/2021/05/19/outlawing-gender-based-political-violence-can-tunisia-example-carve-multilateral-path>

<sup>82</sup> <https://www.bbc.com/news/world-africa-57835759>

<sup>83</sup> Cities Alliance. "[Labour Migration, Inclusive Development and Gender Equality: Unlocking the Potential of Women as Agents of Change in Tunisia's Interior Regions](#)." January 2021. [Hereafter Cities Alliance. [Unlocking the Potential of Women](#). 2021.]

are active and outspoken female civil society leaders, and several prominent CSOs were founded by and/or are led by talented and well-informed women. In the past, this civic activism was primarily true for long-standing feminist CSOs in urban areas, but it is increasingly also the case for newer organizations with significant participation by a younger generation of women, including in rural areas. KIs noted some tension or lack of coordination between these two categories of CSOs, as well as a tendency among some of the leaders of long-standing feminist CSOs to resist passing the torch to the next generation.

KIs stressed the importance of civil society as a thriving environment that welcomes women's participation. Several KIs indicated that civil society is the gateway for many women to acquire and hone the necessary skills to become political candidates and successful leaders in other arenas, especially on a local level. Some effective female political leaders have been women with backgrounds as activists in CSOs, which are considered by some KIs to be incubators for future women leaders in politics.

## **5.4. Patterns of Power and Decision-Making**

### **5.4.1. Constraints**

#### **Government**

On September 29, 2021, President Kais Saïd appointed Najla Bouden as the first female Head of Government in Tunisia and in the MENA Region, but it quickly became clear that she has little decision-making power. For example, the President chairs all cabinet meetings, and Mrs. Bouden has never organized a press conference. One exception is that she issued an internal instruction (*Circulaire*) No. 18 of 2021 to abolish the former legal requirement of a gender approach in appointments to senior positions by ministers and secretaries. For these reasons, among others, she has been criticized by gender advocates.

The Peer Council for Equality and Equal Opportunities between Women and Men plays only an advisory role – rather than a policy-making role – both in terms of operationalizing the National Plan for the Integration and Institutionalization of the Gender Perspective and in terms of legislative drafting.<sup>84</sup>

The government includes 10 female Ministers, including the Head of Government, out of a total of 24 Ministers (40 percent). However, KIs repeatedly stated that these women seem to have very limited influence or decision-making power over government agenda and policies. Women won fewer parliamentary seats in 2019 (26.3 percent) than in 2014 (32 percent) and had little influence on gender-related issues. For example, the Council of Ministers approved a draft law on equal inheritance rights on November 23, 2018, under the supervision of former President Beji KCaïed Essebsi, but female MPs failed to maintain the draft law on the parliamentary agenda. In addition, several female MPs experienced verbal and physical violence in recorded plenary sessions and in parliamentary commission meetings.

#### **Public Administration**

In 2016, one-quarter of employed women in Tunisia worked in the civil service (26 percent), compared with 17 percent of men.<sup>85</sup> In the highest levels of the civil service (Categories A1 and A2) women are close to parity (42 percent and 49 percent, respectively). However, fewer women are appointed to decision-making positions, such as General Directors (25 percent) and Directors (30.1 percent). Higher percentages of women hold positions as Head of Department (59.4 percent); these positions require technical expertise, but do not have decision-making power.

During the COVID-19 pandemic, female doctors and scientists have been at the forefront of addressing the crisis. They gained greater visibility and provided guidance to the public on how to preserve their

---

<sup>84</sup> Article 3 of Governmental Decree No. 626-2016 provides that the Cabinet approves the National Plan for the Integration and Institutionalization of the Gender Perspective. Article 2 says that Council is also empowered to give its opinion on all draft legal texts related to women's rights submitted to it by the Head of Government.

<sup>85</sup> UN Women, "[Présence des femmes dans la fonction publique et accès aux postes de décisions en Tunisie.](#)" December 2017.

health.<sup>86</sup> The scientific committee of the Ministry of Health for the fight against COVID-19 includes among its membership between 30 percent and 50 percent women.<sup>87</sup> Nevertheless, the National Security Council, the National Authority for the Fight against Corona, and the Corona Virus Crisis Unit at the Parliament include very few women. Again, this data reveals a recognition of women's technical competence, but failure to give women policy-defining and decision-making positions.

### **Parliament (Assembly of the Representatives of the People)**

KIs confirmed that political blocs that decide on the political agenda are dominated by men. Numerically, women's opinion within each political bloc does not make a difference; when the bloc has to agree on women-related issues, female MPs typically lack the required number of votes to ensure the adoption of a gender-sensitive decision, and in any case, there is no evidence that they are inclined to do so.

The parliamentary rules of procedure do not provide for a permanent legislative commission dedicated to women's issues. Women's issues are discussed within all the nine permanent legislative commissions. The Special Commission for Women, Family, Childhood, Youth, and Elderly Affairs does not exercise any legislative or decision-making powers. A knowledgeable KI confirmed that "the legislative permanent commission has never sent any draft law to the women's special commission to assess the gender sensitivity of any draft law."

The two parliaments elected following the 2014 Constitution did not include any women's parliamentary caucus. The political polarization and pressure that political parties and parliamentary groups exerted on their female members are among the main reasons that prevented the formation of a women's caucus.

### **Political Parties**

Decision-making structures within political parties are dominated by men, even in parties led by women. In municipal councils "some political groups do not inform their female representatives about municipal meetings. They do not give them the possibility to have a say in municipal projects and initiatives which can give them personal visibility and prove they are capable, competent, and dedicated." According to several KIs, most women are not interested in joining political parties. As one KI said, "They would rather work with a CSO than a political party. Women working with CSOs have the possibility to make valuable contributions and be creative. In political parties, women feel used. Their presence feels tokenistic." Very few political parties (e.g., Afek Tounes, Ettakattol, and Nidaa Tounes) have initiated or completed internal reforms to ensure women's meaningful representation and participation. During elections, political parties often put female civil society leaders on their candidate lists instead of female party members, which creates frustration among female political party members, according to KIs.

### **Municipal Councils**

Women represent 47 percent of elected municipal councilors,<sup>88</sup> but only 19 percent of the mayors. Despite their numbers in municipal governments, women have mostly failed to improve institutional practices and outcomes regarding gender. A gender analysis conducted by Cities Alliances in Béja and Medenine found that "although women sit on the city council, they rarely make decisions. Also, city planning and management instruments and tools do not contain sex-disaggregated data and are not sensitive to gender considerations, which typically translates into policies that are not adapted to the needs and situations of women and girls as they are to those of men and boys."<sup>89</sup> KIs noted that in a number of municipalities "male councilors do not inform female councilors about meetings organized to discuss and agree on municipal decisions. They do not listen to female councilors' proposals or take them

---

<sup>86</sup> Labidi, Lilia. "[The Tunisian Women Doctors Leading the Struggle Against COVID-19: Hope for the Rise of a New Ethical Culture](#)," Wilson Center, Middle East Program, Occasional Paper Series, No. 36, June 1, 2020, p. 11.

<sup>87</sup> UN Women, "[Gender and Crises of Covid-19 in Tunisia: Challenges and Recommendations](#)," (March-April 2020), p. 10.

<sup>88</sup> [CEDAW/C/TUN/7](#), 2020, p. 18.

<sup>89</sup> Cities Alliance, [Unlocking the Potential of Women](#), 2021.



into consideration. Once the men agree on decisions, they call female councilors simply to meet the required quorum, and they ask them to affirm the decisions that they have taken without the female councilors.” Female municipal councilors also have experienced various forms of violence from their male colleagues, according to KIs. Political violence against female councilors, which is common in municipalities across the country, as well as uncompensated work without meaningful participation – has led many female councilors to resign, according to KIs. No data is available about the number of female councilors who have resigned.

#### **5.4.2. Best Practices/Success Stories and Opportunities**

##### **Elections**

A referendum on constitutional and other reforms is scheduled for July 2022. Legislative elections have been announced for December 2022, potentially with a new election law, which will require analysis from a gender perspective, and potentially advocacy for amendments. CSO voter education campaigns – in communities and at private sector venues such as factories where women work – can include messages for women and men about the importance of women’s participation as voters. Gender-focused election observation and media monitoring are other possibilities for CSO action during the referendum and elections. The legislative elections also present the opportunity to strengthen the skills of female candidates and to increase the focus of all candidates on gender-related issues. Hosting gatherings for new female candidates to learn from experienced elected women would be valuable. Consortium for Elections and Political Process Strengthening (CEPPS) partners, through the USAID Political Transitions Project (PTP), are well-positioned to manage such initiatives.

##### **Secretariat of the Parliament**

A significant number of women hold positions as civil servant parliamentary advisors. These advisors support the work of each parliamentary commission, but the advisors have never been trained on gender themes and approaches. Since the Parliament is currently dissolved, it would be useful to take advantage of this opportunity to build the capacity of the parliamentary advisors on gender issues.

##### **Network of Women Councilors**

The nascent Network of Elected Women in Tunisian Municipal Councils,<sup>90</sup> according to KIs, provides training and capacity building for its female members, including on gender budgeting, and has established an observatory to monitor and document cases of political violence against female municipal councilors. The network also is implementing advocacy activities to reform laws and to adopt local regulations that have a positive impact on women’s lives. These efforts are being supported by UN Women, among others.

##### **Female Civil Servants and Councilors in Municipalities**

In 2016, the percentage of women in decision-making civil service positions at the municipal level reached 35.4 percent.<sup>91</sup> KIs confirmed that female civil servants at the municipal level hold important decision-making positions. Female civil servants have sometimes been able to take action in support of women in their communities. In Jwawda, in Jendouba Governorate, the female Mayor (a paid civil service position) dedicated the municipality headquarters to host training and information sessions for rural women to get technical certificates required by banks to secure funding for their income-generating projects.

The president of the women’s commission in Jendouba municipality reported this additional example: “I organized, in partnership with the regional public health center, a mobile clinic to go to rural areas of Jendouba. Sexual and reproductive health services were provided to women. I seized this opportunity to assess the challenges rural women face in accessing health services. Women informed me that they could

---

<sup>90</sup> This network of female municipal councilors, both independent and from political parties, aims to reinforce women’s leadership in local decision-making processes and to develop an enabling environment for them, away from political polarization.

<sup>91</sup> UN Women, "[Présence des femmes dans la fonction publique et accès aux postes de décisions en Tunisie.](#)" 2017, p. 44.

not access the COVID-19 vaccine. I reported the issue to the regional office of the Ministry of Health. Based on my intervention, the Ministry reacted, and these rural women got vaccinated.”

However, female municipal councilors and civil servants do not consistently work collaboratively to coordinate interventions and provision of services for women. It would be useful to create opportunities for them to meet and exchange ideas about the best ways to improve women’s lives at the municipal level. KIs recommended that women in decision-making civil service positions at the municipal level should also join such events, including women representing ministries for social affairs, health, agriculture, and employment. KIs additionally noted that some female municipal councilors want to have a leading role on environmental issues at the municipal level, including waste recycling and “green economy” initiatives.

## **5.5. Access to and Control over Assets and Resources**

Women’s access to and control over several kinds of assets and resources is constrained, especially for women in rural and interior regions of Tunisia. Some of the relevant resources include local social services, water, transportation, information, land, and financial services.

### **5.5.1. Constraints**

#### **Access to Social Services**

The weakness of local social services in Tunisia is both one of the most serious problems facing women, and one of the strongest potential opportunities, according to the literature review and KIs. Many women in Tunisia, especially in rural areas, lack access to quality, safe, and affordable local social services, such as health care, child daycare, and elder care. Because women are responsible for almost all household and caregiving duties (see report section 5.3), weak options for social services significantly limits women’s ability to invest time in income-generating activities or job opportunities that could enhance their financial autonomy, as well as civic and political activities. UN Women and the Economic Research Forum published a comprehensive study of these “care economy” issues in Tunisia and the region in 2020.<sup>92</sup>

KIs agreed that lack of social services affects working mothers’ career growth, in particular, both in the public and private sectors. For example, maternity leave consists of only two fully paid months in the public sector and 30 days in the private sector.<sup>93</sup> Without affordable quality childcare and related social services, some women quit their jobs or resort to working part-time for a reduced salary. According to an analysis of the “care economy” in Tunisia, “[F]emale labor market participation remains low, as many women withdraw from the labor market to care for their children, due to the lack of, and/or low quality of, care facilities and the cost of care services.”<sup>94</sup> In addition, domestic violence, and the paucity of services to address it “has spillover effects on women’s economic empowerment.”<sup>95</sup>

#### **Access to Financial Resources – Women-led Enterprises**

Women own only up to 6.4 percent of agricultural land in Tunisia.<sup>96</sup> As mentioned in section 5.1 regarding inheritance rights under *Shari’a* law, women’s share is generally half of that to which men are entitled.<sup>97</sup> This disparity is exacerbated in Tunisia because “Women often do not even inherit their allotted share under *Shari’a* law – their brothers, uncles, and husbands often keep more than their share of the inherited

---

<sup>92</sup> UN Women and ERF, [Role of the Care Economy](#), 2020.

<sup>93</sup> UN Women and ERF, [Role of the Care Economy](#), 2020.

<sup>94</sup> UN Women and ERF, [Role of the Care Economy](#), 2020, p. 183.

<sup>95</sup> OECD/ILO/CAWTAR, [Changing Laws and Breaking Barriers](#), 2020. According to a KI, only one shelter is now functioning at reduced capacity (Shelter Sidi Ali Azouz of Association Beity). The public shelter run by MFFEPA was shut down during the peak of violence against women during the pandemic.

<sup>96</sup> [https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country\\_iso3=TUN](https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country_iso3=TUN);

Also see DAI, “[Strengthening Women’s Control Over Land: Inheritance Reform in Tunisia](#),” February 20, 2020.

<sup>97</sup> UNDP, “The state of play of gender related inequalities and those based on sexual orientations in Tunisian Law: Assessments & Recommendations,” March 2021, p. 32. (Not available online.)

land.”<sup>98</sup> Women living in rural areas often renounce their share of inheritance to respect customs and to maintain the unity of the family.<sup>99</sup> Furthermore, “Even when inherited lands are fairly allotted to female heirs, men remain in control of them. . . . Men manage the land, market the crop, and hand their sisters, wives, aunts, daughters, or nieces whatever they deem appropriate as rent or a share of the harvest – despite the fact that it is often women who work the fields.”<sup>100</sup>

Women constitute up to 70 percent of the Tunisian agricultural workforce,<sup>101</sup> and more than half of Tunisia’s one million rural women (58 percent) do agricultural work.<sup>102</sup> Three-quarters of unpaid family farm workers are female.<sup>103</sup> If women are compensated, they are paid 50 percent less than men, according to 2012 INS data.<sup>104</sup> Only 19.3 percent of rural women have their own sources of income, compared with 60 percent of men.<sup>105</sup> Without income, land, or other assets that they control, rural women have no collateral to secure a bank loan for a small enterprise or any other purpose,<sup>106</sup> and cannot make independent financial decisions.

As of 2018, women had at least partial ownership in about one-fifth of Tunisia’s businesses, but “many women . . . struggle to get financing for their firms. In fact, smaller businesses owned by women face a combined credit gap of \$595 million.”<sup>107</sup> Women in both rural and urban areas face difficulties in accessing financial products and services, both because of their limited capital and collateral as well as lack of knowledge and experience with bank loans. Reasons include bankers’ belief that lending to women is risky, women’s lack of confidence in banks, and a lack of gender-disaggregated data related to women’s financial resource needs.<sup>108</sup> World Bank data from 2018 indicates that only 28.4 percent of Tunisian women have a bank account.<sup>109</sup> KIs also reported that some PWDs continue to be asked to present a witness for banking transactions, despite legal provisions on the relaxation of such transactions.<sup>110</sup>

Another very common refrain from KIs was that women face many barriers in getting “access to markets” to sell their products. For this purpose, more innovation may be needed to expand women’s micro-enterprises well beyond traditional handicrafts, food items, and beauty products. In addition to marketing, many KIs mentioned women’s needs for both training and longer-term mentoring related to information technologies, business planning, and financial management.

Coordination is lacking among donors and programs working to improve women’s access to credit and support women’s enterprises in other ways. For example, SDC and others are working with banks and financial institutions to develop women-focused financial products. The ILO, among others, is significantly invested in supporting female entrepreneurs in Tunisia, with long-term mentoring and facilitation initiatives to help women navigate financial institutions and market their products and services. Lessons learned from the experience of ILO and others are apparently not being used by others in the design of women’s

---

<sup>98</sup> DAI, “[Strengthening Women’s Control Over Land: Inheritance Reform in Tunisia](#),” February 20, 2020.; See also UN, [Tunisia: Gender Justice and the Law](#), 2018, p. 19.

<sup>99</sup> ATFD, [Civil Society Report on Beijing](#), 2020, p.44. According to one KI, tradition in some areas dictates that women must publicly declare that they abandon their shares in farmlands and their shares in olive trees to male heirs.

<sup>100</sup> DAI, “[Strengthening Women’s Control Over Land: Inheritance Reform in Tunisia](#),” February 20, 2020, p. 4.

<sup>101</sup> Arab Reform Initiative, “[Tunisia: COVID-19 Increases Vulnerability of Rural Women](#),” November 25, 2020, p. 2.

<sup>102</sup> [https://www.lemonde.fr/afrique/article/2019/05/09/en-tunisie-le-sort-tragique-des-ouvrieres-agricoles\\_5459999\\_3212.html](https://www.lemonde.fr/afrique/article/2019/05/09/en-tunisie-le-sort-tragique-des-ouvrieres-agricoles_5459999_3212.html)

<sup>103</sup> IFC, [Banking on Women in Tunisia](#), 2018, p. 16.

<sup>104</sup> Arab Reform Initiative, “[Tunisia: COVID-19 Increases Vulnerability of Rural Women](#),” November 25, 2020, p. 2. In a recent [survey](#) of 600 female agricultural workers, 88% of them reported being paid less than 15 dinars per day.

<sup>105</sup> EU, [Tunisia Gender Country Profile](#), 2021, p. 96.

<sup>106</sup> CEDAW/C/TUN/7, 2020, p. 42; IFC, [Banking on Women in Tunisia](#), 2018, p. 8.

<sup>107</sup> <https://pressroom.ifc.org/all/pages/PressDetail.aspx?ID=16782>; Women have at least part ownership of 18–23% of Tunisia’s formally registered companies. IFC, [Banking on Women in Tunisia](#), 2018, p. 5. A 2021 source indicates that 40.1% of firms have female majority ownership. World Economic Forum, Global Gender Gap Report 2021, [Insight Report March 2021](#), p. 376.

<sup>108</sup> IFC, [Banking on Women in Tunisia](#), 2018, p. 11.

<sup>109</sup> <https://globalindex.worldbank.org/sites/globalindex/files/countrybook/Tunisia.pdf>

<sup>110</sup> Law No. 66 of 3 November 2008 on Relaxation of Transactions for Persons with Motor Disabilities, Article 378, para. 2.

entrepreneurship programming. The MFFEPA Minister announced in March 2022 a new national program in support of women's entrepreneurship and gender-sensitive investment.<sup>111</sup>

### Access to Income and Jobs

According to INS data, a little more than one-quarter of women (28.8 percent) are in the formal labor market, compared to almost three-quarters of men (71.3 percent), and unemployment increased to 15 percent for men and 25 percent for women in the second quarter of 2020.<sup>112</sup> These data are surprising given that two-thirds of university graduates are women,<sup>113</sup> and twice as many working-age women as men have a higher education degree (38.3 percent vs. 19.1 percent).<sup>114</sup> Women work mainly in the service sector, manufacturing, and agriculture, predominantly in informal jobs (informal employment represents 43–50 percent of non-agricultural employment). These jobs are characterized by their “precariousness because they are subject more than others to climatic and economic hazards” and by wage inequalities between men and women, although such disparities are prohibited under the Labour Code and Law No. 58-2017.<sup>115</sup> “Many companies . . . still show conscious or unconscious bias against women’s career progression, despite ample evidence of the positive effects of more gender-diverse workforces and management teams. Only few women are able to break the glass ceiling in the private sector.”<sup>116</sup> Only 10.4 percent of firms have female top managers.<sup>117</sup>

With regard to social protection, as of 2019, according to the General Directorate of Social Coverage, only 33 percent of women working in agriculture are protected by social security.<sup>118</sup> Women working on family farms or who are daily or seasonal workers – often for different employers – are not affiliated to any social protection. Only women working for larger, commercial agricultural concerns receive social security coverage.<sup>119</sup> A study conducted by the MFFEPA in 2016 on women’s work in rural areas and their access to social protection reveals that the rate of affiliation to social security in the industrial sector is 72 percent.<sup>120</sup> In 2019 the government tested a mobile phone app called “Ahmini” (“Protect Me”) to help integrate 500,000 women, especially agricultural workers, into the social security system.<sup>121</sup> Relatively high costs for users as well as their lack of experience with phone apps hampered the success of the initiative.<sup>122</sup>

While males with disabilities might be encouraged by their families to seek education and income-generating opportunities, the same is not true for females with disabilities, whose education is not valued and who are expected to refrain from any engagement in the public sphere. The Secretary General of the Tunisian Organization for the Defense of the Rights of People with Disabilities (OTDDPH), among other

---

<sup>111</sup> <https://www.tap.info.tn/en/Portal-Society/14962142--changing-women-s>

<sup>112</sup> <http://www.ins.tn/en/statistiques/151> (and Cities Alliance. [Unlocking the Potential of Women](#). 2021.)

<sup>113</sup> EU, [Tunisia Gender Country Profile](#), 2021, p. 80.

<sup>114</sup> Cities Alliance. [Unlocking the Potential of Women](#). 2021. On the other hand, female illiteracy is twice that of men (25–28% vs. 12–14%), but the gap is primarily among older Tunisians. See also <http://uis.unesco.org/en/country/tn>. An IFES article citing INS data notes that 65% of Tunisian girls in rural areas drop out of school early, contributing to an illiteracy rate of 30% among rural women. <https://www.ifes.org/news/mobilizing-illiterate-tunisian-women-living-rural-areas-may-6-municipal-elections> This data is also on the U.S. Embassy website. [USAID’s DENT Mobilizes Rural Women for Tunisia’s Municipal Elections](#). However, this data is no longer on the INS website and is probably outdated.

<sup>115</sup> International Human Rights Center at Loyola Law School, ATFD, and Muslims for Progressive Values. [NGO Parallel Report on the Republic of Tunisia’s Seventh Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women](#). 2019, p. 9.

<sup>116</sup> [https://www.ilo.org/africa/technical-cooperation/WCMS\\_673357/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/WCMS_673357/lang--en/index.htm)

<sup>117</sup> World Economic Forum, Global Gender Gap Report 2021, [Insight Report March 2021](#), p. 376.

<sup>118</sup> <https://www.webmanagercenter.com/2019/11/19/441491/tunisie-pres-de-70-des-travailleuses-agricoles-nont-pas-de-couverture-sociale/>. For related data, see OECD, *The Social Institutions and Gender Index (SIGI) 2019: A revised framework for better advocacy*, OECD Development Centre Working Papers, No. 342, 2020, <https://doi.org/10.1787/022d5e7b-en>.

<sup>119</sup> DAI, “[Strengthening Women’s Control Over Land: Inheritance Reform in Tunisia](#),” February 20, 2020, p. 6.

<sup>120</sup> Forum Ibn Khaldoun pour le Développement, “[Etude sur la femme rurale tunisienne](#),” May 23, 2021, p. 24.

<sup>121</sup> <https://www.unwomen.org/en/news/stories/2019/4/take-five-maher-khalifi>

<sup>122</sup> EU, [Tunisia Gender Country Profile](#), 2021, p. 95; See also <https://theArabweekly.com/ahmini-application-protect-tunisian-women-farm-workers>

KIs, notes that this lack of investment and encouragement has a negative domino effect on their economic status. Women with disabilities are typically poorer than men with disabilities.<sup>123</sup> Women with disabilities also are often paid less than other women, such as in factories. The laws setting a quota for PWDs in public and private sectors is not fully implemented and lacks monitoring mechanisms,<sup>124</sup> contributing to a high unemployment rate among PWDs.<sup>125</sup> PWDs also often struggle to secure jobs due to a lack of accommodating infrastructure in workplaces and transportation.<sup>126</sup> KIs report that state institutions and private centers that train PWDs in job skills do not equip them with effective tools for economic self-reliance; skills learned by PWDs are often not well-suited for the modern job market.

### Access to Transportation

Many KIs stated that lack of access to safe, reliable transportation in Tunisia is a critical problem that stifles women's mobility, as well as their social, political, and economic participation in both urban and rural settings. Transportation services are limited, unreliable, and dangerous. In urban areas, means of transport such as buses, metros, and trains are limited, which results in the saturation of these services as the demand for them exceeds supply. Transportation is also scarce and behind schedule, which restricts women's freedom to move in urban spaces in a timely manner and has a negative impact on their economic opportunities.<sup>127</sup> Not only are urban transportation services unreliable, but they are also the sites of violence and harassment, with women as the primary victims.<sup>128</sup>

As for women in rural areas, numerous KIs confirmed that transportation is extremely limited and/or expensive in rural regions. This hinders their access to services as basic as health care. It also deters them from seeking economic, social, civic, and political opportunities. Female agricultural workers have been among the most affected by subpar transportation services. Between the years 2016 and 2020, the Tunisian Forum for Economic and Social Rights (FTDES) recorded 40 deaths and 530 injuries among female agricultural workers due to unsafe and unregulated transportation.<sup>129</sup>

The lack of safe, available, or affordable transportation options makes it impossible for many women to participate in meetings, events, trainings, activities, and other kinds of opportunities. Taken together, transport problems, household duties without social services, family restrictions, and private and public violence (see sections 5.3 and 5.4) significantly limit women's mobility, especially in rural areas. This mobility limitation restricts women's opportunities for personal and professional development as well as their ability to contribute to the economic growth and democratic development of their communities.

### Access to Water

Tunisia's water crisis<sup>130</sup> affects women significantly as farmers, as those responsible for household cleanliness and food preparation, and as water-gatherers, especially in rural areas.<sup>131</sup> As climate change increases water scarcity, women and girls must travel longer distances to access water. A team of female research scientists concluded that, "for women, climate change appears to be associated with them taking up more manual labor, and its associated drudgery."<sup>132</sup> This burden depletes their time, restricting

---

<sup>123</sup> [https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability\\_in\\_North\\_Africa.pdf](https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability_in_North_Africa.pdf), p. 5.

<sup>124</sup> <https://babelinitiative.files.wordpress.com/2014/04/viii-persons-with-disabilities.pdf> For example, Article 2 of Decree 2005-3087 (November 29, 2005) requires entities with more than 100 employees to ensure that 1% are PWDs.

<sup>125</sup> [https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability\\_in\\_North\\_Africa.pdf](https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability_in_North_Africa.pdf), p. 20.

<sup>126</sup> <https://www.solidaritycenter.org/tag/tunisia/>

<sup>127</sup> <https://urban-links.org/insight/building-gender-equal-cities-in-tunisia-the-femmedina-project/>

<sup>128</sup> [https://docs.euromedwomen.foundation/files/ermwf-documents/7684\\_4.56.mobiliteurbaineetgenreentunisie.pdf](https://docs.euromedwomen.foundation/files/ermwf-documents/7684_4.56.mobiliteurbaineetgenreentunisie.pdf)

<sup>129</sup> <https://www.business-humanrights.org/fr/derni%C3%A8res-actualit%C3%A9s/i-have-a-dream-of-safe-transportation-tunisianwomen-agricultural-workers-in-tunisia/>

<sup>130</sup> <https://www.reuters.com/article/us-tunisia-water-land-feature-trfn/thirsty-crops-leaky-infrastructure-drive-tunisias-water-crisis-idUSKBN1XB2X1>

<sup>131</sup> <https://www.afd.fr/en/actualites/tunisia-facilitating-access-water-and-womens-empowerment>

<sup>132</sup> <https://www.icarda.org/media/blog/rangeland-women-why-supporting-them-could-save-tunisias-degraded-ecosystems>

opportunities to pursue productive, personal, and civic activities.<sup>133</sup> The lack of clean, accessible water in schools also contributes to an increasing school dropout rate among rural girls.<sup>134</sup> Traveling long distances to remote locations in search of water also exposes women and girls to harassment and sexual assaults.<sup>135</sup>

### Access to Information

Women in rural regions, according to KIs, have significantly less access to computers, smartphones, and the internet, limiting their ability to learn about opportunities and participate fully in economic and civic life. Among women who have access to these resources, they primarily use Facebook rather than exploring the full spectrum of internet resources.<sup>136</sup> Therefore, many women lack access to educational, entrepreneurial, and professional development resources online.<sup>137</sup> Furthermore, according to KIs, women's decreasing literacy in rural regions hinders their access to useful information online and from other sources. Less than three-quarters of women are literate (72.2 percent), compared with 86.1 percent of men, though among younger women (age 15–24) the literacy rate is much higher (95.8 percent).<sup>138</sup> A growing number of girls are dropping out of school early, according to KIs, especially in rural areas, perhaps in part because they spend up to 89 percent of their time on household chores.<sup>139</sup> Several small initiatives, primarily in urban areas, aim to enhance women's access to information, such as legal literacy (by, e.g., Arab Institute of Human Rights) and economic empowerment (by, e.g., CREDIF).

### LGBTQI+

LGBTQI+ individuals face difficulties in accessing basic services such as healthcare and education or securing employment. According to a United Nations Independent Expert report in 2021, "Poverty is the bedrock of a whirlwind of discrimination and violence that alienates [LGBTQI+ individuals] from state services and increases their disadvantage when confronted with hostility from state agents."<sup>140</sup> With regard to health care, for example, LGBTQI+ people report that they do not go to the doctor "for fear of mockery, negative judgments, abuse by medical staff, or fearing that legal action based on Article 230 of the Penal Code would be taken against them."<sup>141</sup> These challenges are especially relevant for individuals whose gender expression is visibly different from heteronormative groups. KIs highlighted that the disconnect between a transgender person's gender expression and their assigned sex at birth on national identification documents creates many problems. Health care professionals, hiring managers, landlords, and schools reject these individuals upon seeing their identification documents, and police use this ID issue as a reason for random arrests and physical violence.

## 5.5.2. Best Practices/Success Stories and Opportunities

### Social Services

As noted in report section 5.5.1, the need for more local social services in Tunisia is a serious problem, and also a strong potential opportunity for female economic empowerment. A 2019 report suggests that "by providing households with the necessary social care services, women's chances of engaging in income-generating activities would increase considerably."<sup>142</sup> Social service sectors, including health and education, employ more women than men, indicating that women have knowledge, skills, and experience in these

---

<sup>133</sup> <https://www.afd.fr/fr/ressources/eau-promesse-emancipation-tunisie>

<sup>134</sup> <https://www.afd.fr/en/actualites/tunisia-facilitating-access-water-and-womens-empowerment>

<sup>135</sup> <https://www.afd.fr/en/actualites/tunisia-facilitating-access-water-and-womens-empowerment>

<sup>136</sup> <https://items.ssrc.org/10-years-after-the-arab-spring/gender-justice-and-the-possibilities-and-limits-of-digital-mobilization-in-post-arab-spring-tunisia/> See generally on Internet access: <https://freedomhouse.org/country/tunisia/freedom-net/2021/#A>

<sup>137</sup> <https://allafrica.com/stories/202109230282.html>

<sup>138</sup> <http://uis.unesco.org/en/country/tn>

<sup>139</sup> EU, *Tunisia Gender Country Profile*, 2021.

<sup>140</sup> OHCHR Independent Expert report, 2021.

<sup>141</sup> <https://www.ohchr.org/en/NewsEvents/Pages/DisplayNews.aspx?NewsID=27174&LangID=E>

<sup>142</sup> UN Women and ERF, *Role of the Care Economy*, 2020, p. 183.

fields.<sup>143</sup> Women could capitalize on these skills as entrepreneurs, benefitting both themselves and women in their communities. “The weak presence of the private sector in health-care activities . . . reveals opportunities to be seized to offer quality services. Increasing the supply of this type of employment could reduce acute unemployment among young graduates and women.”<sup>144</sup>

The World Bank’s EmpowerHer initiative provides a technology-focused example. It “brought young, unemployed tech graduates together with rural women to create startups for apps that help provide services for women in the interior regions in Tunisia,” such as helping “women sell their handicrafts by providing them access to markets and materials and connecting them to better social & health services.” As the World Bank notes, these initiatives serve the dual purpose of filling social service gaps and providing “high technology jobs and other opportunities for the young startup entrepreneurs.”<sup>145</sup>

Public sector social services also must be improved. In Klls, several female municipal councilors and civil servants offered examples of improving services needed especially by women, as noted in earlier report sections. Strengthening their efforts through training, mentoring, and funding for pilot projects are important opportunities. CSOs also have potential as national and municipal government partners to provide health and education services, as is the case in other countries. Post-independence, for example, mobile health clinics (or “caravans”) reached women across the country, including in remote areas, to provide health services and to increase public knowledge about health issues.<sup>146</sup> With regard to transportation, Tunisia has recently witnessed the inception of private sector mobile phone services (apps) – such as Bolt and inDriver – through which passengers in Tunis and other urban areas can pay for safe but expensive rides. In rural areas, women and male allies may find entrepreneurial opportunities to provide transport for women. In addition, Law No. 2019-51 created a category of “transport of agricultural workers” to provide public transport services for women in this sector. The law resulted in part from civil society campaigns,<sup>147</sup> including “Selma T3ich” (“Selma Lives”), which includes a recent study on women and transportation, led by CSO Aswat Nissa.<sup>148</sup>

### **Access to Financial Resources / Women-Led Enterprises**

For more than 30 years, the Tunisian women’s movement has tried to reform inheritance law. Several reports and studies have been produced showing the positive impact that equality in inheritance could have on women’s well-being and alleviating poverty. A 2018 report by the Commission on Individual Liberties and Equality made a religious argument in favor of equality in inheritance.<sup>149</sup> As with other legal reform issues (see report section 5.1), there may be an opportunity to revive this effort in the future, for which advocates can collectively prepare and strategize.

Klls and the desk review confirm that a new generation of female entrepreneurs is emerging, including in the country’s interior regions. According to the International Financial Corporation (IFC), “In Tunisia, women entrepreneurs are known to be more educated and younger than their male counterparts and are known, especially among micro-finance institutions, for their dynamism, prudence, and compliance.”<sup>150</sup> The ILO notes that, “enterprises owned by women are more likely to employ other women, and an increase in the number of women-owned businesses would have a multiplier effect on women’s overall

---

<sup>143</sup> “The share of women in health and education sectors exceeded that of men, at 61 percent and 56 percent, respectively. In addition, almost all [Early Childhood Care and Education] and social care employment is held by women, and their share has increased over the past decade. . . . In the health sector, female postsecondary students account for 73 percent, and in the social services sector they account for 89 percent.” UN Women and ERF, *Role of the Care Economy*, 2020, p. 200.

<sup>144</sup> UN Women and ERF, *Role of the Care Economy*, 2020, p. 202.

<sup>145</sup> <https://blogs.worldbank.org/arabvoices/empowerher-using-technology-help-women-and-young-people-tunisia>

<sup>146</sup> See, e.g., Francine Coeytaux et al., “An Evaluation of the Cost-Effectiveness of Mobile Family Planning Services in Tunisia,” *Studies in Family Planning*, 1989, 20:3, pp. 158–169.

<sup>147</sup> <https://meshkal.org/national-outcry-over-latest-deadly-road-accident-of-women-farmhands/>

<sup>148</sup> <https://www.euromedwomen.foundation/pg/en/news/view/9725/take-part-in-study-on-women-and-transport-in-tunisia>

<sup>149</sup> *COLIBE Report*, 2018, pp. 11–14.

<sup>150</sup> IFC, *Banking on Women in Tunisia*, 2018, p. 7.

employment.”<sup>151</sup> Women “represent a vast untapped market for lenders,”<sup>152</sup> notes IFC, and “if more women had access to credit, their firms would be better able to grow and create jobs.”<sup>153</sup>

Several donor-funded programs support women entrepreneurs, such as “Women Entrepreneurs” funded by GIZ and a number of Tunisian startups,<sup>154</sup> IFC’s “Ebdai’l,”<sup>155</sup> and “Fast” by the French Agency for Development.<sup>156</sup> Better coordination among these efforts would be valuable to avoid duplication, learn lessons and create synergies. KIs also noted that increased emphasis is needed on nontraditional enterprises for women, which could include information technology and green energy solutions, such as solar initiatives piloted in other countries.<sup>157</sup>

In addition, Female Agricultural Development Groups (*Groupements de Développement Agricole*, GDAs) have been successful in rural areas in agriculture and livestock farming, improving the daily lives of rural women and fostering women’s leadership at the community level. Law No. 30 of June 30, 2020,<sup>158</sup> on “social and solidarity economy” is expected to support these kinds of initiatives by, among other things, facilitating a financing mechanism for cooperatives and associations.<sup>159</sup>

## 6. RECOMMENDATIONS

Recommendations are offered to inform future USAID programming toward the goal of promoting gender equality and female empowerment in Tunisia. Priority recommendations are presented according to the gender analysis domains, followed by general, cross-cutting recommendations.

### Laws, Policies, Regulations, and Institutional Practices

- In advance of the referendum and elections in 2022, support **voter/civic education campaigns targeting women and men about women’s participation**, including through the private sector (e.g., factories); **gender-focused election observation and media monitoring**; and gatherings for new women candidates to learn from experienced elected women.
- Provide **technical assistance** to the **National Institute of Statistics (INS)** and key ministries dealing with women’s and girls’ affairs (e.g., health, education, justice, employment, and commerce) on gathering **sex-disaggregated data** and external communication of that data.
- Provide technical assistance to the **Peer Council for governmental gender mainstreaming**, including for the preparation of **operational gender-based budgeting plans** by all ministries, with leadership and input from the Ministry of Family, Women, Children, and Seniors (MFFEPA) and the **Ministry of Finance**. Relevant ministries in addition to those listed above include culture and environment to address gender-focused media and climate change issues.
- Provide technical assistance and support for MFFEPA’s **National Observatory for the Prevention of Violence against Women** to counter GBV, including political and cyber violence, and Centre for Research, Studies, Documentation and Information on Women (CREDIF)

---

<sup>151</sup> [https://www.ilo.org/africa/technical-cooperation/WCMS\\_673357/lang--en/index.htm](https://www.ilo.org/africa/technical-cooperation/WCMS_673357/lang--en/index.htm)

<sup>152</sup> <https://pressroom.ifc.org/all/pages/PressDetail.aspx?ID=16782>

<sup>153</sup> <https://pressroom.ifc.org/all/pages/PressDetail.aspx?ID=16782>

<sup>154</sup> <https://www.webmanagercenter.com/2020/10/09/457014/appele-a-candidatures-pour-le-programme-women-entrepreneurs/>

<sup>155</sup> <https://www.flat6labs.com/program/ebdaytunisia/>

<sup>156</sup> <http://kapitalis.com/tunisie/2021/12/24/fast-un-programme-au-service-de-lentrepreneuriat-feminin-tunisien/#:~:text=Le%20programme%20Femmes%20et%20acc%C3%A9%20C3%A9ration,appel%20%C3%A0%20projets%20visant%20%C3%A0>

<sup>157</sup> <https://www.reuters.com/article/pakistan-solar-women/in-pakistan-solar-lamps-turn-women-into-green-energy-entrepreneurs-idUSL5N10734920150727>

<sup>158</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---coop/documents/legaldocument/wcms\\_750308.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/legaldocument/wcms_750308.pdf)

<sup>159</sup> See, for example, [https://www.ilo.org/global/topics/cooperatives/news/WCMS\\_714864/lang--en/index.htm](https://www.ilo.org/global/topics/cooperatives/news/WCMS_714864/lang--en/index.htm)



to implement their new **national study on the economic and social cost of violence against women**.

- Support long-term **legal and regulatory reform** efforts through **mapping** with CSO partners all of the legislative drafting already done to identify and fill gaps, building on the work of the Individual Freedoms and Equality Committee (COLIBE) report. Identify and **support GOT champions for such reforms** at all levels and in all government branches and departments.
- Support **CSO legal aid services, especially for GBV cases**. (Coordinate with *Avocats Sans Frontières* and UNFPA among others.) Collaborate with the United States Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) to enhance the gender focus of activities with police and judges, and their coordination with CSO service providers.
- Support the Independent High Authority for Audiovisual Communication (HAICA) to enforce Article 11 of Law 58-2017 on **media's responsibilities in combatting GBV and gender stereotypes**.

### **Cultural Norms and Beliefs**

- Conduct **gender-focused reviews of new civics curricula** to ensure they counter gender stereotypes and address GBV. Adapt them for other contexts, such as secondary schools, universities, community-based civic education, and media campaigns. (Collaborate with Article 19 and Search for Common Ground, among others.)
- Build capacity of **community radio stations and female journalists**, especially in interior and rural areas. Inspire journalists to avoid gender stereotypes and cover issues of concern to women, girls, and LGBTQI+ communities through hands-on media training and journalism awards.
- Include **young women, young men, and young gender non-conforming individuals** in diverse programming initiatives to foster positive gender-related attitudes.
- Invest in recruiting **men and boys as allies and champions**. Promote positive masculinity.
- Host both joint and **sex-segregated events** to hear women's voices independently (to understand their concerns and priorities) and to foster male allies and champions.

### **Gender Roles, Responsibilities, and Time Use**

- Fund **media campaigns** showing women/girls in nontraditional roles and participating fully in public life – and showing men/boys in household/care roles and supporting women/girls.
- Support **policies and access to social services** that reduce household/caregiving burdens on women, enabling them to participate more fully in public life (e.g., work, civic life, politics). Examples of services include daycare and safe transportation. Policies include equitable maternity/paternity leave, flexible hours, and home-based work.
  - Promote **CSOs and private enterprises led by women and male allies that provide relevant social services** (e.g., health care, daycare/education, and transport).
  - Support efforts to enhance relevant **municipal government social services**.

### **Patterns of Power and Decision-Making**

- Build awareness and capacity of male and female municipal councilors to ensure the **full participation of women councilors**, incorporate the needs of women and girls in **municipal planning**, and **engender local budgeting**.

- Support activities with **women municipal councilors from different geographical areas** to facilitate exchange of experiences, networking, and mutual learning, potentially through the **Network of Elected Women**.
- Support analysis and advocacy related to **local election law and code of local authorities** in terms of women's representation and leadership in municipal commissions.
- Foster women's civic participation through **long-term, community-based approaches**, including for mobilizing female electoral candidates long before the next election, building on women's leadership in CSOs.
- Enhance **understanding among CSO sub-partners of gender issues and gender-focused approaches** to activities. Support CSOs focused on gender equality and empowerment of women and LGBTQI+ individuals, especially in interior and rural areas. Support coalition-building among rural CSOs on gender themes.

### **Access to and Control over Assets and Resources**

- Support more **women-led enterprises** longer term with equipment, training and mentoring on business planning and financial management, basic literacy and numeracy skills when needed, accompaniment/facilitation in navigating banking/credit systems, and enhancing women's access to markets. Support MFFEPA's new "*Raidat*" program related to women's entrepreneurship.
- Focus on women's entrepreneurship in **nontraditional sectors**, such as information technology, solar power and other green initiatives, and value-addition processing of agricultural products.
- (From the Domain on Gender Roles) Promote **private enterprises** led by women and male allies that provide social services (e.g., health care, daycare/education, and transport).
- Work with banks and micro-finance institutions to **facilitate women's access to simplified financial products** for their small-scale enterprises. (Coordinate with International Labor Organization [ILO] and Swiss Development Corporation [SDC], among others.)
- Support networking and mutual learning opportunities among female entrepreneurs across the country, including **women's cooperatives and business associations**.
- Encourage **private sector** enterprises to adopt structural changes that promote gender equality (e.g., United Nations Development Programme [UNDP] Gender Equality Seal Certification Program).
- Invest in women's **digital literacy** and **cyber-secure access** to online learning and networking.
- For less literate audiences, enhance **access to information** through a wide variety of outreach methods – including radio and television programming, visual materials, community cultural events and "street theater" – to inform their participation in civic and political life and to provide information about economic opportunities and social programs.

### **General (Cross-cutting) Recommendations**

- Position **USAID as a model** of gender-focused programming and activities internally through inclusive hiring and retention practices, externally through gender-focused public communications and dialogue with GOT counterparts, and through explicitly gender-focused programming.
- For all USAID solicitations and programs, require gender-specific **indicators** (ADS 205.3.9.2), gender **action plans** (ADS 205.3.6-7), and gender-disaggregated **reporting data** (ADS 205.3.8), including for all surveys and other research products.

- Ensure that USAID and its IPs participate actively in **gender coordination mechanisms** to share learning, avoid duplication, and ensure complementarity. Co-host gender working groups in sub sectors such as banking/micro-lending and development of inclusive civics curricula.
- Use all interactions with government entities, CSOs, IPs, and other stakeholders to increase gender-focused research and technical capacities to gather and use **sex-disaggregated data**.
- Fund **gender assessments on specific topics**, such as women’s experiences in municipal councils and women’s access to financial resources.
- **Engage men and boys** in all efforts towards gender equality and female empowerment – as allies and “champions” and as training participants and target audiences.
- Support **materials development and media messaging** (by IPs and their partners) to counter negative stereotypes and sociocultural norms, which are among the most significant factors that restrict and disempower women and girls and LGBTQI+ individuals.
- Foster **Communities of Practice** among Tunisian women and among gender non-conforming individuals, and link them with peers and mentors in the United States and Europe.
- Focus funds and activities in **interior and rural regions**, including Kasserine and Jendouba Governorates, where barriers to inclusive participation and access to resources are more acute.
- Adopt procedures – such as public procurement quotas – to include **women and their businesses as vendors** for USAID-funded programs.

# ANNEX I: SCOPE OF WORK

## USAID/Tunisia Scope of Work (SOW) for the Gender Analysis/Assessment Report for the Country Development Cooperation Strategy (CDCS)

### BACKGROUND

USAID/Tunisia is preparing to develop a new Country Development Cooperation Strategy (CDCS) to replace the current CDCS, which is valid from September 12, 2016, until March 11, 2022, under an approved six-month extension.

The goal of USAID/Tunisia's country-level gender analysis is to identify key gender issues, inequalities, constraints, and opportunities in Tunisia and offer conclusions and recommendations for integration into USAID's strategic planning and activities. This analysis will update the USAID/Tunisia gender analysis developed in [year], present a countrywide picture of the status of women and gender, and develop strategic-level sector-specific recommendations for consideration under the new CDCS in the future. The gender analysis findings and recommendations will be used to guide gender integration throughout the Mission's programs, projects, and activities, and throughout all aspects of the program cycle. This analysis responds to USAID gender requirements and complies with [ADS 201 Mandatory Reference for CDCS development](#) and [ADS 205.3.3](#) that require all new CDCS drafts to reflect attention to gender equality and women's empowerment.

### MISSION GENDER ANALYSIS REPORT

The purpose of the report is to inform USAID/Tunisia's strategic planning, program implementation, and drafting of a new five-year strategy. It will identify key gender inequalities, gaps, issues, and constraints while making recommendations on how USAID/Tunisia can achieve greater gender and social integration in its CDCS, projects, and activities.

In alignment with ADS 205, the gender analysis portion of the report will provide a countrywide analysis of gender roles and constraints (including gender-based violence) throughout Tunisia. It will identify, analyze, and explain the gender gaps between men and women, boys and girls, and gender nonconforming people in Tunisia (including LGBTQI+ and cisgender). It is also used to identify the relevance of gender and social inclusion norms and power relations in a specific context (e.g., country, geographic, cultural, institutional, economic, etc.).

The report will culminate in concrete recommendations on ways to mitigate gender and social inequality that can be integrated into USAID/Tunisia's Development Objectives (DOs), Intermediate Results (IRs) and sub-IRs, performance monitoring and indicators, evaluation plans, solicitations for new activities, future project design and procurement documents, existing projects, and existing implementing partner strategies for gender and social inclusion. The recommendations must be actionable, achievable, and focused on addressing gender and social inclusion gaps in the sectors in which USAID plans to focus under the new CDCS. They should identify possible entry points for incorporation of gender and other considerations in carryover activities and potential new programs. Special attention will be paid to direct collaboration with the Government of Tunisia (GOT) through partner government systems and partnerships with the private sector. A portion of the recommendations in the final report will articulate language/text that should be included in the CDCS and Results Framework.

#### Report requirements:

- A. The gender and social inclusion report must provide country- and sector-level quantitative and qualitative data on the key gender and social inclusion gaps in each of the domains described in ADS 205.3.2:

- Laws, Policies, Regulations, and Institutional Practices
  - Cultural Norms and Beliefs
  - Gender Roles, Responsibilities, and Time Use
  - Access to and Control over Assets and Resources
  - Patterns of Power and Decision-making
- B. The report (data, analyses, recommendations) must focus on the country-level and on specific sectors where Mission resources are likely to be concentrated. Those sectors include the following (but are subject to modification up until the definition of the report work plan):
- Public administration of the GOT, including planning, implementation, and budgeting capacities
  - Economic development; workforce development and job readiness; micro, small, and medium enterprise development; employment; and fiscal reform
  - Democracy, political participation, citizen engagement, human rights, freedom of speech, governance, and rule of law
  - Water/sanitation, public health, Global Health Security (pandemic preparedness), vaccine preparedness, immunizations, etc.
  - Climate change and climate resilience, impacts of climate change
  - Primarily, secondary education, support to educational institutions, and water/ sanitation and public health support for educational institutions
  - Family health and population growth, maternal and child mortality, nutrition, access to and quality of health services, health financing, and systems strengthening
  - Community cohesion and resilience
- C. The report should, to the extent possible, provide information about groups of women or men who are particularly disadvantaged, discriminated against, or who have strong unmet needs for empowerment. The report should also integrate (as appropriate) a brief analysis of challenges, gaps, and needs for gender nonconforming individuals.

The report should include, but is not limited to, reviewing, and analyzing the gaps between men and women that belong to the following groups (listed below) in terms of gender analysis key domains,<sup>160</sup> and provide recommendations on how the USAID/Tunisia programs can help close gender gaps found in the areas and sectors where USAID/Tunisia works:

- **Primary:** Youth, women with low socioeconomic background, urban and rural inhabitants
  - **Secondary:** People with disabilities, marginalized ethnic groups, victims of gender-based violence,<sup>161</sup> victims of human trafficking, gender and sexual minorities, level of literacy, and Tunisian and non-Tunisians (could include immigrants and refugees)
- D. To guide and refine the report’s findings and analyses, USAID/Tunisia proposes the following lines of inquiry. These areas should not be viewed as additional analyses, but approaches through which the report should narrow its scope so that its findings, conclusions and recommendations are relevant and actionable. Answers to these questions should be integrated into the report as appropriate.

---

<sup>160</sup> Laws, Policies, Regulations, and Institutional Practices; Cultural Norms and Beliefs; Gender Roles, Responsibilities, and Time Use; Access to and Control over Assets and Resources; Patterns of Power and Decision-making.

<sup>161</sup> Include information, to the extent possible, on repeated GBV (e.g., domestic violence) and one-off GBV (e.g., sexual violence in public spaces).

1. What are the key issues and constraints to equitable political and socioeconomic participation and access to economic, political, and social opportunities of men and women in Tunisia?
2. What are the areas of opportunity for existing and future USAID activities within priority sectors to help Tunisia overcome those constraints? In particular, what are some of the opportunities for disadvantaged women and marginalized groups, especially youth?
3. What are the effects and costs of gender-based violence (for different populations, but also within the context of each priority sector listed above in #3)?<sup>162</sup> What are the potential effects (if any) of GBV (addressed or not addressed) on the achievement of proposed development outcomes in USAID programs in Tunisia?
4. What is the legal and policy framework to support gender mainstreaming, including gender-sensitive policies both at the central and local level (including Organic Law 2017-58 on the elimination of violence against women)?
5. What are successful examples of gender equality and empowerment (including addressing gender-based violence [prevention, detection, and response]) in Tunisia by USAID, GOT, civil society, and other donors?
6. What are the gender issues for which USAID/Tunisia possesses a comparative advantage, taking into consideration the strategies and interventions of other major donors in the country?
7. How has COVID-19 impacted gender and social group equality and empowerment?

## **REPORT APPROACH AND METHODOLOGY**

### Approach

The approach of the report will combine elements of primary and secondary data collection, through desk research, interviews, focus group meetings, or other methods to obtain both qualitative and quantitative data required to fulfill the report requirements. Data will drive the findings section of the report, which will be structured according to the five required domains; the sectoral foci and lines of inquiry are to be overlaid against and integrated into the five domains. Conclusions proposed in the report must be directly supported by data presented in the findings section of the report; recommendations must be directly linked to the report's conclusions.

One required appendix includes draft language for USAID/Tunisia to include within its CDCS. Language should be pulled from portions of the report and synthesized to correspond to the various required sections of the CDCS, including Country Context, Development Objective Narratives, and Intermediate Result Narratives. Required language should reflect statistical needs, considerations, and approaches relevant to that section of the CDCS. Each portion of language corresponding to a CDCS section should not exceed 5-7 lines. USAID/Tunisia will likely not be able to provide the draft of the Development Objectives/Intermediate Results before December 1, 2021.

The research team will work with the USAID/Tunisia Mission Program Office, Gender Advisor, USAID/Middle East Regional Program (Frankfurt, Germany) Program Office, and DC-based regional Gender Advisor to explore methodology options for how best to structure the methodology and resulting recommendations to achieve gender equality goals under the forthcoming CDCS. They will also work with the monitoring, evaluation, and learning (MEL) focal points and implementing partners to propose CDCS gender indicators to integrate into an MEL framework.

### Methodology

#### *Secondary Data Collection*

The research team should start with an extensive desk research to review and analyze secondary data,

---

<sup>162</sup> Banyan Global conducted such research from 2015 to 2017 and produced a report on The Cost of GBV in the MENA region. A copy of the internal report will be made available to the research team.

including, but not limited to:

- relevant national policies, laws, and regulations;
- sectoral analyses in the research and grey literature conducted by national government entities, USAID, other donors or international organizations, civil society, universities and think tanks; national and regional statistical databases;
- regional or global comparators that have made significant strides on gender and social group equality, especially as related to women's economic and political participation;
- any literature relevant to the sectors and the region.

The literature review will be focused at the macro and sectoral level to identify the gender and social inclusion inequalities or obstacles to female empowerment related to the mission's overall priority focus areas (sectors and lines of inquiry). Relevant statistical indicators will be selected and updated, focused on the sectors and regions prioritized by USAID. The contractor will create and maintain an online repository (e.g., Google Drive folder) to provide all the reports that are not found on the internet.

Relevant materials might include, but not be limited to:

- a. 2019 Tunisia Country Report on Human Rights Practices (Note: The 2020 version will likely be available in spring and related links will be updated at that time)
- b. OECD's Social Institutions and Gender Index report on Tunisia
- c. Studies and assessments concerning gender conducted by donors, international bodies, NGOs, national governments, regional organizations, and the academic community
- d. UN HDI Reports
- e. Freedom House, Amnesty International, and other international human rights reporting
- f. National statistics on women from the Department of Statistics (or equivalent body) and the [UNDP Human Development Index Reports](#)
- g. [2015 Gender Report of the National Institute for Statistics](#)
- h. Recent literature that addresses gender issues in specific sectors and areas of strategic interest for the Mission
- i. Report of the Individual Freedoms and Equality Committee (COLIBE)
- j. [Global Gender Gap 2020](#)
- k. [Universal Periodic Review 2017, Concluding observations \(2020\) CCPR/C/TUN/CO/6](#)
- l. [UN Women](#)
- m. [Political Participation of Women and Men with Disabilities in Tunisia](#)
- n. [She Votes: Understanding Barriers to Women's Political Participation](#)
- o. [Human Rights Watch Articles/Reports](#)
- p. [The LGBT Global Acceptance Index](#)
- q. [The Global Barometer of Gay Rights](#)
- r. [The Global Barometer of Transgender Rights](#)

USAID/Washington documents including, but not limited to:

- a. The [Automated Directives System \(ADS\) 201](#) and [205](#), and [the 2016 and 2020 Gender Equality and Female Empowerment Policy](#)
- b. [U.S. Strategy to Prevent and Respond to Gender-based Violence](#)
- c. [U.S. Strategy to Empower Adolescent Girls](#)
- d. [Counter-Trafficking in Persons Policy](#)
- e. [USAID's Youth in Development Policy](#)
- f. [USAID Disability Policy Paper](#)
- g. [Advancing Disability-Inclusive Development](#)
- h. [USAID Policy on Diversity in the Workforce, Equal Employment Opportunity and Non-Discrimination](#)
- i. [Private Sector Engagement Policy](#)

- j. [Journey to Self-Reliance Country Roadmap](#)
- k. [Joint Strategic Plan 2018–2022](#)
- l. [USAID Policy Framework](#)
- m. [Joint Regional Strategy: Middle East and North Africa](#)
- n. Women, Peace and Security Strategy
- o. [USAID’s LGBTQI+ profile for Tunisia](#)
- p. [LGBT Vision for Action](#)

USAID/Tunisia documents including, but not limited to:

- a. The Mission’s prior CDCS and gender analysis as well as results frameworks for DOs
- b. Phase I slide deck for 2021–2026 CDCS, if available
- c. Synthesis of Analytics for CDCS and J2SR Analysis, if available

#### *Primary Data Collection*

Primary data collection will include semi-structured interviews and focus group meetings, including, but not limited to, USAID staff; implementing partners; government counterparts; the Gender Coordination Group; donors UN agencies; national NGOs; key civil society stakeholders; Ministry of Women, Family, and Children; Centre for Research, Studies Documentation, and Information on Women (CREDIF); and program beneficiaries, as feasible. To the extent possible, the report should/may include anecdotal data of needs that are currently lacking empirical data for Mission consideration.

Meetings/interviews include, but are not limited to:

- a. Entry briefings with the Gender Advisor (Mission and regional), the U.S. Embassy, the Program Office, and the Front Office
- b. Meetings with sector teams and implementing partners on areas of interest, to jointly identify possible links to inclusive development issues in each sector and come up with recommendations to adequately consider these issues in the draft CDCS, to identify possible entry points for the incorporation of gender and inclusive development considerations into ongoing and future activities taking into consideration the current context of Tunisia, and to recommend how inclusive development considerations can be adequately treated in the Mission draft CDCS.
- c. Interviews with select key expert stakeholders, beneficiaries, and other community members involved in current and proposed programs, including local gender expert resource groups; focus groups; and site visits to selected program activities, as time permits, to ask beneficiaries about problems, successes, and possibilities for improving attention to gender in USAID activities. To the extent possible, a representative from each technical team of USAID/Tunisia will accompany the team during relevant interviews, focus groups, and site visits.

#### *Data Requirements*

All data and statistics must be disaggregated by age group and demographics (e.g., economically active population, Tunisians and non-Tunisians, family composition [with/without children], economic activity, wealth index, socioeconomic backgrounds, geography, etc.) for the purposes of comparing gender issues within those groups and among non-group members. The report should also disaggregate population by age: children, youth (10-29), and adults,<sup>163</sup> to the extent that there is information available. Please refer

---

<sup>163</sup> The analysis must disaggregate by demographic group in order to be able to identify youth. [USAID Youth in Development Policy](#) defines youth in the cohort of 10-29 years. On the other hand, the UN, for statistical consistency across regions, defines “youth” as those persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States. For the sake of these analyses and assessments, USAID/Tunisia will look at three distinctions under the youth category based on the mission’s programming: Youth I: 10-17 years of age, Youth II: 18-24, and Youth III: 25-29 in order to program better distinct actions related to education, training, workforce development, economic participation, and political engagement.



to USAID's Gender policy on descriptive statistics<sup>164</sup> requirements for men and women (education, health, community participation, political participation, economic activity and earning, time use, violence, etc.).

## **MAIN AUDIENCES**

The main audience of the report is USAID staff, the GOT (a summarized, translated version), and USAID implementing partners; the report will particularly help the Program Office and Technical Teams in the preparation of mainstreaming gender in the CDCS and project and/or activity design work.

## **PERIOD OF PERFORMANCE AND LEVEL OF EFFORT**

The period of performance for the gender report is estimated from October 1, 2021, to December 1, 2021. The estimated schedule for delivery of this task is provided in Section 6, Deliverables.

Note that this Task Order includes a five-day work week while in the United States and six-day work week while in Tunisia; therefore, salaries are calculated on that basis.

We are anticipating 60 days of Level of Effort (LOE) for the Team Leader, 50 days of LOE for a Senior Gender Expert, and 40 days for the National Gender Experts.

## **DELIVERABLES**

The schedule of deliverables reflects the level of effort and does not include the time that would take USAID to review and approve them.

The research team must submit the following deliverables, which are associated to the schedule of payments as shown at the end of this section:

**Deliverable 1: Inception Report (IR) and Work Plan.** The IR is key since its contents will provide a fully-fledged and detailed description of how the gender report will be carried out from beginning to end. It must include a detailed methodology for the Gender Report, detailed activities for the operationalization of the desk review and potential primary data collection, including localities and timeline for both fieldwork and the entire work, and necessary annexes to include any other relevant material. The research team is expected to conduct comprehensive desk research in preparation for the report, based on which it will identify remaining gaps that necessitate additional field work (virtual or in person pending COVID protocols in Tunisia at the time) for primary data collection or validation of secondary data.

The IR is expected to have benefited from (a) a review of all statistical databases identifying availability of information; (b) a review of all the provided literature, including additional secondary information retrieved by the research team; (c) the initial/ kickoff meeting (or conference call); and (d) any other preparatory work before desk review and data processing. The IR must be clear and coherent, and should not have any remaining issues and questions regarding any design or implementation issues. The Work Plan will include a detailed schedule of desk review activities and fieldwork (virtual or in person), the timeline for data processing and

---

<sup>164</sup> ADS 205.3.2. Descriptive Statistics in Gender Analysis: Gathering statistics on women and men is a core element of carrying out a gender analysis. As much as possible, these statistics should not treat men and women as monolithic categories but should reflect the intersection of sex with other characteristics such as age, marital status, income, ethnicity, race, disability status, geographic location, sexual orientation and gender identity, or other socially relevant category as appropriate, in Education, Health, Political participation, Economic activity and earnings, Time use, Violence, and other relevant domains. It is important to understand the intersecting identities a person has in order to capture the extent to which they may or may not experience heightened marginalization or exclusion in society. Statistics disaggregated by sex should be collected and reported separately in two different categories (male or female) or fashioned into ratios or absolute or relative gaps to show the status of females relative to males. Indicators pertaining to either males or females only should also be included (e.g., those measuring progress toward women's participation and leadership).

analysis and drafting of the final report, and any other relevant information regarding the assessment.

Deliverable 2: Products include (a) a **PowerPoint presentation of preliminary findings** and recommendations of the Gender Report to USAID (the technical offices and Program Office) and Embassy; (b) a PowerPoint presentation of **preliminary findings and recommendations to the USAID Front Office**; (c) a an exit briefing with the Gender Advisor and Program Office; (d) a **populated index of the final report** outlining the Gender Report in the final format agreed upon in the IR, including the main ideas in each section that reflect, in the most accurate way, the content of the final report (findings, conclusions, and recommendations); (e) exit briefings with the Gender Advisor, regional Advisor, and Program Office.

Deliverable 3: **Draft of the Gender Report.** It is important that the report follow the pre-established format in the IR, ensuring all comments made to the populated index are incorporated. The draft of the final report will include tables and graphs, index and acronyms, and appendices (unless the latter are extensive). The report must not exceed 30 pages in length (without including appendices, lists of key informants, etc.) and will include any database in an Excel sheet in electronic format.

Deliverable 4: Products include:

- i. **Final Gender Report**
- ii. **PowerPoint presentation of final report findings and recommendations to the USAID Front Office and senior management team**
- iii. **External presentation of final report findings and recommendations in a public event, likely with a GOT (working-level) partner, USAID implementing partners, and other donors**

The final report will be in English, with the Executive Summary provided in both English and Arabic. The structure of the final report is provided in [Annex I](#) of this SOW. The team must also submit all documents collected as part of this task in a Google Drive folder. This will include, data records in Excel in electronic format and any other data collection instruments used. In case of semi-structured interviews, transcription files of key informants must be provided.

#### **Deliverable timetable and payment schemes**

<b>Stages</b>	<b>Deliverables</b>	<b>Due date</b>	<b>% of total contract</b>
<b>Preparation</b> *	<p>I Contractor prepares and submits an <b>Inception Report (IR)</b> and <b>Work Plan</b> for the Gender Report, which includes a detailed methodology (databases for statistical analysis, secondary data to be used in desk review and domain and gender issues framework, and, if applicable, selection and profiles of key informants, instruments to be used, and identified risks and mitigation actions).</p> <p>Contractor conducts a <b>comprehensive review of existing literature</b> and organizes resources</p>	2 weeks following USAID kickoff meeting	

Stages	Deliverables	Due date	% of total contract
	to inform data gaps for information to be collected and/or validated during field work.		
	USAID reviews IR and Work Plan and provides feedback.	1 week	
	Contractor finalizes IR and Work Plan based on USAID feedback, and travels to Tunisia (pending global travel restrictions).	2 days	
<b>Data Processing/ fieldwork</b>	<p><b>2 Meetings, expert interviews, and site visits.</b></p> <p>At the end of field work, Contractor <b>presents preliminary findings</b> and recommendations to: 1) USAID/Tunisia and Embassy Tunisia staff, and 2) USAID Front Office.</p> <p>Contractor conducts <b>exit briefings</b> with the Gender Advisor and Program Office.</p> <p>Contractor submits <b>populated index of final report</b>: Gender Report, List of interviewees and contact information.</p>	4 weeks: data collection 3 weeks; data analysis and presentation prep 1 week	
<b>Draft Report</b>	<p><b>3</b> Contractor submits a draft <b>Gender Report</b>, including recommendations.</p> <p>USAID reviews draft Gender Report and provides consolidated feedback on the report in one document.</p>	3 weeks	
		2 weeks	
<b>Final Report</b>	<p><b>4</b> Contractor completes edits on draft Gender Report based on USAID feedback and submits <b>final report</b>.</p> <p>USAID provides final comments, if any.*</p> <p>Contractor incorporates comments and submits a final report to USAID.</p> <p>Contractor <b>presents final report findings and recommendations internally</b> to the USAID Front Office and senior management team.</p> <p>Contractor <b>presents final report findings and recommendations externally</b> in a public event, likely with a GOT (working-level) partner, USAID implementing partners, and other donors.</p>	1 week	
		1 week	
		1 week	
		1 week	

## RESEARCH TEAM

The contractor must propose the number of consultants (both international and national) to perform the gender report. It is required that at least one of the consultants have contacts in Tunisia who can facilitate meetings with experts. The Team Leader, who will also be in charge of the Gender Report, and the local consultant(s) will complement each other with expertise in the different sectors in which

USAID/Tunisia works. The contractor is responsible for all logistical support.

A member of the USAID/Tunisia staff will join the report team as a full member of the team (i.e. conducting desk research, fieldwork, and drafting of the report) to the extent possible. The Mission's Gender Advisor will join the report team in their fieldwork to the extent possible.

The gender report team includes:

**Team Leader:**

- S/he must have at least 10 years of experience in gender analysis in the development areas relevant to USAID/Tunisia's work.
- S/he must have a master's degree in sociology, anthropology, gender studies, international development, or a relevant social science field.
- S/he must have excellent speaking and writing skills in English, and be familiar with the Tunisian context and development work in the region. Some knowledge of Arabic and/or French is preferred.

The Team Leader must have leadership skills, and must be able to lead meetings, coordinate and gather different points of view of members of the team, draft initial documents with conclusions and recommendations, and prepare the report and presentations. The Team Leader must be familiar with public policies addressing gender and social inclusion gaps, gender-based violence, youth, disability, and gender agendas and programs of the main development agencies in Tunisia, particularly of USAID. S/he must have experience in the drafting and implementation of qualitative research instruments and possess working computer skills, particularly in Word and Excel.

The Team Leader must also draft the final report, policy briefs and the presentation of conclusions and recommendations for USAID's team and implementers.

**Senior Gender Expert:**

- S/he must have at least 10 years of experience in gender analysis and assessments –including gender-based violence – in the development areas relevant to USAID/Tunisia's work.
- S/he must have formal studies in gender and/or social inclusion and a minimum of a Master's degree in sociology, anthropology, gender studies, international development, or relevant social science field.
- Excellent speaking and writing English, Arabic, and/or French language skills are required. This expert must be familiar with public policies addressing gender and social inclusion gaps, gender-based violence, youth, disability, and gender agendas and programs of the main development agencies in Tunisia.
- S/he must have experience in the drafting and implementation of qualitative research instruments and possess working computer skills, particularly in Word and Excel.

**National Gender Expert Consultant (x2):**

- S/he must have at least five years of experience working in development, research, and/or evaluations, preferably in the gender analysis area, in fields relevant to USAID/Tunisia's work.
- A Bachelor of Arts (master's degree is highly desirable) or equivalent in related social field is required.
- S/he must have contacts within academia, think tanks, government institutions, and NGOs in order to be able to set up the expert interviews and focus groups.

**SOW Annex I – Structure of Final Gender Report**

The final Gender Report will be in English. It should include the following sections:

- **Executive summary** (4 pages): Synthesizes main findings, recommendations, and lessons learned. Does not include new information not available in the report. This must be a stand-alone

document. *[An Arabic version of the Executive Summary is required but is not counted against the 4 pages.]*

- **Purpose** (1 page): Clearly specifies the purpose of the report, the use of findings, the decisions for which evidence is being provided, and audiences of the report. The report topics of interest are articulated to the purpose; questions regarding lessons learned are included in this section.
- **Context and Background** (2–4 pages): This section summarizes the sector/themes under report in regards to the main problem addressed, as well as a description of the target population, geographic area, economic, social, historic, and cultural context.
- **Methodology and limitations** (3–4 pages): This section includes a detailed description of the methodology and instruments used in the report. This allows the reader to estimate the degree of credibility and objectivity in the data gathered and in the analyses performed. In case of primary data collection, instruments and sampling criteria must be explained. Here, a summary table must be included that presents the following: instruments used, types of key informants, information gathered, and limitations or observations encountered during data collection. Similarly, limitations regarding secondary data analysis should be disclosed.
- **Findings, conclusions, and recommendations** (up to 19 pages): This is the main section of the report. Findings will be clearly supported by multiple evidence sources referenced in the text, increasing its credibility. To the extent possible, evidence will be presented by using graphs and tables, and any other form that facilitates the readers' understanding of the text. Recommendations must be concise, specific, practical, and relevant supporting decision-making and the achievement of results on behalf of key stakeholders (including USAID), as appropriate.
- **Appendices:** Will include at a minimum (a) SOW of the report, (b) description of the design and methods used, (c) copies of the instruments used (if applicable), (d) sources used for statistical and desk review analysis (primary and secondary), (e) relevant outputs of data processing and analyses, (f) recommended language to be included in the Mission's CDCS (in alignment with the CDCS outline to include Context, Development Objectives narratives, and Intermediate Result narratives), and (g) other appendices required by USAID or provided by the report team.

The report must also include database files with corresponding complete technical description and acronyms.

## ANNEX 2: GENDER RECOMMENDATIONS LINKED TO USAID TUNISIA ACTIVITIES

Gender Domain	Recommendations	USAID Tunisia Activity
<b>Laws, Policies, Regulations, and Institutional Practices</b>	In advance of the referendum and elections in 2022, support voter/civic education campaigns targeting women and men about women’s participation, including through the private sector (e.g., factories); gender-focused election observation and media monitoring; and gatherings for new women candidates to learn from experienced elected women.	PTP-CEPPS JOBS
	Provide technical assistance to the National Institute of Statistics (INS) and key ministries dealing with women’s and girls’ affairs (e.g., health, education, justice, employment, and commerce) on gathering sex-disaggregated data and external communication of that data.	PTP-CEPPS*
	Provide technical assistance to the Peer Council for governmental gender mainstreaming, including for the preparation of operational gender-based budgeting plans by all ministries, with leadership and input from the Ministry of Family, Women, Children, and Seniors (MFFEPA) and the Ministry of Finance. Relevant ministries in addition to those listed above include culture and environment to address gender-focused media and climate change issues.	PTP-CEPPS FAST*
	Provide technical assistance and support for MFFEPA’s National Observatory for the Prevention of Violence against Women to counter GBV, including political and cyber violence, and Centre for Research, Studies, Documentation and Information on Women (CREDIF) to implement their new national study on the economic and social cost of violence against women.	PTP-CEPPS
	Support long-term legal and regulatory reform efforts through mapping with CSO partners of all the legislative drafting already done to identify and fill gaps, building on the work of the Individual Freedoms and Equality Committee (COLIBE) report. Identify and support GOT champions for such reforms at all levels and in all government branches and departments.	PTP-CEPPS
	Support CSO legal aid services, especially for GBV cases. (Coordinate with Avocats Sans Frontières and UNFPA, among others.) Collaborate with U.S. INL to enhance the gender focus of activities with police and judges, and their coordination with CSO service providers.	PTP-CEPPS
	Support the Independent High Authority for Audiovisual Communication (HAICA) to enforce Article 11 of Law 58-2017 on media’s responsibilities in combatting GBV and gender stereotypes.	PTP-CEPPS

Gender Domain	Recommendations	USAID Tunisia Activity
<b>Cultural Norms and Beliefs</b>	Conduct gender-focused reviews of new civics curricula to ensure they counter gender stereotypes and addresses GBV. Adapt them for other contexts, such as secondary schools, universities, community-based civic education, and media campaigns. (Collaborate with Article 19 and Search for Common Ground, among others.)	PTP-CEPPS MA3AN
	Build capacity of community radio stations and female journalists, especially in interior and rural areas. Inspire journalists to avoid gender stereotypes and cover issues of concern to women, girls, and LGBTQI+ communities through hands-on media training and journalism awards.	PTP-CEPPS*
	Include both young women and young men in diverse programming initiatives, both separately and together, to foster positive gender-related attitudes.	All
	Invest in recruiting men and boys as allies and champions. Promote positive masculinity.	All
	Host both joint and sex-segregated events to hear women’s voices independently (to understand their concerns and priorities) and to foster male allies and champions.	All
<b>Gender Roles, Responsibilities, and Time Use</b>	Fund media campaigns showing women/girls in nontraditional roles and participating fully in public life – and showing men in household/care roles and supporting women/girls.	PTP-CEPPS*
	Support policies and access to social services that reduce household/caregiving burdens on women, enabling them to participate more fully in public life (e.g., work, civic life, politics). Examples of services include daycare and safe transportation. Policies include equitable maternity/paternity leave, flexible hours, and home-based work. <ul style="list-style-type: none"> <li>• Promote CSOs and private enterprises led by women and male allies that provide relevant social services to alleviate the burden of care work and household responsibilities (e.g., health care, daycare/education, and transport).</li> <li>• Support efforts to enhance relevant municipal government social services.</li> </ul>	PTP-CEPPS JOBS
<b>Patterns of Power and Decision-Making</b>	Build awareness and capacity of male and female municipal councilors to ensure the full participation of women councilors, incorporate the needs of women and girls in municipal planning, and engender local budgeting.	TADAEEM
	Support activities with women municipal councilors from different geographical areas to facilitate exchange of experiences,	TADAEEM

Gender Domain	Recommendations	USAID Tunisia Activity
	networking, and mutual learning, potentially through the Network of Elected Women.	
	Support analysis and advocacy related to local election law and code of local authorities in terms of women's representation and leadership in municipal commissions.	PTP-CEPPS TADAEEM
	Foster women's civic participation through long-term, community-based approaches, including for mobilizing female electoral candidates long before the next election, building on women's leadership in CSOs.	PTP-CEPPS TADAEEM
	Enhance understanding among CSO sub-partners of gender issues and gender-focused approaches to activities. Support CSOs focused on gender equality and empowerment of women and LGBTQI+ individuals, especially in interior and rural areas. Support coalition-building among rural CSOs on gender themes.	PTP-CEPPS Ma3an
<b>Access to and Control over Assets and Resources</b>	Support more women-led enterprises longer term with equipment, training and mentoring on business planning and financial management, basic literacy and numeracy skills when needed, accompaniment/facilitation in navigating banking/credit systems, and enhancing women's access to markets. Support MFFEPA's new "Raidat" program related to women's entrepreneurship.	JOBS Mashrou3i
	Focus on women's entrepreneurship in nontraditional sectors, such as information technology, solar power and other green initiatives, and value-addition processing of agricultural products.	JOBS Mashrou3i
	Work with banks and micro-finance institutions to facilitate women's access to simplified financial products for their small-scale enterprises. (Coordinate with ILO and SDC, among others.)	JOBS Mashrou3i
	Support networking and mutual learning opportunities among female entrepreneurs across the country, including women's cooperatives and business associations.	JOBS Mashrou3i
	Encourage private sector enterprises to adopt structural changes that promote gender equality (e.g., UNDP Gender Equality Seal Certification Program).	JOBS Mashrou3i
	Invest in women's digital literacy and cyber-secure access to online learning and networking.	JOBS Mashrou3i
	For less literate audiences, enhance access to information through a wide variety of outreach methods – including radio and television programming, visual materials, community cultural events and "street theater" – to inform their participation in civic	All



Gender Domain	Recommendations	USAID Tunisia Activity
	and political life and to provide information about economic opportunities and social programs.	
<b>General (Cross-cutting)</b>	Position USAID as a model of gender-focused programming and activities internally through inclusive hiring and retention practices, externally through gender-focused public communications and dialogue with GOT counterparts, and through explicitly gender-focused programming.	All
	For all USAID solicitations and programs, require gender-specific indicators (ADS 205.3.9.2), gender action plans (ADS 205.3.6-7), and gender-disaggregated reporting data (ADS 205.3.8).	All
	Ensure that USAID and its IPs participate actively in gender coordination mechanisms to share learning, avoid duplication, and ensure complementarity. Co-host gender working groups in subsectors such as banking/micro-lending and development of inclusive civics curricula.	All
	Use all interactions with government entities, CSOs, IPs, and other stakeholders to increase gender-focused research and technical capacities to gather and use sex-disaggregated data.	All*
	Fund gender assessments on specific topics, such as women's experiences in municipal councils and women's access to financial resources.	All
	Engage men and boys in all efforts towards gender equality and female empowerment – as allies and “champions” and as training participants and target audiences.	All
	Support materials development and media messaging (by IPs and their partners) to counter negative stereotypes and sociocultural norms, which are among the most significant factors that restrict and disempower women and girls and LGBTQI+ individuals.	All*
	Foster Communities of Practice among Tunisian women and among gender non-conforming individuals, and link them with peers and mentors in the United States and Europe.	All*
	Focus funds and activities in interior and rural regions, including Kasserine and Jendouba Governorates, where barriers to inclusive participation and access to resources are more acute.	All
Adopt procedures – such as public procurement quotas – to include women and their businesses as vendors for USAID-funded programs.	All	

\*May require modifying award to include such activities

## ANNEX 3: LIST OF KEY INFORMANTS

Key informants interviewed by the gender analysis team are presented in the following table by category.

<b>Tunisian Civil Society Organizations (CSOs) and Independent Experts – Women’s Rights</b>				
<b>No.</b>	<b>Name</b>	<b>Job Title</b>	<b>Organization</b>	<b>Gender</b>
1.	Rahma Jaouadi	President	Association Femme Rurale (AFR) (Jendouba)	1 Female
2.	Amel Arbaoui	President	Association Joussour de Citoyenneté (AJC)	1 Female
3.	Turkia Chebbi Ben Khedher	Vice-President	Association Ligue des Electrices Tunisiennes (LET)	1 Female
4.	Wahid Ferchichi	Gender Expert	Association pour la Défense des Libertés Individuelles (ADLI)	1 Male
5.	Saloua Grissa	Co-founder and Executive Director	Association pour la Promotion du Droit à la Différence (ADD); Observatory for the Defense of the Right to Difference (O3DT)	1 Female
6.	Anne Emmanuèle Hassairi	Focal Point, Sexual and Reproductive Health	Association Tunisienne des Femmes Démocrates (ATFD)	1 Female
7.	Sarrah Ben Saied	Executive Director	Aswat Nissa	1 Female
8.	Soukeina Bouraoui	Executive Director	Center of Arab Women for Training and Research (CAWTAR)	1 Female
9.	Siwar Douss	Programme Officer	Kvinna Till Kvinna (KTK)	1 Female
10.	Bochra Bel Hadj Hamida	Feminist activist and lawyer	Independent	1 Female
<b>Tunisian CSOs and Independent Experts – Other Themes</b>				
<b>No.</b>	<b>Name</b>	<b>Job Title</b>	<b>Organization</b>	<b>Gender</b>
11.	Raja Jabri	Director	Association Mourakiboun (domestic election observation)	1 Female
12.	Marwa Salhi		Association Mourakiboun (Kasserine)	1 Female
13.	Naceur Harrabi	Executive Director	Chahed Observatory (domestic election observation)	1 Male
14.	Salma Jrad	Head	Al Bawsala (“The Compass”) (governance)	1 Female
15.	Naoufel Ben Youssef	President	Association des Patriotes Libres (APL) (Béja) (governance)	1 Male
16.	Mohamed Wahb Ouertani	President	Confédération des Entreprises Citoyennes de Tunisie (CONNECT) (entrepreneurs)	1 Male
17.	[Anonymous]	Representative		1 Female
18.	Saif Ayadi Fatma Ezzahra	Legal and Social Assistance Managers	Association Damj (LGBTQI+)	1 Male 1 Female
19.	Hamza Nasri Jridi	Vice President	Taqatoat - Intersection Association for Rights and Freedoms (IARF) (LGBTQI+)	1 Male
20.	Weema Askri	Project Officer	Mawjoudin (“We Exist”) (LGBTQI+)	1 Non-binary

<b>Tunisian Civil Society Organizations (CSOs) and Independent Experts – Women’s Rights</b>				
21.	Ahmed Al Tounsi	Founder	Outcasts; Association Kayan for Human Rights (LGBTQI+)	1 Trans-gender
22.	Bouraouia Agrebi	Secretary General	Organization for the Defense of the Rights of Persons with Disabilities (OTDDPH) (PWDs)	1 Female
23.	Mouna ben Koussa	President	Association Israr (PWDs)	1 Female
24.	Chayma Boukhchim	President	Association Soutcom (Gabes) (minority rights - Amazigh/Berber)	1 Female
25.	Rashed Ben Ahmed Hafnaoui Rawaa Nasrawi	President and Co-founder; Staff member	Attalaki (minority rights - religious freedom)	1 Male 1 Female
26.	Sherifa Riahi Sahaly	Director	Association Terre d’Asile (human trafficking)	1 Female
27.	Salma Hajri	President	Groupe Tawhida Ben Cheikh (health)	1 Female
28.	Farhat ben Younes	Inspector of Civic Education	Association of Civic Education Teachers (education)	1 Male
29.	Naima Gharbi	Director	Voix des Jeunes de Krib (Siliana) (youth)	1 Female
30.	Sirine Boukhchim	Program Manager	We Youth (youth)	1 Female
31.	Thowaiba ben Slema	Member	Youth for Climate (climate)	1 Female
32.	Aida Ben Hassen Trabelsi	Environment Scientist	Independent	1 Female
33.	Souad Triki	Feminist Economist	Independent	1 Female
34.	Nada Mansour	Freelance Journalist	Independent	1 Female
35.	Olfar Arfaoui	Entrepreneur	Independent	1 Female
<b>Tunisian National and Municipal Government Entities</b>				
No.	Name	Job Title	Organization	Gender
36.	Anis Zahraz Benzarti Hanen Amel ben Ali	Director of Women’s Affairs; Head of GBV Programs; Assistant Director, Economic & Social Empowerment	Ministère de la Famille, de la Femme, de l’Enfance et des Personnes Agées (MFFEPA)	1 Male 2 Female
37.	Monia Kari	Director General	Observatoire Nationale de Lutte contre le Violence contre les Femmes, MFFEPA	1 Female
38.	Sonia ben Djemia	Director	Centre de Recherches, d’Études, de Documentation et d’Information sur la Femme (CREDIF), MFFEPA	1 Female
39.	Dalenda Lagueche	Former Director	CREDIF, MFFEPA	1 Female
40.	Souad Belaazi	Director General	Secretariat of the Parliament	1 Female
41.	Nawfel Somrani	General Director of Health Structures	Ministry of Health	1 Male
42.	Houda Hamdi	Mayor	Jendouba Municipality	1 Female
43.	Leila Ayachi	Municipal Councilor	Rawad Municipality	1 Female
44.	Rabeb Hammami	Municipal Councilor	Enfidha Municipality	1 Female
<b>Multilateral Organizations and Bilateral Donors</b>				
No.	Name	Job Title	Organization	Gender

<b>Tunisian Civil Society Organizations (CSOs) and Independent Experts – Women’s Rights</b>				
45.	Donia Allani	Governance Program Coordinator	UN Women	1 Female
46.	Nada BenJemaa	Program Officer, Gender and GBV	United Nations Population Fund (UNFPA)	1 Female
47.	Lieneke Slegers Sandra Martin	Partnerships Specialist; Early Childhood Development Manager & Gender Focal Point	United Nations Children’s Fund (UNICEF)	2 Female
48.	Ghalia Kacem	Gender and Inclusion Analyst	United Nations Development Programme (UNDP)	1 Female
49.	Amira Ben Othman	Principal National Coordinator	International Labor Organization (ILO), Economic Empowerment of Rural Women (AFERE)	1 Female
50.	Aida Robbana	Head of Office	UN Habitat	1 Female
51.	Olfa Saidi	Professional Officer	World Health Organization (WHO)	1 Female
52.	Silvia Luchetti	Programme Policy Officer	World Food Programme (WFP)	1 Female
53.	Francesca Malaguti	Attachée de Coopération and Gender Focal Point	European Union	1 Female
54.	Isabel Gareis Rihab Ben Yaghlane Yoldez ben Ghachem	Technical Expert and Gender Coordinator; Technical Advisor and Gender Focal Point; Technical Advisor	Gesellschaft für Internationale Zusammenarbeit (GIZ)	3 Female
55.	Nadia Gouta	Senior International Assistance Officer	Canadian Embassy	1 Female
56.	Rebekah Wilson Emma Shovlin Ouns Messadi	Second Secretary (Political & Press); Head of Political and Communications; Economic Projects Officer and Gender Champion	United Kingdom Foreign, Commonwealth and Development Office (UK FCDO)	3 Female
57.	Patrik Zimmerli Said Zekri	Deputy Head; Head of Programme and Gender Focal Point	Swiss Development Cooperation (SDC)	2 Male
58.	Haifa Dhouib	Project Officer, Human Rights Department	Danish Institute for Human Rights [formerly with Association des Femmes Tunisiennes pour la Recherche sur le Développement (AFTURD)]	1 Female
59.	Justin Brown Bill McCormack Massarra Mounira Dhahri Khaled Zlaoui	Director; Senior Police Advisor, Justice Program Manager, Correction Program Manager	U.S. Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL)	3 Male 1 Female
<b>International Non-Governmental Organizations (INGOs)</b>				
<b>No.</b>	<b>Name</b>	<b>Job Title</b>	<b>Organization</b>	<b>Gender</b>
60.	Abdel Basset Belhassen	President	Arab Institute for Human Rights (AIHR)	1 Male
61.	Saloua Ghazouani Imen Ladjimi	Country Representative; Program Officer	Article 19	2 Female
62.	Insaf Bouhafas	Manager, Access to Justice	Avocats Sans Frontières (ASF)	1 Female

<b>Tunisian Civil Society Organizations (CSOs) and Independent Experts – Women’s Rights</b>				
63.	Josselin Leon Ferdaous Ben Sassi-Taje	Program Director; Project Manager and Gender Focal Point	Democracy Reporting International (DRI)	1 Male 1 Female
64.	Samia Ben Messaoud	Project Manager and Gender Specialist	Humanity & Inclusion (formerly Handicap International)	1 Female
65.	Salwa El Gantri	Head of Office	International Center for Transitional Justice (ICTJ)	1 Female
66.	Nosra Ayari	Chief Executive Officer	Leadership, Empowerment, Employability and Diversity (LEED)	1 Female
67.	Budimir Milic Azza Ben Mammou	Managers of local governance program	National Democratic Institute (NDI) (funded by National Endowment for Democracy)	1 Male 1 Female
68.	Silvia Quattrini	North Africa Manager	Minority Rights Group (MRG)	1 Female
69.	Mohedine Abdelaoui	Country Representative	Open Society Foundation (OSF)	1 Male
70.	Amal Yacoubi	Gender Justice Program Coordinator	Oxfam	1 Female
71.	Imen Belhedi	Country Director	Search for Common Ground (SFCG)	1 Female
72.	Donald Bisson	Interim Country Representative	The Carter Center	1 Male
<b>USAID and International Implementing Partners (IPs)</b>				
<b>No.</b>	<b>Name</b>	<b>Job Title</b>	<b>Organization</b>	<b>Gender</b>
73.	Katelin Maher	Director	USAID/Tunisia DG Technical Office	1 Female
74.	Hind Houas	Gender Advisor	USAID/Tunisia	1 Female
75.	Mary Linehan (by email)	Health Advisor	USAID/Tunisia	1 Female
76.	John Yates Jackie Duclos Ron McMorran Emna Guediche	COP; Project Team Director; Technical Advisor; MEL Manager	USAID/Fiscal and Accounting System of Tunisia (FAST) (Development Alternatives International, DAI)	2 Male 2 Female
77.	Sarah Meyer Emna Gana-Oueslati Ines Allouche Hajer Torjman	DCOP; Social and Environmental Compliance Manager; Access to Finance Team Leader; Strategic Communications Team Leader	USAID/Jobs, Opportunities & Business Success (JOBS) (Chemonics)	4 Female
78.	Halima Bali ep Mrad Nadia Ben Salah	Deputy COP; GESI Director	USAID/Ma3an (FHI360)	2 Female
79.	Petra Wenitzky	COP	USAID/Mashrou3i (United Nations Industrial Development Organization, UNIDO)	1 Female
80.	Rabeb Zaatour	Project Officer	USAID/Political Transitions Project (PTP) (International Foundation for Electoral Systems (IFES)	1 Female
81.	Mohamed Attafe	Program Manager	USAID/PTP (Internews)	1 Male
82.	Jennifer Rowland Grace Elliott	Resident Program Officers	USAID/PTP (International Republican Institute (IRI)	2 Female
83.	Nicholas Collins Assil Kedissi Ahlem Ben Yahia	Country Director; Program Manager;	USAID/PTP (National Democratic Institute (NDI)	1 Male 3 Female

<b>Tunisian Civil Society Organizations (CSOs) and Independent Experts – Women’s Rights</b>				
	Rania Mezzati	Program Officer; Program Assistant		
84.	Rebecca Hoffman	Chief of Party (COP)	USAID/Tunisia Accountability, Decentralization, and Effective Municipalities (TADAEEM) (Deloitte)	1 Female
85.	Leila Calnan Houda Nefzaoui	COP; Enabling Environment Team Leader	USAID/Visit Tunisia (Chemonics)	2 Female
86.	Haim Malka	Vice President	Metropolitan Group	1 Male

## ANNEX 4: DATA COLLECTION TOOL

Interviews were conducted using the following standardized interview tool, which was adapted as needed for different types of interlocutors and informants with specialized knowledge.

Date	Interviewer	Note-taker
Key Informant's Full Name	Key Informant's Organization	
Key Informant's Job Title	Key Informant's City/Region	

### Introduction

Thank you for agreeing to participate in this discussion today. My name is [interviewer] and my colleague is [note-taker], who will be taking notes. As you know, we are members of the USAID/Tunisia Gender Analysis team. We have asked you to participate in today's interview because of your knowledge and experience related to gender issues [and/or a specific **SECTOR** or **POPULATION**] in Tunisia.

This discussion should take about one hour. I have quite a few questions for you, and I want to respect your time, so we will need to move efficiently through the questions. Thank you in advance for your understanding about the time constraints. Feel free to skip any questions that do not relate to your areas of expertise. Please note that your name will not be attributed to any specific information in our final report.

Do you have any preliminary questions? May we begin the interview?

### Questions about Constraints

1. In Tunisia, what are two or three of the most significant **constraints** (challenges, gaps, problems, issues) related to the status of women, female youth, and/or girls [and/or LGBTQI+ persons]. Please comment especially on those who are disadvantaged, such as those of low socioeconomic status, from marginalized ethnic groups, with disabilities, etc.

[SECTORS: Focus on sector-specific follow-up questions below, particularly if they are directly relevant to the informant's expertise and if the informant has not mentioned them.]

- 1.1. What about constraints for women/girls/LGBTQI+ related to **democracy and governance** [political participation, leadership, public administration, freedoms and rights, rule of law, etc.]?
- 1.2. What about constraints for women/girls/LGBTQI+ related to **economic development** [entrepreneurship, etc.]?
- 1.3. What about constraints for women/girls/LGBTQI+ related to **education** [non-formal, higher education, etc.]?
- 1.4. What about constraints for women/girls/LGBTQI+ related to **health** [access to health care, COVID response, etc.]?
- 1.5. What about constraints for women/girls/LGBTQI+ related to **climate change and community resilience**?
- 1.6. What about constraints related to addressing **gender-based violence (GBV)**?

For example: What are the effects and costs of gender-based violence (for different populations and sectors)? What are the potential effects of GBV not being addressed on the achievement of proposed development outcomes in USAID programs in Tunisia?

[DOMAINS: If the informant does not mention any of the five domains but has relevant expertise, consider asking follow-up questions about challenges for gender equality and female empowerment related to:

[1] law, policy, and institutional practices;

For example: What is the legal and policy framework to support gender mainstreaming, including gender-sensitive policies both at the central and local level (including Organic Law 2017-58 on the elimination of violence against women)?

[2] cultural and social norms;

[3] roles, responsibilities, and time use;

[4] power and decision-making; and

[5] access to assets and resources, including information.]

[POPULATIONS: Consider asking follow-up questions about specific sub-populations if the informant has specific knowledge.]

### **Questions about Opportunities, Success Stories, and Recommendations**

2. Can you identify two or three **opportunities** related to any of the themes we've discussed for improving the status of women/girls/LGBTQI+ in Tunisia? [Consider asking follow-up questions about SECTORS and DOMAINS and POPULATIONS as in Question 1 above.]
3. Can you identify any **best practices or success stories** in Tunisia related to any of the themes we've discussed? Perhaps you know examples from your own work or from activities of other organizations or government. You might also know some useful **lessons learned** from unsuccessful gender-focused initiatives.
4. Do you have any specific **recommendations** for USAID for supporting gender equality and female empowerment in Tunisia?

### **Closing Questions**

5. I have two closing questions. [If time has run out, request to follow up with the last two questions by email, and simply read the questions.]
  - 5.1. Do you know [and can you share] any recent survey, analysis, or other documentation or data related to any of the themes we've been discussing or gender issues in general?
  - 5.2. Is there any other person or organization you recommend for us to contact who is knowledgeable about any of the topics we've been discussing?

Thank you very much again for taking the time today to participate in this discussion. I will follow-up with you by email. Do you have any final question for me? .... Thank you again.



## ANNEX 5: GENDER-RELATED DATA

Category	Percent
Female Parliamentarians	26.3% <sup>165</sup>
Female Ministers	41.7% <sup>166</sup>
Civil Service <sup>167</sup>	
Female civil servants, highest level (Categories A1 and A2)	42%, 49%
Female civil servants, decision-making positions (General Directors)	25%
Female civil servants, decision-making positions (Directors)	30.1%
Female civil servants, decision-making positions at the municipal level	35.4%
Mayors and Municipal Councilors <sup>168</sup>	
Female Mayors	19%
Female Municipal Councilors	47%
Judges <sup>169</sup>	
Female Judges	45.6%
Female Social Protection Judges	92%
Female Family Court Judges	63%
Female Investigative Judges	3%
Lawyers	
Female Lawyers	43% <sup>170</sup>
Female Law School Students	75% <sup>171</sup>
Companies <sup>172</sup>	
Companies with female majority ownership	40.1%
Companies with female top managers	10.4%

<sup>165</sup> <https://www.idea.int/data-tools/data/gender-quotas/country-view/284/35>

<sup>166</sup> <https://www.pbs.org/newshour/world/tunisia-gets-new-government-appoints-record-number-of-women>

<sup>167</sup> UN Women, "Présence des femmes dans la fonction publique et accès aux postes de décisions en Tunisie," December 2017.

<sup>168</sup> CEDAW/C/TUN/7, 2020, p.18.

<sup>169</sup> ESCWA, "Women in the Judiciary in the Arab States: Removing Barriers, Increasing Numbers," 2019, pp. 33–34.

<sup>170</sup> IDLO, [Women in Tunisia's Justice Sector](#), 2019, p. 23

<sup>171</sup> IDLO, [Women in Tunisia's Justice Sector](#), 2019, p. 25.

<sup>172</sup> World Economic Forum, Global Gender Gap Report 2021, [Insight Report March 2021](#), p. 376.

Category		Percent
Miscellaneous		
Businesses owned by women		20% <sup>173</sup>
Women who own land		6.4% <sup>174</sup>
Women working in agriculture with social security		33% <sup>175</sup>
Female participation in current national consultation on legal reforms		30% <sup>176</sup>
Increase in reports of gender-based violence in 2020		500-700% <sup>177</sup>
Category	Male	Female
Literacy <sup>178</sup>		
Illiteracy	13.9%	27.9%
Literacy (overall – age 15 and older)	86.1%	72.2%
Literacy (ages 15-24)	96.6%	95.8%
Literacy (age 65 and older)	55.8%	24.4%
Employment <sup>179</sup>		
Employed in formal labor force	71.3%	28.8%
Unemployed in 2020 3 <sup>rd</sup> quarter	15.9%	24.1%
Employed in civil service <sup>180</sup>		
Employed in civil service <sup>180</sup>	19%	26%
Postsecondary graduates among working-age population <sup>181</sup>	19.1%	38.3%
Postsecondary graduates (% of total) <sup>182</sup>	33%	67%
Care Economy <sup>183</sup>		
Employed in health care (% of total)	39%	61%

<sup>173</sup> IFC, <https://pressroom.ifc.org/all/pages/PressDetail.aspx?ID=16782>

<sup>174</sup> [https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country\\_iso3=TUN](https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country_iso3=TUN)

<sup>175</sup> <https://www.webmanagercenter.com/2019/11/19/441491/tunisie-pres-de-70-des-travailleuses-agricoles-nont-pas-de-couverture-sociale/>

<sup>176</sup> <https://e-istichara.tn/home>

<sup>177</sup> Center for International Governance Innovation, "In Tunisia, a Legal Patchwork Is Failing Women," May 24, 2021.

<sup>178</sup> <http://uis.unesco.org/en/country/tn>

<sup>179</sup> <http://www.ins.tn/en/statistiques/151>

<sup>180</sup> UN Women, "Présence des femmes dans la fonction publique et accès aux postes de décisions en Tunisie," December 2017.

<sup>181</sup> Cities Alliance, [Unlocking the Potential of Women](#), 2021.

<sup>182</sup> EU, [Tunisia Gender Country Profile](#), 2021, p. 80.

<sup>183</sup> UN Women and ERF, [Role of the Care Economy](#), 2020, p. 200.

Category	Percent	
Employed in education (% of total)	44%	56%
Postsecondary students in health care (% of total)	27%	73%
Postsecondary students in social services (% of total)	11%	89%

Agricultural Workers		
Agricultural workforce (% of total) <sup>184</sup>	30%	70%
Unpaid family farm workers <sup>185</sup>	25%	75%
Relative pay for agricultural work <sup>186</sup>	100%	50%
Caregiving and Parental Leave		
Hours spent daily on household tasks and caregiving <sup>187</sup>	45 minutes	8-12 hours
Percent of time spent daily on household tasks and caregiving <sup>188</sup>	3%	33-50%
Maternity and paternity leave in the public sector <sup>189</sup>	2 days	60 days
Accounts and Income		
Have an account with a financial institution <sup>190</sup>	34%	20.7%
Rural inhabitants with own sources of income <sup>191</sup>	60%	19.3%
Online Access		
Access to a smart phone <sup>192</sup> (2018)	55%	47%
Use Facebook <sup>193</sup> (2018)	62%	48%
Access to the Internet <sup>194</sup> (2021)	73%	65%

<sup>184</sup> Arab Reform Initiative, "[Tunisia: COVID-19 Increases Vulnerability of Rural Women](#)," November 25, 2020, p. 2.

<sup>185</sup> IFC, [Banking on Women in Tunisia](#), June 2018, p. 16.

<sup>186</sup> Arab Reform Initiative, "[Tunisia: COVID-19 Increases Vulnerability of Rural Women](#)," November 25, 2020, p. 2.

<sup>187</sup> "Et s'il y avait une grève dans les foyers?" Oxfam and AFTURD, 2021, p. 6.

<sup>188</sup> "Et s'il y avait une grève dans les foyers?" Oxfam and AFTURD, 2021, p. 6.

<sup>189</sup> UN Women and ERF, [Role of the Care Economy](#), 2020; EU, [Tunisia Gender Country Profile](#), 2021, p. 44; Art. 40(4) of Law No. 83-122 of 12 December 1983 (public sector paternity leave).

<sup>190</sup> IFC, [Banking on Women in Tunisia](#), 2018, p. 6.

<sup>191</sup> EU, [Tunisia Gender Country Profile](#), 2021, p. 96.

<sup>192</sup> <https://www.pewresearch.org/internet/2019/03/07/mobile-connectivity-in-emerging-economies-appendix-c-detailed-tables/>

<sup>193</sup> <https://www.pewresearch.org/internet/2019/03/07/mobile-connectivity-in-emerging-economies-appendix-c-detailed-tables/>

<sup>194</sup> Internews for USAID, Tunisia Media Landscape Assessment, 2021, p. 40 (not available online).

## ANNEX 6: ANNOTATED BIBLIOGRAPHY

In addition to the documents listed in the gender analysis SOW, the team reviewed many additional resources. Some of the most important examples are organized below according to the five gender analysis domains as well as supplementary categories of general resources, GBV, and COVID-19. These documents and others have been saved as a web-based (share drive) library for USAID. Some additional resources, including Tunisian laws, are not included in the list below.

### General Resources

Association Tunisienne des Femmes Democrates (ATFD), *Alternative Report to the Seventh National Report of the Tunisian State on the Implementation of CEDAW [the Convention on the Elimination of All Forms of Discrimination Against Women] in Tunisia*. 2021 (French, English)

[https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/TUN/INT\\_CEDAW\\_CSS\\_TUN\\_45040\\_F.docx](https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/TUN/INT_CEDAW_CSS_TUN_45040_F.docx) This civil society report reviews the progress made by the Government of Tunisia (GOT) in the implementation of CEDAW in 2020.

Association Tunisienne des Femmes Democrates (ATFD), “Rapport d’examen approfondi de la Société civile tunisienne sur la mise en œuvre de la Déclaration et du Programme d’Actions de Beijing” (Tunisian civil society in-depth review report on the implementation of the Beijing Declaration and Platform for Action 1989-2019). 2020. (French) <https://ngocsw.org/wp-content/uploads/2020/03/Rapport-d%E2%80%99examen-approfondi-de-la-Soci%C3%A9t%C3%A9-civile-tunisienne-sur-la-mise-en-%C5%93uvre-de-la-D%C3%A9claration-et-du-Programme-d%E2%80%99Actions-de-Beijing.pdf> This civil society report was submitted to the UN CEDAW Committee parallel to the GOT report submitted by the Ministry of Family, Women, Childhood and Seniors (MFFEPA).

Association Tunisienne des Femmes Democrates (ATFD), International Human Rights Center at Loyola Law School, and Muslims for Progressive Values. NGO [Non-governmental Organization] Parallel Report on the Republic of Tunisia’s Seventh Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). 2019.

<https://static1.squarespace.com/static/5d7a8b54f8fcb073d517d297/t/5d8e5524aaf0456f35593caa/1569608997161/CEDAW%2BTunisia%2BParallel%2BReport%2B%28as%2Bsubmitted%29.pdf> This report reviews the progress made by the GOT in the implementation of CEDAW in 2018.

European Union (EU), *Tunisia Gender Profile*, 2021. (French) [https://fr.slideshare.net/jamaity\\_tn/profil-genre-tunisie2021-250884287](https://fr.slideshare.net/jamaity_tn/profil-genre-tunisie2021-250884287) This report addresses inequalities and gaps between women and men in three sectors, namely social inclusion, digitalization and the green economy, and their consequences. The report includes recommendations and identifies areas where the European Union can contribute to achieving the country’s gender equality goals. The report includes several useful annexes, including the national and international legal frameworks for gender equality as well as the regulatory frameworks for gender mainstreaming and women’s empowerment through government.

Government of Tunisia, *Seventh periodic report submitted by Tunisia under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), due in 2020*, CEDAW/C/TUN/7, Received by CEDAW committee on November 16, 2020. (Arabic)

[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fTUN%2f7&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fTUN%2f7&Lang=en) This GOT report describes the progress made in the implementation of CEDAW, including legislative, regulatory, judicial, administrative, institutional and practical measures. The UN Office of the High Commissioner for Human Rights and UN Women supported the report drafting.

Human Rights Watch, “Tunisia: Events of 2020,” World Report 2021. <https://www.hrw.org/world-report/2021/country-chapters/tunisia#> This report is a brief summary of the state of civil and political rights in Tunisia during 2020. The main themes covered are the following: implementation of the

Constitution; freedom of expression, association and assembly and conscience; transitional justice; counterterrorism and detention; women's rights; and sexual orientation and gender identity.

Individual Freedoms and Equality Committee (COLIBE). Report of the Individual Freedoms and Equality Committee to the President of Tunisia. June 1, 2018.

[https://docs.euromedwomen.foundation/files/ermwfdocuments/8054\\_4.168.%D8%AA%D9%82%D8%BI%D9%8A%D8%BI%D9%84%D8%AC%D9%86%D8%A9%D8%A7%D9%84%D8%AD%D8%BI%D9%8A%D8%A7%D8%AA%D8%A7%D9%84%D9%81%D8%BI%D8%AF%D9%8A%D8%A9%D9%88%D8%A7%D9%84%D9%85%D8%B3%D8%A7%D9%88%D8%A7%D8%A9.pdf](https://docs.euromedwomen.foundation/files/ermwfdocuments/8054_4.168.%D8%AA%D9%82%D8%BI%D9%8A%D8%BI%D9%84%D8%AC%D9%86%D8%A9%D8%A7%D9%84%D8%AD%D8%BI%D9%8A%D8%A7%D8%AA%D8%A7%D9%84%D9%81%D8%BI%D8%AF%D9%8A%D8%A9%D9%88%D8%A7%D9%84%D9%85%D8%B3%D8%A7%D9%88%D8%A7%D8%A9.pdf) This report proposes legislative reforms on individual freedoms and equality in accordance with the 2014 Constitution and international human rights standards. Recommendations relate to nationality law, family relations, and inheritance, among other themes. The report includes a draft Code of Individual Rights and Freedoms and law on the Elimination of Discrimination Against Women and Children.

Ministry of Family, Women, Childhood and Seniors (MFFEPA). Report of the Republic of Tunisia on Beijing Declaration and Platform for Action (BPfA) + 25, 2020. (English, Arabic)

[https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Tunisia\\_En.pdf](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Tunisia_En.pdf) This government report describes the achievements of and challenges faced by the GOT across 12 themes that have been grouped into six dimensions. The report highlights the alignment of the Beijing Platform for Action with the 2030 Agenda for Sustainable Development.

United Nations Committee on the Elimination of Racial Discrimination (CERD). List of issues prior to submission of the combined twentieth to twenty-second periodic reports of Tunisia. May 21, 2021. CERD/C/TUN/QPR/20-22.

[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CERD%2FC%2FTUN%2FQPR%2F20-22&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CERD%2FC%2FTUN%2FQPR%2F20-22&Lang=en) This document presents issues of concern in Tunisian laws and policies relevant to racial discrimination, in advance of Tunisia's submission of a report to the UN on this theme.

United Nations Committee on the Rights of the Child (CRC). Concluding observations on the combined fourth to sixth periodic reports of Tunisia. September 2, 2021. CRC/C/TUN/CO/4-6.

[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRC/C/TUN/CO/4-6&Lang=En](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRC/C/TUN/CO/4-6&Lang=En) This document presents concluding observations about Tunisia's reports to the UN on the international convention related to the rights of children. It notes in paragraph 14(b) Tunisia's "Limited progress in amending the Personal Status Code, which continues to allow discrimination against women and girls in matters relating to inheritance and custody," among other issues relevant for girls.

United Nations Human Rights Committee, Concluding observations on the sixth periodic report of Tunisia, CCPR/C/TUN/CO/6, April 24, 2020. (Arabic, French, English)

[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CCPR%2fC%2fTUN%2fCO%2f6&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CCPR%2fC%2fTUN%2fCO%2f6&Lang=en) The UN Human Rights Committee examined measures taken by the GOT to implement provisions of the International Covenant on Civil and Political Rights (ICCPR). The report notes positive legislative, institutional and political measures, identifies matters of concern, and offers recommendations.

United States Department of State, 2020 Country Reports on Human Rights Practices: Tunisia. (English, French, Arabic)

<https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/tunisia/> The report documents the human rights situation in Tunisia, including the extent of protection and promotion of fundamental human rights by the GOT.

## **Domain I. Laws, Policies, Regulations, and Institutional Practices**

Asswat Nissa, Critical analyses of the National Consultation: Between the promises of reform and the foggy future, 2022. (Arabic)

<https://www.aswatnissa.org/wp-content/uploads/2022/01/Communique-Aswat-Nissa.pdf?fbclid=IwAR2bxZPIzwIqfgWb3lvZun6ymIeARW8zoYo9keIssMBiUI7wN4SkIAThKIg> This

report identifies and analyses formal and substantive breaches in the content of the online National Consultation on reforms launched in January 15, 2022 and to last until March 20, 2022.

Hartmann, Ylva L. and Ismaël Benkhalifa, *Access to Justice for Vulnerable Groups in Times of COVID-19- Tunisia*, International Legal Assistance Consortium (ILAC) and American Bar Association, March 2021. (Arabic, English) <http://ilacnet.org/wp-content/uploads/2021/03/Access-to-Justice-for-Vulnerable-Groups-in-Times-of-COVID-19-Tunisia.pdf> This study shows that, while few legal needs were specific to the COVID-19 pandemic, it has increased the existing justice gap for many vulnerable categories of people. Victims of domestic and gender-based violence, women seeking alimony and divorce, as well as migrants, refugees and detainees have been particularly affected. Based on interviews with lawyers, judges and prosecutors, the authors conclude that legal professionals have used innovative approaches to meet the needs of justice seekers, and they offer recommendations to improve justice delivery.

International Development Law Organization (IDLO), *Women's professional participation in Tunisia's justice sector: pathways and opportunities*, October 30, 2019. <https://www.idlo.int/publications/womens-professional-participation-tunisias-justice-sector-pathways-and-opportunities> The report focuses on progress and remaining challenges towards women's equal professional participation within Tunisia's justice institutions and the barriers to equality and access to justice.

United Nation Development Program (UNDP), *The state of play of gender related inequalities and those based on sexual orientations in Tunisian Law: Assessments & Recommendations*, March 2021. (Arabic, French, English) (Not available online.) This analysis of laws and institutional practices was commissioned by the UNDP Tunisia Justice and Human Rights team for the project "Improving access to justice for people victims of gender identity and sexual orientation discrimination in Tunisia." The study offers an analysis of inequalities based on gender identity and sexual orientation through the legal framework as well as case law and litigation on gender equality, women's rights and human rights.

United Nations Economic and Social Commission for Western Asia (ESCWA), *Development of National Gender Statistics Programmes: Conceptual Framework*, 2017. <https://archive.unescwa.org/file/67843/download?token=vEm6MC8N> This document describes the elements necessary for developing a national gender statistics program. It notes on page 15 that the Tunisian National Statistics Council Act "requires disaggregation by sex of statistical data by all statistical-information producing bodies."

United Nations Economic and Social Commission for Western Asia (ESCWA), International Commission of Jurists (ICJ), and United Nations Office of the High Commissioner for Human Rights (OHCHR). *Women in the Judiciary in the Arab States: Removing Barriers, Increasing Numbers*. January 2019. <https://www.unescwa.org/publications/women-judiciary-arab-states-removing-barriers-increasing-numbers> This study reveals that female judges are more likely to work in lower courts rather than higher-level courts; civil rather than criminal or military courts; and urban rather than rural courts. The study offers policy recommendations to address these disparities.

United Nations Office of the High Commissioner for Human Rights (OHCHR), *Preliminary observations on the visit to Tunisia by the Independent expert on protection against violence and discrimination based on sexual orientation and gender identity*, June 18, 2021. <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=27174&LangID=E> The UN Independent Expert highlights various forms of violence and discrimination against LGBTIQ+ individuals and makes recommendations to the GOT.

United Nations Population Fund (UNFPA). *Country programme document for Tunisia*. December 16, 2020. <https://undocs.org/DP/FPA/CPD/TUN/10> This document presents UNFPA's country program strategy to support sexual and reproductive health services, especially for Tunisian youth.

UNFPA, UNDP, UN Women, and ESCWA, *Tunisia: Gender Justice and the Law*, 2018. (Arabic, English) <https://arabstates.unfpa.org/en/publications/gender-justice-law-tunisia> This report presents a summary

assessment of national laws and policies affecting gender equality and protection against gender-based violence. The report includes analysis of the Constitution, penal code, personal status codes, nationality laws, and labor laws.

## **Domain 2. Cultural Norms and Beliefs**

Amnesty International. “Tunisia: End prosecution of Emna Chargui, and investigate alarming death and rape threats.” May 27, 2020. <https://www.amnesty.org/en/latest/news/2020/05/tunisia-end-prosecution-of-emna-chargui-and-investigate-alarming-death-and-rape-threats/> This news article recounts the story of a young woman investigated and threatened with death and rape after posting a satirical social media post, the language of which resembled Quranic verse, which was perceived to be disrespectful of Islam.

Arab Reform Initiative. “Facing up to Racism in Tunisia: Interview with Khawla Ksiksi.” June 8, 2020. <https://www.arab-reform.net/publication/facing-up-to-racism-in-tunisia-interview-with-khawla-ksiksi/> This article presents an interview with Khawla Ksiksi, a black female Tunisian activist and lawyer, on themes of racism and exclusion, including within the feminist community.

Belhadj, Soumaya. *L’Attitude Face À L’Homosexualité Dans Ses Liens Avec L’Empathie*. Tunisian Association for the Defense of Individual Freedoms (ADLI). 2020. <https://adlitn.org/en/download/lattitude-face-a-lhomosexualite-dans-ses-liens-avec-lempathie/> This study analyzes attitudes of Tunisians toward homosexuality. The study finds that displayed empathy toward homosexuality fluctuates based on variables such as gender, appearance, and social proximity.

Boulifi, Tharwa. “The problem of toxic masculinity.” Women’s Media Center. February 25, 2020. <https://womensmediacenter.com/fbomb/the-problem-of-toxic-masculinity> This article analyzes the ways in which Tunisian culture and societal norms contribute to negative masculinity.

Equaldex. *LGBT Rights in Tunisia*. <https://www.equaldex.com/region/tunisia> This report presents statistical data regarding Tunisians’ perceptions of the LGBTQI+ community, as well as a brief summary of the community’s legal status in Tunisia.

Human Rights Watch. “Tunisia: Attack on Director of LGBT Group.” October 28, 2021. <https://www.hrw.org/news/2021/10/28/tunisia-attack-director-lgbt-group> This article describes an attack against the director of Damj Association for Justice and Equality by suspected police officers in Tunisia.

International Foundation for Electoral Systems (IFES). *Awakening the Voters of Tomorrow: The Democratic Awakening Toolkit for Primary and Secondary Schools in Tunisia*. May 2019. [https://www.ifes.org/sites/default/files/awakening\\_the\\_voters\\_of\\_tomorrow\\_-\\_the\\_democratic\\_awakening\\_toolkit\\_for\\_primary\\_and\\_secondary\\_schools\\_in\\_tunisia\\_may\\_2019.pdf](https://www.ifes.org/sites/default/files/awakening_the_voters_of_tomorrow_-_the_democratic_awakening_toolkit_for_primary_and_secondary_schools_in_tunisia_may_2019.pdf)

This report describes the efforts of IFES, the Tunisian Independent High Authority for Elections (ISIE), and the Ministry of Education (MoE) to develop the “Democratic Awakening Toolkit,” a civic education curriculum for primary and secondary schools. The curriculum includes pedagogical resources and reusable voting simulation materials for teachers to use in teaching about democracy and elections and to organize student-led voting simulations in the classroom.

International Foundation for Electoral Systems (IFES). “Placing Tunisian Men at the Center of Promoting Gender Equality.” May 23, 2019. <https://www.ifes.org/news/placing-tunisian-men-center-promoting-gender-equality> This news feature argues for the importance of involving men in the process of achieving gender equality in Tunisia. IFES developed the MALE training module as an addendum to its women’s leadership training curriculum. The module uses a practical approach to build men’s understanding that gender equality and women’s empowerment require women and men to work together.

Internews. *Tunisia Media Landscape Assessment*. 2021. (Not available online.) This assessment was conducted by Internews as part of the USAID-funded Political Transitions Project (PTP). This assessment maps the capacities of various information producers, media consumption habits, and weaknesses and challenges within the information supply-and-demand process.

Kelly, Caitlin, Miller, Anna, and Saji Prelis, Lakshitha. *Supporting Youth as Positive Change Agents in Post-revolutionary Tunisia: Children & Youth Case Study Series*. Search for Common Ground. 2015.

<https://www.sfcg.org/wp-content/uploads/2015/08/Supporting-Youth-as-Positive-Change-Agents-in-Post-Revolutionary-Tunisia.pdf> This case study argues for youth's participation in public life as an integral part in guaranteeing the long-term success of Tunisia's democratic and social transition.

Lebbie, Kelfala. "How young Tunisian women are developing their professional skills by supporting American youth in STEM." International Research & Exchanges Board (IREX). September 25, 2018.

<https://www.irex.org/success-story/how-young-tunisian-women-are-developing-their-professional-skills-supporting-american> This article presents examples of female alumni from the Thomas Jefferson Scholarship Program funded by the U.S. Department of State. Alumni promoted science, technology, engineering, and mathematics (STEM) knowledge among their American peers, which further developed their technical skills in STEM-related disciplines and helped them build professional networks.

Nillesen, E., Grimm, M., Goedhuys, M., Reitmann, A., & Meysonnat, A. "On the malleability of gender attitudes: Evidence from implicit and explicit measures in Tunisia," World Development, vol. 138. February 2021.

<https://www.sciencedirect.com/science/article/pii/S0305750X20303909> This study presents data on gender attitudes in Tunisia, collected through an implicit association test and a set of standard survey questions. This study attempts to inform policymakers on the power of interventions, and on ways to improve data collection related to gender norms and attitudes.

Organization for Economic Co-operation and Development (OECD). *Youth Engagement and Empowerment in Jordan, Morocco and Tunisia*. November 2018.

<https://www.oecd.org/mena/governance/youth-engagement-and-empowerment-report.pdf> This report is part of the OECD's collaboration with the Ministry of Youth, line ministries, parliament, local governments, universities, civil society, and youth associations. Goals include strengthening and supporting the legal, institutional and policy frameworks for youth engagement in public life; improving horizontal and vertical co-ordination of youth policies; and mainstreaming youth concerns across public policies and services in Tunisia.

Quattrini, Silvia. "Religion, Identity and Ethnicity: The Quest of Tunisian Religious Minorities for Full Citizenship." *Rowaq Arabi* 25(2). July 21, 2020, pp.73-88.

<https://rowaq.cihrs.org/religion-identity-and-ethnicity-the-quest-of-tunisian-religious-minorities-for-full-citizenship/?lang=en> This journal article argues that although some rights of religious minorities in Tunisia are protected by law, members of minority groups still lack the right of full citizenship and face societal stigma.

*Radicalisation and Resilience Case Study: Tunisia*. Radicalisation, Secularism and the Governance of Religion: European and Asian Perspectives (GREASE), funded by the European Union. September 2020.

<https://cadmus.eui.eu/handle/1814/69944> This series was produced by GREASE, an EU-funded research project investigating religious diversity, secularism and religiously inspired radicalization. This case study examines periods in which religious radicalization and violence have escalated, and analyses relevant policy and political discourses surrounding them. It also seeks to identify factors that drove radicalization and violence in Tunisia, while providing a critical assessment of prevention and resilience-building programs, and identifying good practices.

"Sexual and reproductive rights in Tunisia: not for all, not everywhere." November 13, 2018. HuffPost Maghreb. International Campaign for Women's Right to Safe Abortion. (French).

<https://www.safeabortionwomensright.org/news/tunisia-sexual-and-reproductive-rights-in-tunisia-not-for-all-not-everywhere/> This news article describes advocacy by Tunisian NGOs related to increasing disparities in access to sexual and reproductive health care and products, and the obligations of the Tunisian state.

"Tunisian women free to marry non-Muslims." BBC. September 15, 2017.

<https://www.bbc.com/news/world-africa-41278610> This news article describes Tunisia's lifting of the marriage restriction decree of 1973 that prohibited women from marrying non-Muslim men.



U.S State Department Office of International Religious Freedom. 2020 Report on International Religious Freedom: Tunisia. May 12, 2021. <https://www.state.gov/reports/2020-report-on-international-religious-freedom/tunisia/#:~:text=In%20a%20global%20poll%20by,countries%20included%20in%20the%20survey>

This report provides an analysis of the status of religious freedoms in Tunisia by examining government practices as well as societal practices and respect toward religious freedom.

World Directory of Minorities and Indigenous People. November 2021. <https://minorityrights.org/country/tunisia/> This website provides information on the main minority and indigenous groups in Tunisia. These groups include Black Tunisians, Amazigh, Jews, Baháí, Christians, and non-Sunni Muslim groups.

### **Domain 3. Gender Roles, Responsibilities, and Time Use**

Oxfam and Association des Femmes Tunisiennes pour la Recherche sur le Développement (AFTURD), "Et s'il y avait une grève dans les foyers?" (And if there were a strike in the homes?), 2021. (Original report not available online. See <https://www.leconomistemaghrebin.com/2021/11/25/oxfam-tunisie-etude-avait-greve-foyers/> and <https://www.facebook.com/OXFAMenTUNISIE/>) This report presents the results of a study on the impact of unpaid care work on Tunisian women in terms of access to employment, economic empowerment, and general well-being. The results of this analysis are based on 12 focus group discussions. The report's chief findings suggest that women spend between 33% and 50% of their time on unpaid care work, while men only spend 3% of their time on the same work. This unpaid care workload hinders women's access to economic opportunities and feminizes poverty.

Oxfam. Counting on Women's Work Without Counting Women's Work: Women's unpaid work in Jordan, Lebanon, Tunisia, and Egypt. 2019. <https://policy-practice.oxfam.org/resources/counting-on-womens-work-without-counting-womens-work-womens-unpaid-work-in-jord-620811/> This report's findings are based on a literature review on the gender-based division of household tasks, unpaid non-economic labor, and paid labor. The report explores the factors contributing to the problem of women's unpaid work in Tunisia, as well as recommendations.

United Nations. Policy Brief: The Impact of COVID-19 on Women. April 9, 2020. [https://www.un.org/sites/un2.un.org/files/policy\\_brief\\_on\\_covid\\_impact\\_on\\_women\\_9\\_april\\_2020.pdf](https://www.un.org/sites/un2.un.org/files/policy_brief_on_covid_impact_on_women_9_april_2020.pdf)

This UN brief examines the ways in which the COVID-19 pandemic has deepened pre-existing inequalities, and exposed vulnerabilities in social, political, and economic systems. The policy brief emphasizes ensuring women's equal representation in COVID-19 response planning and decision-making; driving transformative change for equality by addressing the care economy (paid and unpaid); and targeting women and girls to address the socio-economic impact of COVID-19.

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). COVID-19 and the Care Economy: Immediate Action and Structural Transformation for a Gender-responsive Recovery. 2020. <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Policy-brief-COVID-19-and-the-care-economy-en.pdf> This brief presents emerging evidence on the impact of COVID-19 on the care economy. It highlights measures needed to address the increase in unpaid care work, ensure adequate compensation and decent working conditions for paid care workers, and enable the participation of paid and unpaid caregivers in the policy decisions that affect them. The brief offers recommendations for governments to international organizations and the private sector.

UN Women and Economic Research Forum (ERF). The Role of the Care Economy in Promoting Gender Equality: Progress of Women in the Arab States. 2020. [https://arabstates.unwomen.org/sites/default/files/Field%20Office%20Arab%20States/Attachments/2021/01/UNW\\_ERF\\_Report\\_Final\\_8%20December.pdf](https://arabstates.unwomen.org/sites/default/files/Field%20Office%20Arab%20States/Attachments/2021/01/UNW_ERF_Report_Final_8%20December.pdf)

This report was produced as part of a UN Women–ILO program funded by the Swedish International Development Cooperation Agency (SIDA) and a partner program funded by Swiss Development Cooperation (SDC). The report argues that care work is fundamental to societies and economies, with benefits that extend beyond those who receive the care.

The report identifies the biggest challenges facing women in the paid and unpaid care sectors in Tunisia, along with recommendations.

World Economic Forum. *Global Gender Gap Report 2021*. March 2021. <https://www.weforum.org/reports/global-gender-gap-report-2021> This report explores the ways in which the COVID-19 pandemic has raised new barriers to achieving inclusive and prosperous economies and societies, as well as amplifying pre-existing gender gaps between men and women, even as women have been at the frontlines of managing the crisis as essential workers. This report aims to keep the focus on consistent measurement of gender gaps while providing new data to point to emerging and concerning trends in the labor market in an attempt to proactively address them.

#### **Domain 4. Patterns of Power and Decision-Making**

Abdelhadi, Magdi. “Abir Moussi: The Tunisian MP who was slapped but not beaten.” BBC. July 18, 2021. <https://www.bbc.com/news/world-africa-57835759> This news article recounts the physical violence inflicted on Member of Parliament (MP) Abir Moussi, President of Al-Dustur al-Hurr political party, by two male MPs. This violent incident occurred on national television.

Al-Bawsala. *Semi-annual report on the work of the Assembly of People’s Representatives (October 2, 2020 - February 28, 2021)* (translated from original Arabic). 2021. <https://majles.marsad.tn/ar/media/show/2869> This report takes a critical look at the work of the Tunisian Parliament, including the actions and interactions of MPs. The report analyzes the Assembly’s failures and shortcomings.

Aswat Nissa, *Kais Saïd Gender Meter*, December 2021. (French) [https://www.aswatnissa.org/wp-content/uploads/2021/12/Web\\_Brochure\\_RapportComple\\_t\\_1cmX25cm\\_Kais-Saied\\_GenderMeter-1.pdf?fbclid=IwAR1uOg-tkhNNEKoB0FEhCLYGD2bXfjHTv71snragHMXvNKj-ljajHsu6xE](https://www.aswatnissa.org/wp-content/uploads/2021/12/Web_Brochure_RapportComple_t_1cmX25cm_Kais-Saied_GenderMeter-1.pdf?fbclid=IwAR1uOg-tkhNNEKoB0FEhCLYGD2bXfjHTv71snragHMXvNKj-ljajHsu6xE) This report assesses the gender sensitivity of the President of the Republic’s work from October 2019 to September 2021. The report touches on four main themes: Activities of the President, Communication Policy, Appointments within the Presidency and the institutions under its jurisdiction, and legislative initiatives and legal work of the residency.

International Election Observation Mission (IEOM) - National Democratic Institute (NDI) and International Republican Institute (IRI). *Tunisia International Election Observation Mission Final Report*. 2019. [https://www.ndi.org/sites/default/files/Tunisia%20IOM%20final%20report\\_0.pdf](https://www.ndi.org/sites/default/files/Tunisia%20IOM%20final%20report_0.pdf) This report presents the findings and recommendations of an international election observation delegation to the 2019 Tunisian presidential and legislative elections. The report offers recommendations to improve electoral processes in Tunisia in the future.

Ligue des Electricistes Tunisiennes (LET). *Etude sur la violence contre les femmes politiques*. June 21, 2021. <https://www.liguedeselectricestunisiennes.com.tn/ressources/etudepdf/52> This study analyzes the verbal, psychological, physical, and sexual violence against female politicians, including its perpetrators, its consequences, and the public’s reaction to the violence. The study proposes recommendations related to prevention and intervention strategies against violence.

Organization for Economic Co-operation and Development (OECD). *Women’s participation in decision-making in public administration in Tunisia*. (Title translated from the original French) 2018. <https://www.oecd.org/mena/governance/la-participation-des-femmes-a-la-prise-de-decision-tunisie.pdf> This report presents the results of an assessment about the practical challenges that hinder the implementation of gender equality on all levels of Tunisian public administration, focusing on the Ministry of Finance and the Ministry of Agriculture.

The Carter Center. *Exploring Women’s Participation in Political Life in Tunisia with a Focus on the 2019 Elections*. October 30, 2020. [http://40.117.101.57/resources/pdfs/news/peace\\_publications/democracy/tunisia-gender-rpt-103020.pdf](http://40.117.101.57/resources/pdfs/news/peace_publications/democracy/tunisia-gender-rpt-103020.pdf) This report analyzes the 2019 presidential and legislative elections in Tunisia with regard to women’s participation as voters and political actors. It offers recommendations to increase

women's electoral and political participation in future elections. The report is based on focus groups discussions with 221 women and 50 in-depth interviews with politicians and civil society representatives.

The Carter Center. *Final Report: 2019 Presidential and Parliamentary Elections in Tunisia*. 2019. [https://www.cartercenter.org/resources/pdfs/news/peace\\_publications/election\\_reports/tunisia-2019-final-report.pdf](https://www.cartercenter.org/resources/pdfs/news/peace_publications/election_reports/tunisia-2019-final-report.pdf) This report of an international election observation delegation presents a detailed assessment of observed irregularities during the 2019 presidential and parliamentary elections in Tunisia. The report offers recommendations to improve electoral processes in Tunisia in the future.

"Tunisia gets new government, appoints record number of women." October 11, 2021. AP News. <https://apnews.com/article/business-africa-tunisia-biden-cabinet-cabinets-acc0b7392401bd6a18804ed267ebe6f9> This news article describes the Tunisian government appointed by the President in October 2021, which included Tunisia's first female Prime Minister and 10 women among the 24 Ministers.

UN Women, *Women's presence in the civil service and access to decision-making positions in Tunisia*, December 2017. (French) <https://www.onu-tn.org/uploads/documents/15160155620.pdf> This report was produced within the framework of the "diversity and leadership in the MENA region" project implemented by UN Women in partnership with the Presidency of the Government. The report presents the findings of an exploratory analysis of professional inequalities between men and women in the civil service in Tunisia.

## **Domain 5. Access to and Control over Assets and Resources**

Association Tunisienne des Femmes Democrates (ATFD). *Les Travailleuses Domestiques Dans Le Grand Tunis: Conditions de travail, realité des violations, et enjeux du travail décent*. June 2020. <https://atfd-tunisie.org/wp-content/uploads/2021/04/Les-travailleuses-domestique.pdf> This report analyzes the challenges and socio-economic situation of domestic workers in both the formal and informal sectors, and provides general recommendations to overcome those challenges. The analysis is based on interviews with domestic workers.

Bajec, Alessandra, *Tunisia: COVID-19 Increases Vulnerability of Rural Women*, Arab Reform Initiative, November 25, 2020. (French, English) <https://www.arab-reform.net/publication/tunisia-covid-19-increases-vulnerability-of-rural-women/> This paper discusses the systemic exploitative treatment of female agricultural workers, the state's inability so far to protect them, and how local NGOs are helping to improve their lives. It explains that Tunisian women in rural areas played a vital role in maintaining food security during the coronavirus-pandemic, but continued to suffer exploitation and exclusion. Their working conditions are dire, and the public health crisis compounded their economic and social insecurity.

DAI, *Strengthening Women's Control Over Land: Inheritance Reform in Tunisia*, February 20, 2020. <https://dai-global-developments.com/articles/strengthening-womens-control-over-land-inheritance-reform-in-tunisia> The article addresses the challenges hampering women's ownership of, access to, and control over land, especially agricultural land and raises a series of recommendations for donors seeking to make a positive impact on the lives of rural Tunisian women.

Fair Wear. *Tunisia Country Study*. 2021. <https://api.fairwear.org/wp-content/uploads/2021/08/2021-CS-Tunisia.pdf> This study describes the labor laws, labor conditions, and industrial relations within the Tunisian garment industry, using statistics from 2019 to 2020 as well as stakeholders' opinions.

Freedom House. *Freedom on the Net 2021 – Tunisia*. <https://freedomhouse.org/country/tunisia/freedom-net/2021#A> This report provides a country assessment and numerical rating regarding the state of Internet freedom.

French Development Agency (AFD). *L'Eau, Promesse D'Emancipation*. August 2021. <https://www.afd.fr/fr/ressources/eau-promesse-emancipation-tunisie> This report explores the ways in

which water scarcity in Tunisia affects rural women and girls by impeding their financial independence, access to justice, and participation in public life.

Galal, Ola. "Gender Justice and the Possibilities and Limits of Digital Mobilization in Post-Arab Spring Tunisia." Social Science Research Council. November 16, 2021. <https://items.ssrc.org/10-years-after-the-arab-spring/gender-justice-and-the-possibilities-and-limits-of-digital-mobilization-in-post-arab-spring-tunisia/> This article looks at how Tunisian women use social media to challenge the entrenched tendencies to ignore violence against women through online campaigns like #EnaZeda. The author argues that women in rural areas seldom benefit from these digital mechanisms for redress.

Gesellschaft für Internationale Zusammenarbeit (GIZ), 2019 Tunisia Gender Analysis. (French) (Not available online.) The report reviews gender-based disparities at the national level and in selected sectors, including migration, security, private initiatives and entrepreneurship, transport, health, agriculture, employment, training and education.

Gueddana, Nabiha. *Etude sur la femme rurale tunisienne*. Forum Ibn Khaldoun pour le Développement. May 23, 2021. <https://forumibnkhaldoun.org/blog/2021/05/25/etude-sur-la-femme-rurale-tunisienne/> This report is a statistical analysis of the socio-economic and cultural situation of rural women and girls in Tunisia.

International Finance Corporation (IFC), *Banking on Women in Tunisia: Innovations in the Banking Industry*. Workshop Report. June 2018. [https://www.ifc.org/wps/wcm/connect/2ed82d7a-bf2a-40bf-ad22-4d54a9c22286/LR\\_Banking+on+Women+in+Tunisia.pdf?MOD=AJPERES&CVID=mgomCyt](https://www.ifc.org/wps/wcm/connect/2ed82d7a-bf2a-40bf-ad22-4d54a9c22286/LR_Banking+on+Women+in+Tunisia.pdf?MOD=AJPERES&CVID=mgomCyt) This report presents constraints to banking for women in Tunisia and recommendations related to the financial ecosystem and banks raised at a workshop on May 22, 2017, in Tunis.

Jouini, Halima. "Women struggle for land rights and equal inheritance in Tunisia." July 13, 2021. <https://capiremov.org/en/analysis/women-struggle-for-land-rights-and-equal-inheritance-in-tunisia/> This article analyzes women's position in the Tunisian economy in terms of the rights to land ownership and equal inheritance.

Koné, Aminata and Lindsay Korzekwa, *Persons with disabilities in Tunisia: Legal standing and public perception*. Campus de Sciences Po Paris à Menton, Association Étudiante Babel Initiative. 2014. <https://babelinitiative.files.wordpress.com/2014/04/viii-persons-with-disabilities.pdf> This paper explores the gap between the policies to protect persons with disabilities and society's attitudes toward disabilities.

Maci, Giulia & Cicognola, Giada. "Building Gender-Equal Cities in Tunisia: The Femmedina Project." Cities Alliance. USAID Urban Links. November 12, 2021. <https://urban-links.org/insight/building-gender-equal-cities-in-tunisia-the-femmedina-project/> This article explores the importance of taking a gender-focused approach in city planning to enable women to navigate urban spaces and to maximize their access to social and economic opportunities. To empower women as participants in and architects of the Medina's rehabilitated public spaces, Cities Alliance and the Municipality of Tunis are implementing the USAID-funded Femmedina project. This initiative started in December 2020 and employs a participatory, gender-sensitive approach to urban planning.

Martin, Mathieu. "Mobilité Urbaine et Genre en Tunisie: Quelle Place pour la Femme dans le Transport en 2017?" Codatu. November 27, 2017. <https://www.codatu.org/actualites/mobilite-urbaine-et-genre-en-tunisie-quelle-place-pour-la-femme-dans-le-transport-en-2017/> This article explores the ways in which the transportation sector is particularly dangerous and inaccessible for women in Tunisia.

Martin, Mathieu. *Urban mobility and gender in Tunisia: What place for women in transport in 2017?* Coopération pour le Développement et l'Amélioration des Transports Urbains et Périurbains (CODATU). November 27, 2017. (French) [https://docs.euromedwomen.foundation/files/ermwf-documents/7684\\_4.56.mobiliteurbaineetgenreentunisie.pdf](https://docs.euromedwomen.foundation/files/ermwf-documents/7684_4.56.mobiliteurbaineetgenreentunisie.pdf) This report focuses on the challenges of urban

mobility for women, including over-full buses and metro and the deterioration of transport networks. This saturation also contributes to violence on public transportation, especially against women.

Najjar, Dina and Bipasha Baruah, “Gender and climate change adaptation in livestock production in Tunisia,” in *Gender, Climate Change and Livelihoods: Vulnerabilities and Adaptations*, Chapter 11, pp. 143-158, CABI, 2021. <https://www.cabi.org/environmentalimpact/ebook/20210294409> and Najjar, Dina. *Rangeland Women: Why Supporting Them Could Save Tunisia’s Degraded Ecosystems*. International Center for Agricultural Research in the Dry Areas (ICARDA). October 14, 2021. <https://www.icarda.org/media/blog/rangeland-women-why-supporting-them-could-save-tunisia-degraded-ecosystems> This book chapter and blog present the results of a study about women's roles in livestock rearing, crop cultivation, and climate change adaptation, which are often diminished or invisible, perpetuating missed opportunities and lack of institutional support. The authors call for policies to reflect and integrate rangeland women's priorities and skills and to facilitate their access to land and livestock ownership, training, and other resources.

National Chamber of Women Business Leaders (*Chambre Nationale des femmes Chefs d’entreprises, CNFCE*), *Liberating female entrepreneurship in Tunisia: Manifesto*, April 2019. (French) [https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---sro-cairo/documents/publication/wcms\\_706912.pdf](https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---sro-cairo/documents/publication/wcms_706912.pdf) This report presents obstacles and recommendations related to women's entrepreneurship in Tunisia. It was produced as part of an ILO project titled “The way forward after the revolution: Descent work for women in Egypt and Tunisia.”

National Institute of Statistics and World Bank, *Carte de la pauvreté en Tunisie*, September 2020. [http://ins.tn/sites/default/files/publication/pdf/Carte%20de%20la%20pauvrete%C3%A9%20en%20Tunisie\\_final\\_0.pdf](http://ins.tn/sites/default/files/publication/pdf/Carte%20de%20la%20pauvrete%C3%A9%20en%20Tunisie_final_0.pdf) This report provides information about poverty rates across Tunisia, as well as a brief analysis of the economic and social realities of each analyzed geographical area.

Organization for Economic Co-operation and Development (OECD)/ International Labor Organization (ILO)/ Center of Arab Women for Training and Research (CAWTAR), *Changing Laws and Breaking Barriers for Women’s Economic Empowerment in Egypt, Jordan, Morocco and Tunisia, Competitiveness and Private Sector Development*, 2020. <https://doi.org/10.1787/ac780735-en> This report presents detailed case studies of recent legislative, policy and institutional reforms to support women’s economic empowerment in Tunisia. The report notes some of the common factors behind the success of these reforms and their implementation. The report concludes that progress is possible through targeted, inclusive and coordinated policy actions.

Rohwerder, Brigitte. *Disability in North Africa*, Institute of Development Studies, April 11, 2018. [https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability\\_in\\_North\\_Africa.pdf](https://assets.publishing.service.gov.uk/media/5b2378d340f0b634cb3dd823/Disability_in_North_Africa.pdf) This report provides an overview on the experiences of people with disabilities regarding inclusion and marginalization in Tunisia and other countries in the region. It notes the impact of their exclusion on national economies and prosperity.

United Nations Children's Fund (UNICEF). *Situational Analysis of Women and Girls in the Middle East and North Africa (MENA) and Arab States Region: A Decade Review 2010-2020*. November 2021. <https://www.unicef.org/mena/reports/situational-analysis-women-and-girls-middle-east-and-north-africa> This report analyzes common gaps that governments in the MENA and Arab States region need to address in order to ensure gender equality and the empowerment of women and to meet their human rights obligations towards women and girls.

UN Women, *Work of women in rural areas and their access to social protection*, August 2016. (French) <https://morocco.unwomen.org/fr/ressources-medias/publications/2017/01/travail-des-femmes-en-milieu-rural-et-protection-sociale-tunisie> This study identifies barriers that women in rural areas face to access social protection and offers recommendations to improve the social protection system in rural areas.

Von Schlieben, Hendrik. “Labour Migration, Inclusive Development and Gender Equality: Unlocking the

Potential of Women as Agents of Change in Tunisia’s Interior Regions.” Cities Alliance. January 11, 2021. <https://www.citiesalliance.org/newsroom/news/results/tunisia-unlocking-potential-women-agents-change>  
This article explores the importance of reducing regional disparities in order to achieve gender equality and recruit Tunisian women as potential agents of change.

World Economic Forum, *Global Gender Gap Report 2021*, Insight Report March 2021, Tunisia. [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf) The report section measures gender gaps in access to resources and opportunities in Tunisia.

## Gender-based Violence

Al Jazeera News. “Tunisia MP jailed for sexual harassment in landmark case”. November 12, 2021. <https://www.aljazeera.com/news/2021/11/12/tunisia-mp-jailed-for-sexual-harassment-in-landmark-case>  
This news article reports on the arrest and imprisonment of the Tunisian MP Zouhair Makhoulouf for sexually harassing a schoolgirl, which also resulted in the inception of the Tunisian “Me Too” movement.

Amnesty International. “Tunisia: The tragic truth about domestic violence.” May 21, 2021. <https://www.amnesty.org/en/latest/news/2021/05/tunisia-tragic-truth-about-domestic-violence/> This article recounts the details of a brutal murder of a young mother by her husband and its effects on stirring the GBV narrative in Tunisia, specifically domestic violence.

Association Tunisienne des Femmes Démocrates (ATFD). *L'accès à la justice des femmes victimes de violence: Entraves et défis*. 2021. (Arabic, French) <https://www.congres.ftdes.net/fr/lacces-a-la-justice-des-femmes-victimes-de-violence-entraves-et-defis/> This study discusses the lack of implementation of Law 58-2017 in its prevention and awareness-raising aspects, which include informing the public about the rights granted and training stakeholders such as judges, lawyers, police, national guard, doctors, and court officers. The study includes analysis of court decisions and testimonies of GBV victims about obstacles they faced during civil or criminal proceedings.

Banyan Global, International Center for Research on Women (ICRW), and Center of Arab Women for Training and Research (CAWTAR). *Gender-Based Violence Initiative - MENA: Context Analysis*. USAID. 2016. <https://banyanglobal.com/wp-content/uploads/2018/02/MENA-Context-Analysis.pdf> This report provides a detailed country profile on Tunisia, and synthesizes information on the political, legal, and social contexts in which gender-based violence is perpetuated and justified.

Ben Salah, Fairouz. “#EnaZeda: Tunisian 'Me Too' movement met with both support and smear tactics.” Middle East Eye. February 22, 2020. <https://www.middleeasteye.net/news/enazeda-tunisian-me-too-movement-support-smear-campaigns> This article reports on the details behind the inception of the Tunisian “Me Too” (“Ena Zeda”) movement, as well as public reactions and response the movement.

Council of Europe. “Tunisia launches a website on gender equality and violence against women,” July 23, 2021. <https://www.contre-violences-femmes-tunisie.com/> The website aims to make the general public more cognizant of gender equality and GBV in Tunisia by providing useful information and relevant tools to help navigate these topics. The Council of Europe funded the website.

Daaji, Sodfa and Ben Salem, Hela. “In Tunisia, a Legal Patchwork Is Failing Women Online.” Center for International Governance Innovation. May 24, 2021. <https://www.cigionline.org/articles/tunisia-legal-patchwork-failing-women-online/> This article focuses on the issue of non-consensual dissemination of images online and the lack of legal systems to respond to it. The article reports that technology is exacerbating GBV in Tunisia, which results in psychological and physical trauma for victims.

Femmes et Genre. “Forte augmentation des violences conjugales en Tunisie à cause du confinement.” April 3, 2020. <https://www.voafrique.com/a/forte-augmentation-des-violences-conjugales-en-tunisie-%C3%A0-cause-du-confinement/5359123.html> This article centers around the launch of a free hotline that victims of GBV can call to seek psychological and other assistance. This hotline was launched by the

Ministry of Family, Women, Childhood, and the Elderly Affairs in response to increasing GBV rates during the COVID-19 pandemic.

Ministry of Women, Family and Seniors (MWFS, now Ministry of Families, Women, Childhood, and Seniors, MFFEPA), *Third Annual Report on Combating Violence Against Women, 2021*. (Arabic) <http://www.femmes.gov.tn/ar/2021/08/27/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%BI-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A-%D8%A7%D9%84%D8%AB%D8%A7%D9%84%D8%AB-%D8%AD%D9%88%D9%84-%D9%85%D9%86%D8%A7%D9%87%D8%B6%D8%A9-%D8%A7%D9%84%D8%B9%D9%86/> This report is based on reports and statistics collected by MFFEPA from various governmental offices and CSOs. The report includes challenges preventing the full implementation of Law 58 of 2017 on eliminating violence against women as well as recommendations to overcome these challenges.

Labidi, Lilia. "Tunisian Women Denouncing Violence Against Women." December 10, 2021. <https://www.wilsoncenter.org/blog-post/tunisian-women-denouncing-violence-against-women> This article presents data related to the increase in reports of GBV by a factor of seven during the initial months of COVID-19 lockdown. The article also highlights the inadequacy of Law 58 in eliminating violence against women, including State institutions' disregard for its implementation. According to the article, for example, only 0.5 percent of relevant court decisions referred to Law 58.

Saada, M., Aarafa, N., Ben Ali, A., Saoudi, R., & Sahboun, S. *Yearly report on violence in Tunisia* (Title translated from the original Arabic). 2020. (Not available online.) This report presents a statistical analysis of violence against women in 2020 in the context of COVID-19. The data was generated by the Tunisian Forum for Economic and Social Rights (FTDES), which noted a 59% increase in GBV reports.

## **COVID-19**

Association Tunisienne de Defense des Libertés Individuelles (ADLI). *Les Libertés aux Temps du Coronavirus. Rapport sur l'état des lieux des libertés individuelles durant le confinement Mars-Juin 2020*. June 2020. <https://tn.boell.org/fr/2020/07/27/les-libertes-aux-temps-du-coronavirus-3> This report analyzes the ways in which the special measures taken during the COVID-19 pandemic, namely curfews and lockdowns had affected the individual liberties of the most vulnerable categories in Tunisia. Specifically, women, children, the LGBTQI community, the homeless, and refugees and migrants.

Association Tunisienne des Femmes Democratés (ATFD). *Les Violences à L'encontre des Femmes au Temps de la COVID-19*. March 16, 2020. <https://atfd-tunisie.org/wp-content/uploads/2021/04/RAPPORT-Les-violences-a-lencontre-des-femmes-au-temps-de-la-Covid-19.pdf> This report analyzes the ways in which the COVID-19 pandemic exacerbated physical, sexual, psychological, and verbal violence against women (VAW) during the quarantine period. The report notes that VAW increased by a factor of five in the year 2020 and 7,000 women filed complaints to the “Green Number” phone hotline.

FHI360. "In Tunisia, youth boost the national vaccination effort." September 28, 2021. <https://www.fhi360.org/news/tunisia-youth-boost-national-vaccination-effort> This article recounts Tunisian youths' valuable and successful contribution toward boosting the national COVID-19 vaccination campaign. This success was only possible through the USAID funded project, Ma3an, which helped FHI 360 to recruit hundreds of female and male youths to help.

Journalists for Human Rights (JHR). "Tunisia: How is women's access to reproductive health impacted by COVID-19?" June 10th, 2021. <https://jhr.ca/tunisia-how-is-womens-access-to-reproductive-health-impacted-by-covid-19> This article presents information about the decreasing quality of sexual and reproductive health care in Tunisia and the impact of COVID-19 on the rights of women and girls. The article notes a decrease in access to contraception between 2012 and 2018 from 62.5% to 50.7%, and a significant increase in reports of sexual and domestic violence during the pandemic.

Mixed Migration Centre. *4Mi Snapshot: The Impact of COVID-19 on Refugee and Migrant Women in Tunisia North Africa*. April 19, 2021. <https://mixedmigration.org/resource/4mi-snapshot-the-impact-of-covid-19-on-refugee-and-migrant-women-in-tunisia/> This document describes the impact of COVID-19 on refugee and migrant women in Tunisia. This snapshot draws from 2,523 surveys with refugees and migrants conducted between July 2020 and January 2021 in Tunisia.

Organization for Economic Co-operation and Development (OECD). *COVID-19 crisis response in MENA countries*. November 6, 2020. <https://www.oecd.org/coronavirus/policy-responses/covid-19-crisis-response-in-mena-countries-4b366396/> This report analyzes the economic and social consequences of the COVID-19 pandemic on MENA countries, by exploring fiscal and educational challenges and providing insights on the resilience of the healthcare system.

Sediri, S., Zgueb, Y., Ouanes, S., Ouali, U., Bourgou, S., Jomli, R., & Nacef, F. "Women's mental health: acute impact of COVID-19 pandemic on domestic violence." *Archives of women's mental health*, 23(6), 749–756. October 17, 2020. <https://doi.org/10.1007/s00737-020-01082-4> This study in Tunisia, Africa, and the Arab world evaluates the impact of COVID-19 on mental health and violence against women. The analysis is based on an online survey of 751 women using the Depression Anxiety and Stress Scales (DASS-21) and the Facebook Bergen Addiction Scale. More than half of women (57.3%) reported extremely severe distress symptoms.

UN Women. *Gender and Crises of Covid-19 in Tunisia: Challenges and Recommendations*, Policy Brief, March-April 2020. (Arabic, English, French) <https://arabstates.unwomen.org/en/digital-library/publications/2020/05/brief-gender-and-crisis-of-covid-19-in-tunisia> This policy brief summarizes data and trends related to the impact of COVID-19 in Tunisia on GBV and women's access to justice, health, leadership and political participation. It makes recommendations to prevent and respond to violence against women and to facilitate access to justice and social care.

Yerkes, Sarah & Youssef, Maro. "Coronavirus Reveals Tunisia's Revolutionary Gains for Women Only Exist on Paper." *Carnegie Endowment for International Peace*. June 22, 2020. <https://carnegieendowment.org/2020/06/22/coronavirus-reveals-tunisia-s-revolutionary-gains-for-women-only-exist-on-paper-pub-82151> This article analyzes the extent to which the COVID-19 pandemic had exposed the lack of implementation of crucial legislation designed to protect women, which caused reported incidents of GBV to increase five-fold during the lockdown period.