

2015 Country Report of Gender Profile (Tunisia) (English)

December 2015

**Japan International Cooperation Agency (JICA)
Japan Development Service Co., Ltd. (JDS)**

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Map of Tunisia



Abbreviations

APIA	Agence de Promotion des Investissements Agricoles
BDS	Business Development Services
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CETIME	Centre Technique des Industries Mécaniques et Electriques
CETTEX	Centre Technique du Textile
CONNECT	Confédération des Entreprises Citoyennes de Tunisie
CREDIF	Centre de Recherches, d'Etude de Documentation et d'Information sur la Femme
CSP	Code du Statut Personnel
CTC	Centre Technique de la Chimie
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
GDI	Gender Development Index
GDP	Gross Development Product
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GNI	Gross National Income
HDI	Human Development Index
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
JICA	Japan International Cooperation Agency
MDGs	Millennium Development Goals
MENA	Middle East and North Africa
NGO	Non-governmental Organization
OECD	Organisation for Economic Co-operation and Development
PACKTEC	Centre Technique de l'Emballage et du Conditionnement
PME / SME	Petites et moyennes entreprises / Small and medium-sized enterprises
Q/PI	Quality and Process Improvement
UGPQ	Unité de Gestion du Programme National de Promotion de la Qualité
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UTAP	Union Tunisienne de l'Agriculture et de la Pêche
UTICA	Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat

Contents

- 0. Objectives of the study
 - 1. Basic Indicators
 - 1.1 Human Development and Gender Development Indices
 - 1.2 Millennium Development Goals
 - 1.3 Population
 - 1.4 Economic Indicators
 - 1.5 Education Indicators
 - 1.6 Health Indicators
 - 1.7 Gender-related agreements and regulations
 - 2. Socio-Economic and Gender Situations
 - 2.1 Socio-Economic Situation
 - 2.2 Population
 - 2.3 Gender Situation
 - 2.4 Poverty
 - 2.5 Education
 - 2.6 Health
 - 2.7 Agriculture
 - 2.8 Employment and Economic Activities
 - 2.9 Political participation
 - 2.10 Gender-based Violence
 - 3. Gender Mainstreaming Efforts by the Government of Tunisia
 - 3.1 Gender Policies
 - 3.2 National Machinery for the Promotion of Gender Equality and Women's Empowerment
 - 4. Gender Mainstreaming Efforts by other Development Organizations
 - 5. Gender Mainstreaming in JICA Projects
- Main reference materials

List of Tables

- Table 1 Population trend in Tunisia
- Table 2 Labour force participation rate and unemployment rate
- Table 3 Government organizations supporting small and medium-sized enterprises
- Table 4 Other organizations supporting women entrepreneurs
- Table 5 Major financial institutions that provide financial services for small and medium-sized enterprises
- Table 6 Key articles on women's status and rights in the Personal Status Code (Code du Statut Personnel: CSP)
- Table 7 Gender-related activities by major development organizations in Tunisia

List of Figures

- Figure 1 Poverty ratio
- Figure 2 Poverty ratio by regions
- Figure 3 Percentage of births not attended by skilled health workers
- Figure 4 Percentage of people who are not able to buy enough food for required calories
- Figure 5 Number of HIV positive people in Tunisia
- Figure 6 Trend of unemployment rate by sex

0. Objectives of the study

Since the 1960s, international aid communities emphasize women's participation in development and the improvement of women's status in the developing countries. In the 1970s, the concept of "Women in Development (WID)" was introduced. In the 1980s, the new notion, "Gender and Development (GAD)" replaced WID. While WID focused on women, GAD looks at the relationship between men and women and the social systems, and believes that all development policies and projects make different impacts on men and women. Gender mainstreaming, based on the concept of GAD, is a process to integrate gender perspectives in all policies and projects throughout the whole cycle from planning, implementation, monitoring and to evaluation to articulate different development needs and impacts on men and women.

The Government of Japan declared its commitment to gender equality and women's empowerment, articulated in the Prime Minister's speech in the United Nations' General Assembly in 2013 and 2014. The Government adopted the Development Cooperation Charter in February 2015, which commits to gender equality as one of the important conditions to promote Human Security. JICA's current mid-term goal and plan also prioritize gender equality and women's empowerment. JICA has conducted gender profile studies in 80 countries since 1996, and has used them to design and implement projects to promote gender equality and women's empowerment as well as to integrate gender perspectives into the projects of all sectors.

The objective of this study is to promote gender mainstreaming of JICA's projects in Tunisia throughout their project cycles, by collecting gender-related information including data for basic indicators, women's situations, actions of the government to promote gender equality and women's empowerment and activities of other developing organizations, and by clarification of points to be considered from gender perspectives to implement JICA projects. As the previous study in Tunisia was conducted in 2004, this study updated the data for the basic indicators and information about women's situations and the government's actions on gender equality and women's empowerment. This study focused on "private sector development" in which JICA is planning to promote gender mainstreaming. The ongoing and future JICA projects in this sector were analyzed from a gender perspective, and recommendations were made to strengthen their contributions to gender equality and women's empowerment. The field study was conducted from 30th September to 7th October 2015 to interview the ministries and organizations promoting private sector and the counterpart organizations of the JICA project.

1. Basic Indicators

1.1 Human Development and Gender Development Indices

Human Development Index (HDI)

Year	2008	2014
HDI	0.706	0.721
HDI rank (among 188 countries)	91	96

Source: UNDP Human Development Reports

Gender Development Index (GDI) 2014

GDI (Ratio of women's HDI against men's HDI) 2014	0.894
GDI group (among 188 countries)	Group 5
HDI (women) 2014	0.671
HDI (men) 2014	0.751
Life expectancy at birth, women 2014	77.3
Life expectancy at birth, men 2014	72.5
Mean years of schooling, women 2014	5.9
Mean years of schooling, men 2014	7.8
Expected years of schooling, women 2014	15.0
Expected years of schooling, men 2014	14.0
Estimated GNI (Gross National Income) per capita (2011 PPP\$), women 2014	4,748
Estimated GNI (Gross National Income) per capita (2011 PPP\$), men 2014	16,159

Source: UNDP Human Development Reports

<http://hdr.undp.org/en/content/table-5-gender-related-development-index-gdi>

Note: Above data (life expectancy at birth, etc.) are the figures used to calculate GDI 2014, and are not necessarily same as the latest data cited in other sections of this report.

GDI measures gender gaps in human development in three basic dimensions: health, knowledge, and living standards using the same component indicators as in the HDI. The GDI is the ratio of the HDIs calculated separately for women and men. It falls between 0 and 1, and higher GDI value means lesser gender disparities.

- Average worldwide: 0.924
- Average of countries of “very high human development¹”: 0.978
- Average of countries of “high human development”: 0.954
- Average of countries of “medium human development”: 0.861
- Average of countries of “low human development”: 0.830
- Average of developing countries: 0.899
- Average of Arab States: 0.849

Tunisia is a country of “high human development” from its HDI value, and its GDI is lower than the average of this group, while it is better than the average of Arab States. It is in “Group 5” which represents countries of largest gender disparities².

¹ Japan is a country of “very high human development” and its GDI is 0.961. It is in “Group 2” out of five.

² Group 1 countries are with least gender disparities and Group 5 countries are the opposite. Each group includes following countries.

Group 1: Norway, Australia, Denmark, United States, Canada, Singapore, Belgium, France, Finland, Spain, Brunei, Qatar, Russia, Uruguay, Kazakhstan, Brazil, Botswana, Philippine, Namibia, etc.

Group 2: Switzerland, Germany, Ireland, New Zealand, United Kingdom, Israel, Japan, Italy, Kuwait, Libya, Rwanda,

Gender Inequality Index (GII) 2014

GII	0.240
GII rank (among 161 countries)	48
Maternal mortality ratio 2013	46
Adolescent birth rate 2010/2015	4.6
Women's share of seats in parliament 2014	31.3
Population with at least some secondary education, 25 +, women 2005-2014	32.8
Population with at least some secondary education, 25 +, men 2005-2014	46.1
Labour force participation rate, 15+, women 2013	25.1
Labour force participation rate, 15+, men 2013	70.9

Source: UNDP Human Development Reports

<http://hdr.undp.org/en/content/table-4-gender-inequality-index>

Note: Above data (maternal mortality ratio etc.) are the figures used to calculate GII 2014, and are not necessarily same as the latest data cited in other sections of this report.

GII measures inequality between women and men in the achievement of three dimensions in human development: reproductive health, empowerment and labour market. GII falls between 0 and 1, and higher GII value means larger gender disparities.

- Average worldwide: 0.449
- Average of countries of “very high human development³”: 0.199
- Average of countries of “high human development”: 0.310
- Average of countries of “medium human development”: 0.506
- Average of countries of “low human development”: 0.583
- Average of developing countries: 0.478
- Average of Arab States: 0.537

Tunisia is a country of “high human development” from its HDI value, and its GII is better than the average of this group. It is also better than the average of Arab States.

Gender Gap Index 2014

Gender Gap Index falls between 0 and 1, and higher value means lesser gender disparities⁴.

	Rank (among 142 countries)	Score	Women	Men	Ratio women/men
Overall rank	123	0.627	-	-	-
1. Economic participation and opportunity	130	0.463	-	-	-

etc.

Group 3: Netherland, Korea, Austria, Bahrain, Malaysia, Sri Lanka, Mexico, Peru, China, Indonesia, South Africa, Tanzania, etc.

Group 4: Saudi Arabia, Oman, Turkey, Zambia, Ghana, Bangladesh, Kenya, Zimbabwe, etc.

Group 5: Lebanon, Iran, Jordan, Algeria, Tunisia, Egypt, Morocco, India, Cambodia, Nigeria, Cameroon, Uganda, Senegal, etc.

³ Japan is a country of “very high human development” and its GII is 0.133, rank 26 among 161 countries.

⁴ Japan's Gender Gap Index is 0.6584 and is ranked 104th among 142 countries.

Labour force participation	131	0.36	27%	75%	0.36
Wage equality for similar work	37	0.71	No data	No data	0.71
Estimated earned income (PPP US\$)	133	0.28	US\$ 4,690	US\$ 17,003	0.28
Women's share among legislators, senior officials and managers	104	0.17	15%	85%	0.17
Women's share among professional and technical workers	96	0.71	41%	59%	0.71
2. Educational attainment	107	0.951	-	-	-
Literacy rate	115	0.82	72%	88%	0.82
Enrolment in primary education	88	0.99	98%	99%	0.99
Enrolment in secondary education	No data	No data	No data	No data	-
Enrolment in tertiary education	1	1.00	43%	27%	1.59
3. Health and survival	129	0.964	-	-	-
Sex ratio at birth (female/male)	122	0.93	No data	No data	0.93
Healthy life expectancy	101	1.03	67	55	1.03
4. Political empowerment	82	0.131	-	-	-
Women in parliament	38	0.39	28%	72%	0.39
Women in ministerial positions	134	0.04	4%	96%	0.04
Years with female head of state (last 50)	64	0.0	0	50	0.00

Source: World Economic Forum <http://reports.weforum.org/global-gender-gap-report-2014>

Note: Above data are the figures used to calculate Gender Gap Index 2014, and are not necessarily same as the latest data cited in other sections of this report.

1.2 Millennium Development Goals

Millennium Development Goals: main indicators and data

Indicators / data	Baseline	Latest data
Goal 1: Eradicate extreme poverty and hunger		
•1-A Halve, between 1990 and 2014, the proportion of people whose income is less than \$1.25 a day		
Population below \$1.25 (PPP) per day, percentage (*1)	5.9% (1990)	1.0% (2010)
Goal 2: Achieve universal primary education		
•2-A Ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling		
Primary completion rate	Total 79.7% Boys 85.3% Girls 73.9% (1990)	Total 97.8% Boys 97.3% Girls 98.4% (2013)

Goal 3: Promote gender equality and empower women		
•3-A Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015		
Gender Parity Index in primary level enrolment	0.87 (1990)	0.97 (2013)
Gender Parity Index in secondary level enrolment	0.76 (1990)	1.05 (2011)
Goal 4: Reduce child mortality		
•4-A Reduce by two thirds, between 1990 and 2015, the under-five mortality rate		
Children under five mortality rate per 1,000 live births	52.2 (1990)	15.2 (2015)
Infant mortality rate (0-1 year) per 1,000 live births	41 (1990)	13.1 (2013)
Goal 5: Improve maternal health		
•5-A Reduce by three quarters, between 1990 and 2015, the maternal mortality ratio		
Maternal mortality ratio per 100,000 live births	91 (1990)	46 (2013)
•5-B Achieve, by 2015, universal access to reproductive health		
Births attended by skilled health personnel, percentage	80.6% (1995)	98.6% (2012)
Current contraceptive use among married women 15-49 years old, any method, percentage	60.0% (1995)	62.5% (2012)
Antenatal care coverage, at least one visit, percentage	79.0% (1995)	98.1% (2012)
Antenatal care coverage, at least four visits, percentage	67.5% (2006)	85.1% (2012)
Goal 6: Combat HIV/AIDS, Malaria and other diseases		
•6-A Have halted by 2015 and begun to reverse the spread of HIV/AIDS		
People living with HIV, 15-49 years old, percentage	0.0% (1990)	0.05% (2013)
•6-C Have halted by 2015 and begun to reverse the incidence of malaria and other major diseases		
Tuberculosis prevalence rate per 100,000 population	37.0 (1990)	38.0 (2013)
Goal 7: Ensure environmental sustainability		
•7-C Halve, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation		
Proportion of the population using improved drinking water sources	83% (1990)	98% (2015)
Proportion of the population using improved sanitation facilities	73% (1990)	92% (2015)

Source: (*1) UNDP <http://www.social.tn/fileadmin/user1/doc/rapportPNUD2014final.pdf>
(others) Millennium Development Goals Indicators (The Official United Nations Site for the MDG Indicators)

1.3 Population

Year	2010	2015
Total population	10,632 thousand	11,235 thousand
Women's population	5,350 thousand (50%)	5,673 thousand (50%)

Source: United Nations Population Division <https://esa.un.org/unpd/wpp/Download/Standard/Population/>

1.4 Economic Indicators

Economic indicators

Year	2008	2013
GNI, Atlas method (current US\$)	40.19 billion dollars	45.78 billion dollars
GNI per capita, Atlas method (current US\$)	3,890 dollars	4,210 dollars
Gross Development Product (GDP) growth (annual %)	4.7%	2.5%
External debt stocks, total (DOD, current US\$)	21.378 billion dollars	25.827 billion dollars
Inflation, consumer prices (annual %)	4.9%	5.8%
GINI index (World Bank estimate)	No data	35.81 (2010)
Net official development assistance and official aid received (current US\$)	0.375 billion dollars	0.714 billion dollars

Sources: World Bank <http://data.worldbank.org/>

Industry ratio against GDP

Year	2008	2013
Agriculture	8.5%	8.6%
Industry	33.9%	30.0%
Service and others	57.7%	61.4%

Source: World Bank <http://data.worldbank.org>

Labour indicators

Year		2008	2013
Labour force participation rate (% of total population ages 15-64) (modelled ILO estimate)	Total	50.0%	51.2%
	Men	73.8%	75.5%
	Women	26.7%	27.3%
Unemployment, total (% of total labour force) (modelled ILO estimate)	Total	12.4%	13.3%
	Men	11.6%	12.4%
	Women	14.6%	15.5%

Source: World Bank <http://data.worldbank.org/>

Employment per industry

Year	2006	2011
Agriculture	19.3%	16.2%
Industry	32.1%	33.5%
Service	48.6%	49.6%

Source: World Bank <http://data.worldbank.org/>

1.5 Education Indicators

Year		2010	2013
Adult literacy rate (15+)	Total	79%	82% (2015)
	Men	87%	90% (2015)
	Women	71%	75% (2015)
Youth literacy rate (15-24)	Total	97%	98% (2015)
	Men	98%	98% (2015)
	Women	96%	98% (2015)
Gross enrolment in primary	Total	109%	110%

education	Men	110%	112%
	Women	108%	109%
Net enrolment in primary education	Total	100%	100%
	Men	100%	100%
	Women	100%	100%
Primary completion rate (*1)	Total	102%	98%
	Men	102%	97%
	Women	102%	98%
Gross enrolment in lower secondary education	Total	112%	110%
	Men	115%	110%
	Women	114%	110%
Gross completion rate of lower secondary education	Total	57%	69%
	Men	50%	61%
	Women	65%	78%
Gross enrolment in tertiary education	Total	35% (2012)	34%
	Men	27% (2012)	26%
	Women	43% (2012)	42%

Source: (*1) World Bank database <http://data.worldbank.org>

(Others) UNESCO <http://data.uis.unesco.org>

1.6 Health Indicators

Life expectancy at birth

Year	2008	2013
Total	74.3	73.6
Men	72.4	71.5
Women	76.3	75.9

Source: World Bank database <http://data.worldbank.org>

Reproductive health

	2008	2013
Maternal mortality ratio (modelled estimate, per 100,000 live births) (*1)	48 (2010)	46
Fertility rate, total (births per woman)	2.06	2.25
Contraceptive prevalence (% of women ages 15-49)	No data	62.5% (2012)
Antenatal care coverage, at least one visit	96% (2006)	98% (2012)
Births attended by skilled health personnel	95% (2006)	99% (2012)

Source: (*1) MDG Indicators

Others: World Bank database <http://data.worldbank.org>

Child health

Year		2010	2013
Mortality rate, infant (per 1,000 live births)	Total	14.9	13.1
	Boys	16.4	No data
	Girls	13.3	No data
Mortality rate, under-5 (per 1,000 live births)	Total	17.4	15.2
	Boys	18.9	No data
	Girls	15.7	No data
Prevalence of underweight, weight for age (% of children under 5)	Total	No data	2.3% (2012)
	Boys	No data	3.2% (2012)
	Girls	No data	1.4% (2012)
Immunization (% of children ages 12-23 months)	DPT	98%	98%
	Measles	97%	94%

Source: World Bank database <http://data.worldbank.org>

1.7 Gender-related Agreements and Regulations

Ratification of gender-related international conventions

Year of ratification	Conventions, standards
1959	ILO Convention No. 111 (Discrimination (Employment and Occupation) Convention)
1968	ILO Convention No. 100 (Equal Remuneration Convention)
1985	Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Tunisia made reservations of Articles 9-2 (rights to transfer mother's nationality to children), 15-4 (women's right to decide own residence) and 16 (marriage and divorce), etc. It lifted these reservations in 2014, which means it ratified whole CEDAW.

Source: ILO <http://www.ilo.org>

EU (2012) Gender equality policy in Tunisia

Laws for gender equality and protection of women

Year	Laws
1956	Personal Status Code (Code du Statut Personnel: CSP): The consent of the two spouses as a requirement for the validity of all marriages; prohibition of polygamy; divorce no longer the prerogative of the man
1957, 1959	Women's suffrage (1957: in municipal elections. 1959: all elections)
1959	Constitution: Equality of all citizens
1962	Introduction of family planning
1965	Penal Code (Code Pénal): legal abortions
1973	Revision of Penal Code: revised conditions of legal abortions
2010	Revision of Nationality Code (Code de la Nationalité Tunisienne): Children of Tunisian woman are given Tunisian nationality without official consent of the father, regardless of the place of birth or the nationality of the father.
2011	Decree (Décret) 35: Introduction of the quota system in the elections (men and

	women alternate in the list of candidates)
January 2014	New constitution: Equal opportunities between men and women; equal number of men and women in the assemblies; eradication of violence against women

Source: Code du Statut Personnel

Constitution de la République Tunisienne 1959

Code de la Nationalité Tunisienne 1963

Constitution de la République Tunisienne 2014

EU (2012) Gender equality policy in Tunisia

Women Suffrage and beyond http://womensuffrage.org/?page_id=69

2. Socio-Economic and Gender Situations

2.1 Socio-Economic Situations

Tunisia is located in the northern part of the African Continent. Its surface is 163,610 km². It shares the borders with Algeria in the west and with Libya in the south-east. It faces the Mediterranean Sea in the north and the east. Ninety-eight percent of its citizens are Arabs, and most are Sunni Muslims. Its official language is Arabic. French is also widely spoken.

The Republic of Tunisia was established in July 1957, headed by Habib Bourguiba as its first President. Ben Ali took the office as its second President in November 1987. On 17 December 2010, a young vegetable vendor in Sidi Bouzid committed suicide to protest against controls by the officials. Due to the high unemployment rate among youth, young people started demonstrations to protest against the government, and this movement developed throughout the country to criticize Ben Ali's long term leadership. Ben Ali fled from Tunisia on 14 January 2011, which ended his regime. This movement, called Jasmin Revolution, spread to other countries in the Middle East as a fight for democracy (Arab Spring). In Tunisia, after two acting Presidents (Mohamed Ghannouchi and Fouad Mebazza), Moncef Marzouki took the office as its third president in December 2011 and stayed until December 2014. The new democratic Constitution was approved in January 2014: it declares that the Republic of Tunisia is a state by and for the citizens and that the government acts based on the citizens' wills. In October 2014, Tunisia's first direct presidential elections by the citizens took place, and Mohamed Béji Caïd Essebsi was elected as its fourth President.

Tunisia had its "12th Economic and Social Development Plan" (Plan de Développement Economique et Social) for the period from 2010 to 2014. After the political change in 2011, it was revised as "Tunisia Economic and Social Development Strategy (Stratégie de Développement Economique et Social Tunisienne) 2012-2016", also called "Jasmin Plan". It prioritizes the reduction of unemployment and regional disparities, which were the main problems that induced the political change in 2011. However, the Strategy is not implemented because the current government is an interim one⁵. As of November 2015, the Ministry of Development, Investment and International Cooperation (Ministère du Développement de l'Investissement et de la Coopération Internationale) leads the exercise to prepare a new development plan for the years after 2015 (Agenda Post 2015)⁶.

2.2 Population

Tunisia's population is approximately 11 million in 2015. Its population growth rate between 2010 and 2015 was 1.12. Life expectancy at birth is 74.6 on average: it is 72.3 for men and 77.0

⁵ JICA (2015) Study of gender mainstreaming in the private development sector: Final report.

⁶ Ministère du Développement de l'Investissement et de la Coopération Internationale. <http://www.mdc.gov.tn/>

for women according to the statistics between 2010 and 2015. According to the data of 2015, the share of children of 15 years of age or below is 23% of the whole population and that of 60 or above is 12%.

Table 1 Population trend in Tunisia

(Unit: thousand)

Year	2010	2011	2012	2013	2014	2015
Total	10,639	10,759	10,881	11,006	11,130	11,254
Men	5,276	5,331	5,387	5,445	5,503	5,561
Women	5,363	5,428	5,494	5,561	5,628	5,692

Source: United Nations Population Division <https://esa.un.org/unpd/wpp/Download/Standard/Population/>

2.3 Gender Situation

Tunisia is advanced in terms of women’s rights among the Arab States. As explained below in section “3.1 Gender policies”, the Personal Status Code (Code du Statut Personnel: CSP) recognizes women’s rights and gender equality in principle. A marriage is established only on the consent of both spouses, and polygamy and men’s prerogative on divorce were abolished. However, CSP, influenced by the Islamic law, treats men and women differently in some aspects.

As shown in the previous section, Tunisia’s Gender Development Index (GDI) is in the 5th group which has the largest gender disparities, its Gender Inequality Index (GII) is 48th among 161 countries, and its Gender Gap Index is 123rd among 142 countries. These indices reflect the situations in Tunisia that there are lesser gender gaps in education (enrolment and literacy rate) and health (such as improved maternal mortality ratio), but there is a large gender gap in the economic situation (labour force participation and income) and political participation. The situation in each area/sector will be discussed in the relevant sections of this report. According to the Ministry of Women, Family and Children (Ministère de la Femme, la Famille et l’Enfance), educational attainment of women in Tunisia is high and many work in public institutions and private companies. On the other hand, the unemployment rate of women, especially that of highly-educated, is high, and many rural women are in difficult situations due to limited sources of income⁷.

2.4 Poverty

According to the “2013 Millennium Development Goals (MDGs) monitoring report”⁸ published by the Ministry of Social Affairs (Ministère des Affaires Sociales) and the United

⁷ From the interviews during this study in the field.

⁸ “Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013” (2014) <http://www.social.tn/fileadmin/user1/doc/rapportPNUD2014final.pdf>

Nations in 2014, Tunisia introduced its own definition of poverty in 2010 using annual consumption per person. The poverty line is 1,277 dinars (US\$630 or JPY74,000)⁹ in large cities, 1,158 dinars (US\$570 or JPY67,000) in medium-sized communes¹⁰, and 820 dinars (US\$400 or JPY47,000) for outside of communes (rural areas). Poverty rate in the whole country declined from 32.4% in 2000 to 15.5% in 2010. Figure 1 and 2 show that the poverty rate in the rural areas is still high even though it has declined compared to before. North-west and Central-west regions have higher poverty rate than others. While the MDG monitoring report does not analyze poverty by sex, the data shown in the previous section implicate that women' poverty is more severe than that of men, especially in the rural areas. Women's labour force participation rate is much lower than that of men (men 76%, women 27%, 2013), while women's unemployment rate is higher than that of men (men 12%, women 16%, 2013), and women's income is significantly lower compared to men's (estimated GNI per capita: men 16,159 dollars, women 4,748 dollars, 2013).

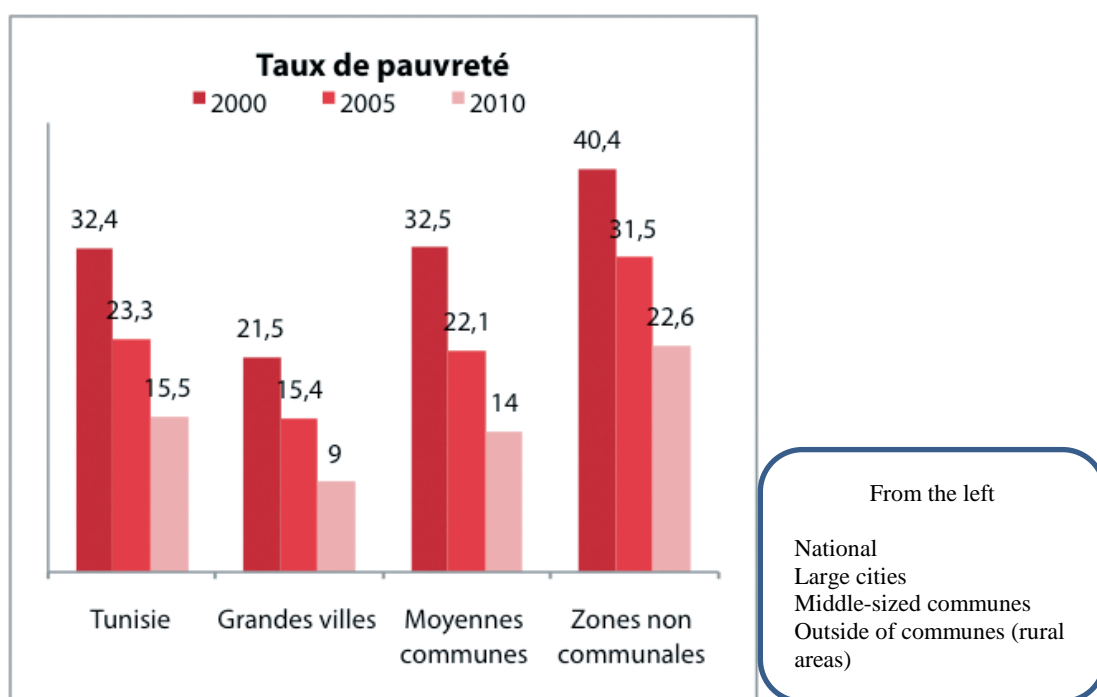


Figure 1 Poverty rate

(Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

⁹ 1 Dinar = US\$0.49, JPY58 (as of January 2016)

¹⁰ Commune: the smallest local administrative unit in Tunisia

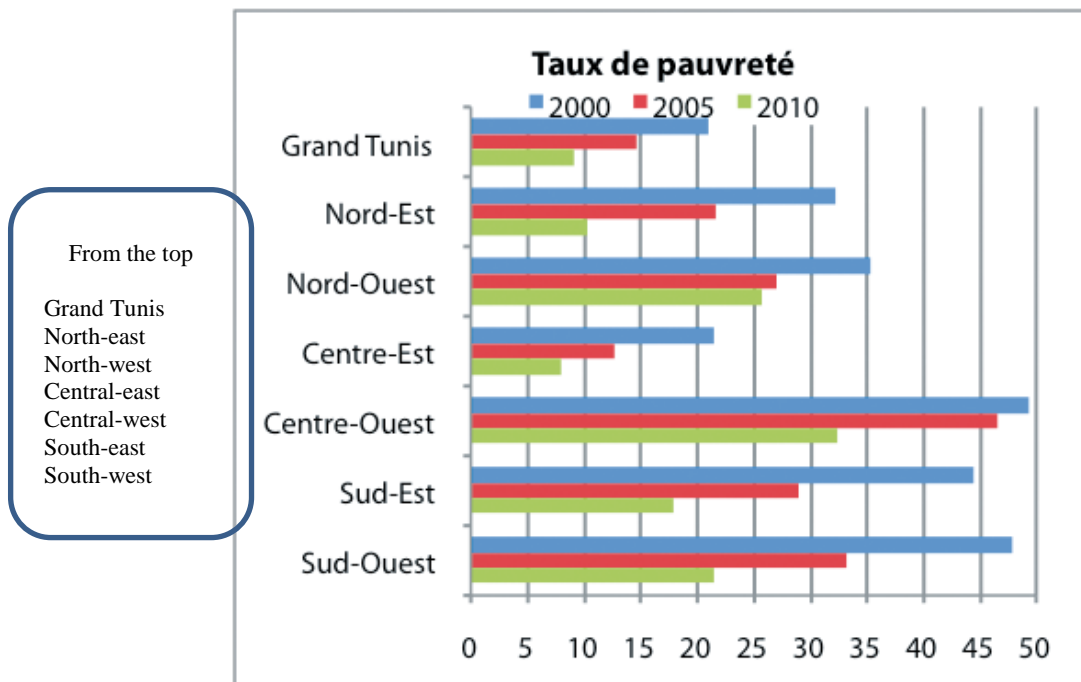


Figure 2 Poverty rate per region
 (Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

2.5 Education

As indicated by the education data in 2013 shown in the previous section, primary education is universal in Tunisia for both boys and girls, as its net enrolment in primary education is 100% for both boys and girls, and the completion rate of primary education is 97% for boys and 98% for girls. Girls' completion rate of lower secondary education is 78% and is higher than that of boys (61%). According to the EU Gender Profile report in 2014¹¹, it is known that there are more drop-outs among boys than girls while there is no sufficient data on the factors causing drop-outs. While youth literacy rate (15-24 years old) is 98% for both young men and women, women's adult literacy rate (75%) is 15% lower than that of men (90%), which implicates that older women faced more difficulty in receiving sufficient education.

The EU Gender Profile report states that women's share in tertiary education is high in areas such as social science, human science, language studies, economics, journalism, law and agriculture. Women are less represented in areas such as engineering (29%), architecture (34%), and veterinary (36%), while their share is not very small as it is at least about 30% in these traditionally masculine areas.

¹¹ EU "Profil Genre de la Tunisie 2014"

2.6 Health

【Maternal and child health】

According to the MDG monitoring report, Tunisia introduced the “National Perinatal Programme” (Programme National de Périnatalité) in 1990, which aims at the reduction of maternal mortality ratio through the improvement of the key activities such as review of maternal death cases in the public health facilities, coordination between universities and local health facilities, pre-and post-natal care, family planning, and prevention of infant deaths. In 2012, 98% of pregnant women took prenatal care at least once, and 85% took it at least four times. Family planning was introduced in Tunisia in the 1960s in collaboration with health facilities and midwives. Contraceptives are widely used even in the religious and cultural constraints, and contraceptive prevalence among married women was as high as 63% in 2011. The percentage of delivery not attended by skilled health workers largely declined throughout the country. As a combined impact of these efforts, maternal mortality ratio was almost halved from 91 in 1990 to 46 in 2013 as shown by the MDG indicator data.

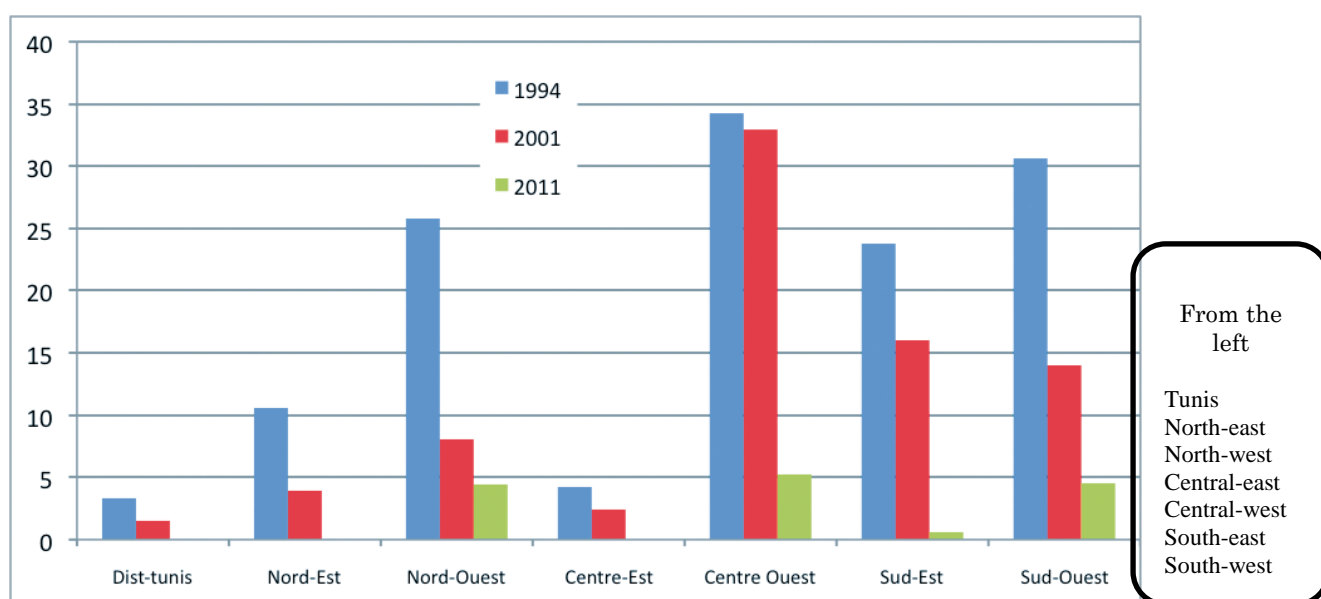


Figure 3 Percentage of delivery not attended by skilled health workers (unit: %)
(Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

Regarding child health, the MDG monitoring report states that under-5 mortality rate declined from 52.2 in 1990 to 15.2 in 2013, and infant mortality rate also declined from 41 to 13.1 in the same period. In 2010 for which the latest sex-disaggregated data exists (shown above), under-5 mortality rate was 19% for boys and 16% for girls, and infant mortality rate was 16% for boys and 13% for girls.

Basic immunizations (BCG, diphtheria pertussis tetanus (DPT) and polio) are mandatory

since the 1980s and are available for free of charge in all health facilities. Measles, hepatitis B, rubella and influenza were also added to the compulsory immunization. Immunizations are systematically implemented with the cooperation of the health facilities and schools. According to the data of 2011, immunization coverage of children between 18 and 29 months was 94%. There are no sex-disaggregated data about immunization.

【Nutrition】

According to the MDG monitoring report, the percentage of low weight-for-age and that of low height-for-age children of under-5 in Tunisia declined by more than 50% between 1988 and 2011. However, the percentage is higher in North-west, North-east and Central regions than the national average. The percentage of low weight-for-age children of under-5 was 3.2% for boys and 1.4% for girls in 2012. Figure 4 shows that percentage of people who are not able to spend enough money to obtain necessary calories is high in the rural areas and in the Western regions.

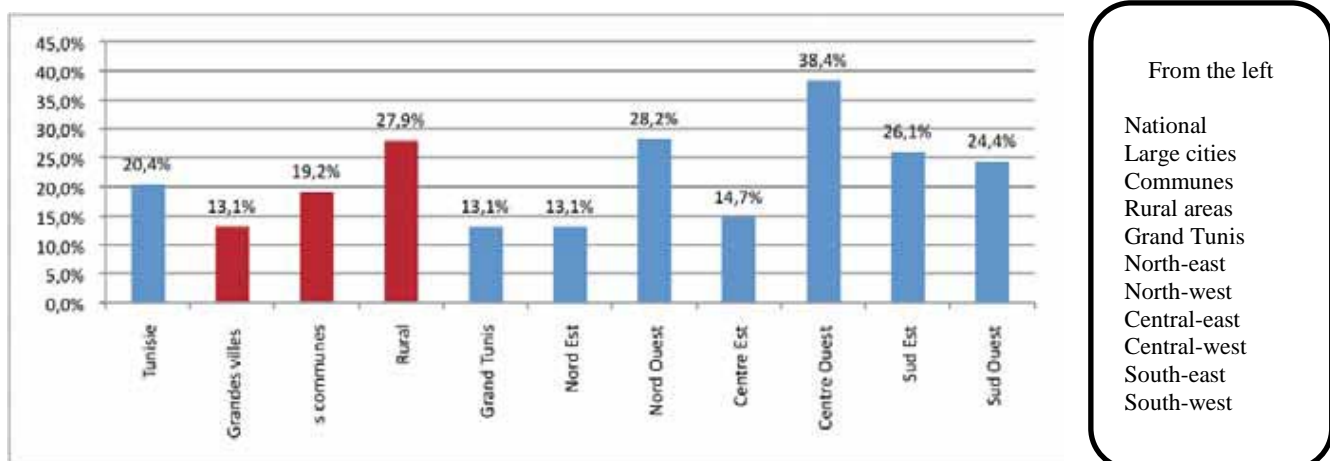


Figure 4 Percentage of people who are not able to spend enough money to obtain necessary calories

(Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

【HIV/AIDS】

According to the MDG monitoring report, among about 1,700 persons infected with HIV by 2011, men’s share was about two-thirds and that of youth between 15 and 24 years was 10%. As the current HIV prevalence is only 0.1%, HIV is not considered an alarming issue among people in Tunisia. HIV prevalence is higher in the risk groups: it was 0.61% for sex workers, 2.4% for drug users and 13% for men having sex with men in 2011. HIV prevalence is higher in Grand Tunis and coastal areas than other places. The Ministry of Public Health (Ministère de la Santé Publique) and UNAIDS developed the “National Strategic Plan to fight against HIV/AIDS and Sexually Transmitted Infections (Plan Stratégique National de la riposte au

VIH/sida et aux IST) 2012-2016”. This strategic plan covers prevention (prevention of mother-to-child transmission, awareness-raising, diffusion of condoms, HIV testing and counselling), treatment by Antiretroviral (ARV), and economic and psychological assistance to the people living with HIV/AIDS¹².



Figure 5 Number of HIV positive persons in Tunisia (1986-2012) (unit: person)
(Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

2.7 Agriculture

According to the EU Gender Profile report, 35% of Tunisian women lived in the rural areas in 2012. Many of them are engaged in small scale agriculture run by the family. While men and women have equal legal rights to own lands, women land owners are rare because women can inherit only half of what men can. Therefore, it is difficult for women to run agricultural business as the head or to obtain loans using lands as collateral. Women make only 4% among agricultural business owners.

The following is the summary of the interviews in this study with major governmental institutions working on agriculture and rural development and their activities to support rural women or women farmers.

Agriculture Investment Promotion Agency (Agence de Promotion des Investissements Agricoles: APIA)

¹² Ministère de la Santé Publique, Direction des Soins de Santé de Base, Programme National de Lutte contre le sida et les IST “Rapport d’Activité sur la Riposte au sida- Tunisie 2012-2013”.

<http://www.unaids.org/sites/default/files/country/documents/file%2C94767%2Cfr..pdf>

Among the agricultural projects assisted by APIA between 1983 and 2014, women's share in the number of projects and number of beneficiaries was only between 4% and 7%. According to APIA, there are equal number of men and women in the stage of project planning, but women's share declines to about 20% when projects start. However, APIA does not see particular differences between men and women in project implementation once they started. APIA does not have women specific activities, but it examines the possibility to support women as it is aware of women farmers' challenges such as lack of land ownership, difficulties in access to credit, weak physical capacities compared to men, and persistent perceptions that women farmers just support men. APIA does not have specific ideas yet how to support women, and they would like to start from analysis of the current situations of women farmers. APIA has a programme to lend national farming lands at a preferential rate to degree holders in agriculture or participants in APIA training. As a workplace, APIA has almost equal number of male and female staff including technical staff working in the field, but there are more men than women in management (there are six women among 33 management staff).

Tunisia Agriculture and Fishery Union (Union Tunisienne de l'Agriculture et de la Pêche: UTAP)

UTAP was established in 1950. It has the central bureau, governorate offices, and sector departments. About 350,000 out of 600,000 farmers in Tunisia are UTAP members. Women's share among the members is about 20%. There is a women's union in UTAP. UTAP is a member of regional agricultural and fishery unions in Africa and Arab States. Each UTAP governorate office has at least one woman among the staff.

According to UTAP, while it is estimated that 80% of farmers are women, women's share among the beneficiaries of UTAP-supported agricultural projects is only 6%. UTAP has supported women farmers providing technical training in livestock breeding such as chicken and rabbit and in horticulture. Women face challenges in the sales of products after they succeed in livestock breeding or cultivation. There are many women farmer groups engaged in essential oils or food processing, but Tunisian farmers in general are reluctant to form groups from their negative experiences in the communist-influenced era in the 1960s. UTAP sets up stalls for women farmers in agricultural exhibitions. It also works together with the Ministry of Social Affairs to improve the working conditions of both male and female farmers based on the international standards. In 2015, maternity leaves and minimum farmer wages were regulated. According to UTAP, it is important to develop agriculture in the rural areas because most people rely on it as their source of income, and security of income is important for the stabilization of society, as poverty in the rural areas is one of the factors that cause unrest such as terrorism. UTAP believes that it is necessary to support women farmers as women are important actors in agriculture. Women farmers face challenges as follows:

- As 80% of agricultural activities are family businesses, men (husband or father) are considered representatives in general. Women are invisible in the data as they do not appear as business owners/managers or workers. Many women are engaged in important tasks, but they are seldom paid.
- After rural women complete their education in the cities, it is difficult for them to stay there alone because of cultural reasons. They return home to find agriculture as the only employment opportunity. They do not have other options to gain income.
- It is more difficult for women than men to be mobile as they are expected to take care of their families. It can restrict women's opportunities to participate in trainings and projects. It is also more difficult for women than men to deliver agricultural products by themselves, as it involves loading/unloading products and driving, for which they lack physical capacity and skills
- Most women do not own land as they can inherit only half that of men. Therefore, it is difficult for them to receive loans in order to start or expand businesses.
- Most women do not own and cannot afford the equipment necessary to expand their businesses.
- In many cases, women must rely on men to carry out tasks that require physical strengths. Therefore, it might be difficult for women to coordinate tasks at their desirable schedule and must also pay extra to hire men for those particular tasks that require their physical capacity. In general, women's work tends to be less valued than men's, regardless of their important contributions.
- Rural women tend to be shy to have or express opinions and to participate in decision-making processes due to cultural barriers that prevent them from raising their voices..
- Many women do not know how to add value to agricultural products in order to market them.

2.8 Employment and Economic Activities

【Women's employment】

According to the EU Gender Profile report, two thirds of women workers are in service, industrial and agricultural sectors (sectors in narrow sense). There are about 15,000 women top executives of enterprises, which account for 6.5% of the total.

It is estimated that informal sector employs about 40%-50% of workers outside of the agricultural sector. While there are no specific statistics on the informal sector, it is considered that there is a high participation of women in the sector.

Table 2 Labour force participation rate and unemployment rate

	Total	Men	Women	Data year
Labour force participation rate (15-64 years)	71%	77%	65%	2013 (*1)
Unemployment rate (total)	15.0%	12.5%	21.6%	2015 1st quarter (*2)
Unemployment rate (university graduates)	30.0%	20.8%	39.0%	2015 1st quarter (*2)

Source: (*1) World Bank database. <http://data.worldbank.org>

(*2) Institut National des Statistiques (INS)

Women's unemployment rate is about 1.5 to two times higher than men's.

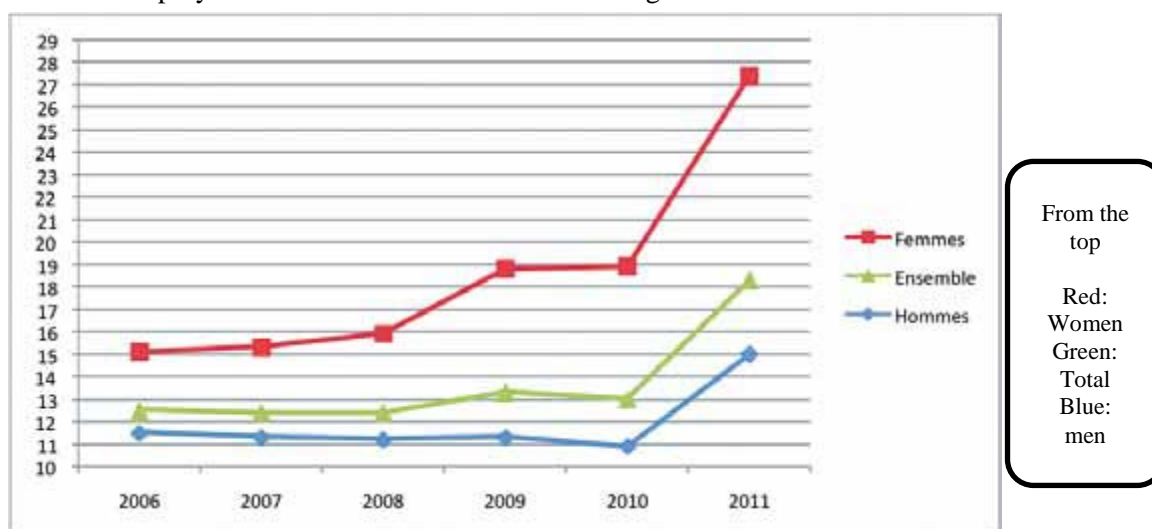


Figure 6 Trend of unemployment rate, per sex (unit: %)

(Source: Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013)

The objectives of the “National Employment Strategy (Stratégie National pour l’Emploi) 2013-2017” are to create employment, to reduce the unemployment rate, and to develop competitive and productive labour force. It lists up actions to achieve these goals: to improve employment policies, to develop sectors which would create many employments, to develop private sector including small and medium-sized enterprises (SMEs) and self-employment, to improve vocational trainings and the function of the labour market¹³

According to the EU Gender Profile report, the Tunisia General Labour Union (Union Générale Tunisienne du Travail: UGTT) created the women committee in 2000, but there were only 13 women among 511 participants in its central committee in 2011. There are no women among 13 board members of UGTT central bureau. Women account for only 8% in UGTT governorate office staff. The women committee has proposed that all sections of UGTT should have at least two women.

¹³ Ministère de la Formation Professionnelle et de l’Emploi (2013) “Stratégie National pour l’Emploi” (Powerpoint) <http://www.emploi.gov.tn/fr/emploi/strategie-nationale-pour-lemploi/>

【Assistance for small and medium-sized enterprises and entrepreneurship】

According to JICA’s report titled “Study of gender mainstreaming in private sector development: Final report” (2015), women entrepreneurs are found in service (41%), manufacturing and sales of consumables (food and garments) (25%), and retail/wholesale (22%) among others. Their businesses are concentrated in the large cities such as Tunis and Sousse. Sixty-two percent of women entrepreneurs either import or export, and their major clients of export are in the countries such as France, Italy, Gulf States, United States and Malaysia. More women entrepreneurs than men work from home. Their annual sales in average is about 50,000 dinars (approximately US\$24,000 or JPY2.9million), which is about the same as male entrepreneurs in the similar businesses. Eighty percent of women entrepreneurs are graduates of upper secondary education or above, and more women than men start business for self-realization rather than economic reasons. Fifty-five percent of women entrepreneurs have work experience in other companies before they start their own businesses.

Women entrepreneurs face difficulties in various aspects such as access to finance, building networks, knowledge in management and business (about sector and products), access to the market, and work-life balance.

There are no women specific policies or schemes of SME development. Table 3 shows major governmental institutions working on it.

Table 3 Government organizations supporting SMEs

Institution	Activities
National Agency for Employment and Independent Businesses (Agence Nationale pour l’Emploi et le Travail Indépendant)	Using the National Employment Fund (Fonds Nationaux pour l’Emploi), the Agency offers specialized training for university graduates and internship for highly-educated people to improve employability accompanied by training and financing for starting business. About 60% of its beneficiaries were women in 2012.
National Handicraft Office (Office National de l’Artisanat)	It offers services for handicraft business such as financing, training and business exhibitions. About 80% of its beneficiaries are women.
Agency for Promotion of Industry and Innovation (Agence de Promotion de l’Industrie et de l’Innovation: APII)	It operates one-stop shops to accept foreign companies to promote foreign investment. It offers funding to Tunisian enterprises which are willing to collaborate with foreign companies using the Competitive Industry Development Fund (Fonds de développement de la compétitivité industrielle) for innovation of products.

Source: JICA (2015) Study of gender mainstreaming in private sector development: Final report

The following is the summary of the interviews in this study with major employers’ organizations assisting SME and entrepreneurship development:

Tunisia Union of Industry, Commerce and Handicrafts, National Chamber of women top executives (Union Tunisienne de l’Industrie, du Commerce et de l’Artisanat: UTICA, Chambre Nationale des Femmes Chefs d’Entreprise: CNFCE)

CNFCE supports women entrepreneurs in all sectors by organizing trainings and seminars to start businesses and to promote networking. It also targets entrepreneurs in the provinces and young entrepreneurs. It is difficult for women entrepreneurs to obtain loans due to lack of collateral, which can limit the scale of their business. As CNFCE is not able to offer funding for enterprises, they have proposed to the banks to consider new financing schemes for women entrepreneurs. ILO, in collaboration with CNFCE, recently completed a study about women entrepreneurs and developed an action plan. The report is still in a draft state and is not published as of November 2015.

The Chairperson of UTICA is a woman as of November 2015. However, as women’s share among UTICA senior members is only 10%, it wants to increase women in the next board member elections in 2017.

Confederation of Tunisian Citizen Enterprises (Confédération des Entreprises Citoyennes de Tunisie: CONECT)

CONECT supports enterprises of all sectors in business planning, financing, giving advice on how to add values of products and on the expansion of businesses abroad. In order to be eligible for the services of CONECT, companies must be officially registered (not informal) and have at least three employees.

Both men and women are found among CONECT members, and women members are present in all activities. Women have always been included in the board members since its establishment and it has a database of women entrepreneurs. However, it does not have women-specific programmes. According to CONECT, in the handicraft sector in which women are particularly active, the most important issue is access to market. While low quality of products is also a problem, it usually improves later, once women are given the opportunity to experience the formal market.

Table 4 shows other major institutions supporting women entrepreneurs.

Table 4 Other organizations supporting women entrepreneurs

Institution	Activities
Enterprises Féminines Durables / Women’s Enterprise for Sustainability (WES)	It trains local NGO staff so that they can implement women’s entrepreneurship development projects in the regions. NGOs train women entrepreneurs, and hold business competitions for the training participants to win finance to start or expand business. It has 13 WES centres in Tunisia, and more than 1,700 women have participated in training. The trainees started 132 businesses in total.
Tunisian Association	In order to nurture leadership of highly-educated women, it organizes

“women and leadership” (Association tunisienne “Femmes et leadership”)	awareness-raising sessions by established business women, skills training and business competitions.
Tunisian National Women’s Union (Union Nationale de la Femme Tunisienne: UNFT)	It offers skills training for women such as dressmaking, beauty care and cooking. It also supports women in starting business, awareness-raising about women’s rights, and protection and assistance of women victims of violence.
Arab Institute of top executives (Institut Arabe des Chefs d’Entreprises: IACE)	About 400 top companies in Tunisia are members of IACE, among which about 10% are managed by women. It supports network development among top executives, train managers of SMEs, and conducts entrepreneurship development training for young people.

Source: JICA (2015) Study of gender mainstreaming in private sector development: Final report

WES website: <http://www.iie.org/Programs/Womens-Enterprise-for-Sustainability>

UNFT website: <http://www.unft.org.tn/fr/>

IACE website: <http://www.iace.tn/>

There are no women-specific financing schemes in Tunisia. Table 5 shows major financial institutions funding SMEs.

Table 5 Major financial institutions that provide financial services for SMEs

Institution	Activities
Tunisian Solidarity Bank (Banque Tunisienne de Solidarité: BTS)	BTS is the first micro finance institution in Tunisia. It does not require collateral, and its annual rate is 5%. Loans are available for graduates of higher or vocational education who want to start business but do not have funds. In 2014, 55% of new loans were for women. The repayment rate is 67% for men and 80% for women.
Bank of Finance for Small and Medium-sized Enterprises (Banque de Financement des Petites et Moyennes Entreprises: BFPME)	BFPME offers loans for SMEs in all sectors except for tourism and real estate businesses. It offers funding to start business such as purchase of equipment, construction work and running expenses. The scale of funding is between 80 thousand and 4,000 thousand dinars (approximately between US\$39 thousand and 1,960 thousand, or between JPY4.6 million and 230 million) for the first investment of business.
Funds for Promotion of Industrial Decentralization (Fonds de Promotion et de Décentralisation Industrielle: FOPRODI)	FOPRODI supports SMEs in the industrial sector in the regions. It funds up to 5 million dinars (approximately US\$2,450 thousand or JPY 290 million) to start business.
National Funds for Promotion of Handicrafts and Small Trade (Fonds National de Promotion de l’Artisanat et des Petits Métiers: FONAPRA)	FONAPRA supports SMEs in the handicraft sector. It funds up to 50,000 dinars (approximately US\$24.5 thousand or JPY 2.9 million thousand) to start business.
ENDA-Inter Arabe	It offers various loans such as funding to start business and expenses for education of poor families. About 70% of its beneficiaries are women.

Source: JICA (2015) Study of gender mainstreaming in private sector development: Final report

City of Tunis website: <http://www.commune-tunis.gov.tn/>

The German GIZ is implementing a programme titled “Economic Integration of Women in the MENA Region” in Tunisia, Morocco, Egypt and Jordan (2010-2016). As women’s labour force participation rate is only 25% in the MENA region, the programme aims at the promotion of women’s entrepreneurship and creation of employment. The programme runs the following activities;¹⁴

1. Change of perceptions and attitude towards women’s work: GIZ collaborates with national NGOs and is going to air films to change perceptions about women’s work. Two candidate film projects per country have been selected and they are under production as of 2015.

2. Assistance in the implementation of gender-sensitive economic and employment policies: Policies are not necessarily implemented adequately. GIZ collaborates with the private sector to collect good practices on gender and women’s empowerment that made positive impacts on businesses. These will be compiled and published. It also promotes work-life balance through these stories

3. Women’s economic empowerment: GIZ conducts gender analysis of sectors where both women’s participation and growth potential are high. Specifically, it conducts value chain analysis of the tourism industry in Tunisia, especially in handicraft and food businesses in the provinces. It collaborates with a German tour company (TUI Deutschland GmbH) since March 2012 and supports Tunisian women in the tourism industry.

4. Support of women university graduates and low-skilled women workers to improve employability: A university in Morocco provides mentoring service for women students. In Jordan, GIZ supports women cooks so that they can find jobs in hotel or catering businesses.

2.9 Political Participation

The decree of April 2011 on elections stipulated that the number of male and female candidates of the national assembly members should be equal and that the list of candidates should alternate between men and women. As a result, about half (47%) of the candidates were women in the last elections in October 2014. There are 68 women among 217 members of the national assembly (31%) as of November 2015¹⁵. There are two women among 22 ministers in the current government which was formed in January 2014. According to the EU Gender Profile report, women’s share in the ministry and national agency officials is 37%, and that in the General Secretaries is only 4%.

¹⁴ <https://www.giz.de/en/worldwide/15981.html>

¹⁵ Inter-Parliamentary Union. http://www.ipu.org/parline-e/reports/2392_A.htm

2.10 Gender-based Violence

The Personal Status Code (Code du Statut Personnel: CSP) and the Penal Code were revised in 1993, which value human rights including women's rights. Spouses are required to respect each other, and domestic violence is considered a crime. However, many cases of domestic violence are invisible, and it is reported that 48% of women between 18 and 64 years old have experienced domestic violence according to the EU Gender Profile report. The Ministry of Women, Family and Children developed a national strategy to fight against violence on women, during their life cycles (Stratégie nationale de lutte contre les violences faites aux femmes à travers le cycle de vie) in 2013, which prioritizes four actions: data collection and analysis about gender-based violence, provision of adequate and diverse services for the victims, awareness-raising in the society, and enforcement of related laws.

3. Gender Mainstreaming Efforts by the Government of Tunisia

3.1 Gender Policies

CSP established in 1956 regulates personal status such as marriage, divorce and inheritance. As shown in Table 6, it stipulates that marriage is valid only by the consent of the two spouses. It abolished polygamy, and declares that divorce is no longer the prerogative of a man. Therefore, CSP is considered as the most advanced law in the Arab States in terms of women's status and rights. However, as it is influenced by the Islamic law, it treats men and women differently in some areas: it treats men as the head of household in principle and women can only inherit smaller shares of assets compared to men.

Table 6 Key articles about women's status and rights in the Personal Status Code (CSP):

Marriage	Article 3: The consent of the two spouses is the only requirement for the validity of all marriages. Article 5: The minimum age for marriage is 18 for both men and women (women's minimum age for marriage was raised from 15 to 18 by the revision in 2007). Article 6: Marriage of a minor requires the consents of the guardian (usually father) and the mother. Article 18: Polygamy is prohibited. Article 23: Both spouses respect each other and cooperate for the family life. The husband as the head of household should provide what the wife and children need. Article 156: The age of majority is 20. Married persons of 18 or 19 years old are treated as adults.
Divorce	Article 30: Divorce is granted only by the court. It is discussed at the court based on the consent of both spouses or at the request of either the husband or wife (divorce is no longer the prerogative of the man).
Children's custody	Article 60: The father and mother have the custody of their children (mother was added by the revision in 1993). Article 154: The guardian of a child is the father. If the father is dead or is not capable, the guardian is the mother.
Inheritance	Article 91 and other relevant articles: Women's share in inheritance is a half of men (for example, a daughter can inherit a half of a son).

Source: CSP

A Muslim woman cannot marry a non-Muslim man, while this is not regulated by the law. A non-Muslim man should convert to Muslim to marry a Muslim woman. On the other hand, a Muslim man can marry a woman of any religion.

The Constitution established in 1959 stipulates that all citizens have the same rights and obligations, and are equal before the law (Article 6)¹⁶.

After the political change in 2011, human rights and democracy are recognized as fundamental values, and promotion of gender equality is growingly sought. The new Constitution of January 2014 mentions in its preamble the respect of freedom and human rights,

¹⁶ Constitution de la République Tunisienne, 1959. https://www.unodc.org/tldb/pdf/Tunisia_const_1959_fr.pdf

judicial independence and equal status of all citizens¹⁷. Regarding women, Article 34 requires participation of women in the assemblies, and Article 46 declares equal opportunities between men and women in all areas, equal number of men and women in the assembly members, and eradication of violence against women.

Article 6 of the Tunisian Nationality Code established in 1963¹⁸ stated that a child would obtain Tunisian nationality if the father was Tunisian, or if the mother was Tunisian when the father did not have a nationality or his nationality was unknown, or if the child was born in Tunisia between a Tunisian woman and a foreign man. It meant that a child born outside of Tunisia between a Tunisian woman and a foreign man could not obtain Tunisian nationality. Article 12 of the Nationality Code was revised in 1993 and 2002, and a child born outside of Tunisia between a Tunisian woman and a foreign man was considered Tunisian by nationality when the child turned 19. Before turning 19, the child obtained Tunisian nationality with the consent of the parents or only by the claim of the mother if the father was dead or missing. The Code was revised again in 2010, and now a child of a Tunisian woman can obtain Tunisian nationality without official consent of the father regardless of the birthplace of the child or the nationality of the father¹⁹.

Tunisia ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1985. However, it had reserved several articles such as Article 9-2 (right to pass mother's nationality to children), Article 15-4 (women's right to choose own premises) and Article 16 (marriage and divorce). It lifted up these reservations in 2014, which means it ratified the whole CEDAW.

3.2 National Machinery for the Gender Equality and Women's Empowerment

Ministry of Women, Family and Children (Ministère de la Femme, la Famille et l'Enfance)²⁰

The Ministry of Family and Women's Empowerment (Ministère de la Famille et de la Promotion de la Femme) was responsible for promoting gender equality from November 1983 to June 1986. The Ministry of Women's and Families' Issues (Ministère des Affaires de la Femme et de la Famille) then, took over this role as of August 1993 to March 1995. The current Ministry of Women, Family and Children was established in March 1995. The ministry

¹⁷ Constitution de la République Tunisienne, 2014.

[http://www.legislation-securite.tn/sites/default/files/files/lois/Constitution%20du%2027%20Janvier%202014%20\(Fr\).pdf](http://www.legislation-securite.tn/sites/default/files/files/lois/Constitution%20du%2027%20Janvier%202014%20(Fr).pdf)

¹⁸ Code de la Nationalité Tunisienne, 1963.

http://www.e-justice.tn/fileadmin/fichiers_site_francais/codes_juridiques/Code_de_la_nationalite_tunisienne.pdf

¹⁹ UNICEF (2011) Tunisia - MENA Gender Equality Profile: Status of Girls and Women in the Middle East and North Africa Committee on the Elimination of Discrimination against Women, Fifth and Sixth periodic reports of Tunisia, CEDAW/C/TUN/6, 2009.

²⁰ The website of the ministry (www.femme.tn) is under construction and cannot be seen as of January 2016.

promotes gender mainstreaming of the national policies and projects and trains government officials to enhance their capacity in promoting gender equality. It developed the national action plan for gender mainstreaming in collaboration with EU. Also, it prepared the gender development plan (2016-2020) with a support of UNDP and UN Women. According to the ministry, these two documents are still in the finalization stage and are not published as of November 2015. Each ministry has a gender focal point and each governorate has a gender commissariat, both of which are tasked to incorporate gender perspectives into the activities.

As of 2015, the Ministry of Women, Family and Children implements a programme to support women entrepreneurs with the assistance of EU, and a budget of 350 million euros. The programme selects 50 women entrepreneurs from each governorate and assists them to start or expand their business. The objective of the programme is to enhance entrepreneurship of rural women by providing access to financial services as it is difficult for them to obtain loans.

In regards to violence against women, the ministry works on four pillars: legislation, services to support victims, awareness-raising, and change of attitude.

Centre for Research, Studies, Documentation and Information on Women (Centre de Recherche, d'Études, de Documentation et d'Information sur la Femme: CREDIF)

CREDIF was established in 1990. Its mission is to promote gender equality in Tunisia through research, data collection, analysis and publication of research on women's roles in the society.

Women and Development Commission (Commission Femme et Développement: CFD)

CFD was established in the 1980s to promote women's empowerment under the 8th National Development Plan²¹. According to the EU Gender Profile report, it is still active. However, no information about its organizational structure and activities are available as of November 2015.

²¹ Information from FAO. <http://www.fao.org/docrep/v9321f/v9321f02.htm>

4. Gender Mainstreaming Efforts by Other Development Organizations

Table 7 summarizes gender-related activities of other development organizations in Tunisia.

Table 7 Gender-related activities of major development organizations in Tunisia

Organization	Activities
UN Women (It does not have an office in Tunisia. They have Maghreb Office in Morocco.)	<p>Areas of work:</p> <ol style="list-style-type: none"> 1. Women's leadership and political participation <ul style="list-style-type: none"> • Women's political academy: to promote women's political participation as politicians and voters • Women's effective participation in the elections: to promote participation of women and young people as politicians and voters 2. Women's economic independence <ul style="list-style-type: none"> • Research on rural women's labour and access to social protection 3. Prevention of violence against women <ul style="list-style-type: none"> • Development of an inter-sectoral mechanism to support women victims in collaboration with the National Office of Family and Population (Office National de la Famille et de la Population: ONFP) and the Ministry of Women, Family and Children 4. Women, peace and security <ul style="list-style-type: none"> • Promotion of gender mainstreaming in the transition stage of judicial process in Tunisia
UNDP	<p>UNDP's Strategic Plan 2014-2017 for Tunisia (Plan stratégique 2014-2017 du Programme des Nations Unies pour le Développement) focuses on assistance to promote democracy. Main activities are as follows:</p> <ul style="list-style-type: none"> • Support the Constitution, National Assembly and dialogues among major stakeholders in the country • Support for the election process • Prevention of corruption • Reform of the security sector <p>Women's political participation is prioritized in these activities. It also assists economic development in the provinces and promotion of youth employment.</p>
UNFPA	<p>It focuses on "general and reproductive health", "population and development", and "promotion of gender equality". Main activities to promote gender equality are as follows:</p> <ul style="list-style-type: none"> • To integrate gender perspectives into "general and reproductive health" and "population and development" • To promote gender equality and improve social systems, prevent discrimination against women and gender-based violence, enhance women's self-reliance, recognition and their roles in development • To develop capacity of national institutions in promoting gender equality • To collect data disaggregated by sex, age, regions, etc. • To develop regulations to promote gender equality and eradicate violence against women • To raise awareness about gender equality
UNIDO	It promotes entrepreneurship development and employment for youth through training.
ILO	Implements "women's decent work project" to promote women's

	employment in collaboration with UGTT, UTICA and the Ministry of Social Affairs.
EU	It developed Gender Profile report of Tunisia in 2014. EU's main activities are as follows: <ul style="list-style-type: none"> • Promotions of women's employment and entrepreneurship • Promotion of women's political participation • Enhancement of women's roles in the regions
GIZ	Implements "Economic Integration of Women in the MENA Region" (2010-2016) to raise awareness on women's economic activities, improve women's employment opportunities and working conditions, and conduct value chain analysis. (see "2.8 Employment and economics" for details)
World Bank	The Joint World Bank-IFC-MIGA Country Partnership Framework (CPF) 2016-2020 prioritizes "high-value-added economy", "human development and social inclusion", "response to the regional needs" and "sustainable development". It particularly focuses on the improvement of access to credit for SMEs especially in IT, offshore, agriculture, electric, electronic and mechanics sectors which are labour intensive and high-value-added.
OECD	OECD-MENA women's business forum periodically examines methodologies to improve business environment of women entrepreneurs. It looks at policies, finance for starting business, Business Development Services (BDS), enhancement of advocacy capacity of women entrepreneurs as well as research on women entrepreneurs.

Source: UN Women <http://maghreb.unwomen.org/fr/notre-travail/tunisie>
UNDP <http://www.tn.undp.org/content/tunisia/fr/home/operations/projects/overview.html>
UNFPA <http://www.unfpa-tunisie.org/index.php/fr/programme/genre.html>
EU http://eeas.europa.eu/delegations/tunisia/eu_tunisia/tech_financial_cooperation/index_fr.htm
World Bank <http://www.worldbank.org/en/country/tunisia/overview#2>

UNIDO, ILO, GIZ, OECD: JICA (2015) Study on gender mainstreaming in the private sector development: Final Report

5. Gender Mainstreaming in JICA Projects

There are two approaches to promote gender mainstreaming in projects: one is a gender analysis used as a tool to give positive impacts on the achievement of the project objectives (which are not necessarily related to gender); and the other is a process that ensures all projects contribute to the promotion of gender equality and women's empowerment. Using the first approach, we discuss the risks of not achieving the project objectives from not integrating gender perspectives. We also consider the second approach and make recommendations for selected JICA projects, in order to improve their gender impacts.

This study reviewed and made recommendations for some completed, ongoing or new JICA projects in the private sector development in which JICA plans to promote gender mainstreaming. The target projects are listed below. Agricultural sector was also examined because it is important for the development of and income generation in the regional areas while although there are no related JICA projects at the time of the study.

- Project on Quality/Productivity Improvement (Phase I) (project period: October 2009-May 2013)
- Project on Quality/Productivity Improvement (Phase II) (project period: September 2015-August 2020)
- Expert: Tunisia - Japan Cooperation for University – Industry - Government Collaboration for Borj Cédria Technopark and Beyond (contract period: June 2015-February 2016)

Main findings from the interviews of the counterpart and relevant organizations were as follows:

【Current situation】

The counterpart and relevant organizations believe in general that there is no gender discrimination in their organizations as well as in the relationships with their clients. They believe that they promote the value of individual abilities regardless of gender and effectively responding to the needs of the clients. While men are the majority in the top positions of the organizations, there are also women managers and experts, and both sexes are treated equally based on their capabilities and expertise. Few counterpart and relevant organizations have women-specific programmes or activities. Most of them do not collect sex-disaggregated data, but they are aware of the gender contexts of each organization they are involved with, based on their experience; for example, they know which sectors or client companies have many women.

Organizations in the industrial sector tend to lack interest in gender because there are many women researchers or workers in science and they do not think gender discrimination exists. Many top executives are positive about employing women as labour force as they think women are serious and productive. Women in the counterpart organizations do not think there is gender

discrimination in the workplace in terms of job assignment and promotion and they do not have problems such as sexual harassment or difficulty in work-life balance. In the sectors in which women were minority, such as that which involved physics, the current women managers had faced several problems when they started working several decades ago, such as preconceived notion that their workplace was for men, negative attitude towards women staff by the colleagues and clients, and inappropriate working environment such as lack of private changing rooms. They reported that, as women gradually increased in the workplace, women are being more accepted and they are now more valued for their abilities.

The organizations interviewed in this study were mainly governmental research institutions. It might be relatively easy for women staff in these organizations, compared to those in the private sector to achieve work-life balance, because they are allowed more flexibility in the workplace. They do not have to work overtime so frequently, and they are entitled to better maternity leave, in terms of the length of the period and pay²². According to women working in the private sector, who were interviewed unofficially, it is more difficult for them to deal with work-life balance because they are required to respond quickly to the requests of clients. It is not easy for them to adjust the timetable by themselves, and their maternity leave is not as good as in the public sector. According to them, women's roles in the workplace can be limited due to family responsibilities.

Organizations in the agricultural sector are well aware of the challenges faced by women farmers. For example, it is difficult for women to obtain loans due to lack of collateral such as land. There are equal numbers of men and women in the phase of business planning, but women's share declines to about 20% when they start business. Therefore, the organizations think that women-specific support is necessary.

The following is general points to be considered in the promotion of gender mainstreaming in the private sector development in Tunisia, based on the opinions of the organizations interviewed and observations made in this study:

- In the governmental institutions in the industrial sector interviewed in this study, the staff believes that there is no gender discrimination in the workplace and also in the relationship with their clients. Women are actually visible on both sides. Therefore, they are not very interested in promoting gender equality. It would be useful to take different approach such as effective and efficient use of human resources. In the governmental institutions, it is relatively easy for staff to balance work and life due to the privileged employment conditions and the nature of work. Even in traditionally masculine workplaces, working

²² They are entitled to maternity leave for 2 months at full salary, and up to 6 months at half-salary. In the private sector, women are entitled to maternity leave of 1 month for full-salary, and sick leave for 4 weeks after that, with 6 times of minimum wage.

conditions for women improved with the increase in participation of women as explained above. In the private sector, however, the gender composition varies by sector or job type, and work-life balance for women is more difficult to achieve than in the public sector. While JICA's counterpart organizations are public institutions, their clients include private companies (JICA projects aim at the improvement of productivity of the client companies). Therefore, in order to ensure women's participation, for example, the target companies for training should include sectors or companies in which there are many women, and training should be arranged not to prevent women from participating due to family responsibilities. For example, place, duration, time of training should be arranged so that women with family responsibilities can attend, and the advertisement should be made well in advance.

- Women face specific challenges in the agricultural sector. It might be useful to introduce affirmative actions in order to increase women's participation in projects in which women are less visible. The affirmative actions are measures to correct disparities among groups by giving preferential treatments to those who are disadvantaged by historical or social reasons. The affirmative actions are to ensure women's quantitative participation and to show commitment of the policies and projects to women's participation; therefore they are useful to raise interest of people about equal participation of men and women. However, affirmative action can invite negative reactions such as the notion that women were selected based on gender and not on their actual abilities. Therefore, when affirmative action is introduced, it is important to explain about its reasons and expected outcomes to the project stakeholders, including the beneficiaries.
- After ensuring the quantitative participation of women through affirmative action, it is necessary to analyze the factors hindering women's participation and consider measures to solve them in order to improve their qualitative participation as well.

【Gender analysis and recommendations for each project】

Project on Quality/Productivity Improvement (Phase I)

Project period	October 2009 – May 2013
Counterpart organization	Unité de Gestion du Programme National de Promotion de la Qualité (UGPQ)
Outline of the project	<p><u>Overall Goal:</u> Quality/Productivity improvement activities are spread among small and medium-sized enterprises in the target sectors (i.e. electric and electronic, machinery and packaging)</p> <p><u>Project Purpose:</u> UGPQ, CETIME and PACKTEC improve their capacity to provide promotion and assistance services for quality/productivity improvement activities in the targeted sectors.</p> <p><u>Outputs:</u></p> <p>1 Organizations and systems to assist and promote quality/productivity improvement activities are sorted out.</p> <p>2 Mechanisms to train consultants continually in UGPQ, CETIME and</p>

	<p>PACKTEC, who provide quality/productivity consultation services with small and medium-sized enterprises, are established.</p> <p>3 Capacities, especially of UGPQ, to transmit information and promote quality/productivity improvement activities are improved</p>																																				
Gender analysis	<p>The project reports do not mention about gender.</p> <p>According to the counterpart and relevant organizations interviewed in this study, they believe that there is no gender discrimination in the workplace as all staff are treated based on the capabilities and accomplishment and not by sex, and many women are active in this sector. Therefore, they are not much interested in gender.</p> <p><u>Summary of the interview results:</u></p> <p>Ministry of Industry, Energy and Mines (Ministère de l'Industrie, de l'Énergie et des Mines)</p> <p>They believe that there is no gender discrimination in the workplace in the industrial sector. Women's participation in science is increasing, and many top executives want to employ women as they think women are more serious and reliable than men.</p> <p>UGPQ</p> <p>There are more men than women among directors, managers and business consultants, but there is no gender discrimination in the workplace as well as in the relationship with the clients. People are treated based on the capabilities and accomplishment, not by sex. Business consultants, either men or women, can choose the client companies according to their expertise and interest. UGPQ does not have sex-disaggregated data of client companies. It knows that men are the majority among top executives of the client companies, and that there are many women workers in the textile companies.</p> <p>Women staff of UGPQ are entitled to take maternity leave for two months at full salary, and extend it up to six months at half salary as other national organizations. In comparison, employees of private companies are entitled to take maternity leave for one month at full salary, and then take additional days off using sick leave. up to four weeks at the salary of six times of minimum wage.</p> <table border="1"> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>General Director</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Director</td> <td>2</td> <td>0</td> <td>2</td> </tr> <tr> <td>Deputy Director</td> <td>1</td> <td>1</td> <td>2</td> </tr> <tr> <td>Head of service</td> <td>0</td> <td>2</td> <td>2</td> </tr> <tr> <td>Business consultant</td> <td>4</td> <td>1</td> <td>5</td> </tr> <tr> <td>Secretary</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>Driver</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Total</td> <td>9</td> <td>5</td> <td>14</td> </tr> </tbody> </table> <p>CETIME</p> <p>This sector (mechanics) is traditionally masculine, but women business consultants have increased. When the JICA project was implemented, 40% of the counterpart staff members were women. Its recruitment process does not question sex of the candidates, and looks at the capabilities. CETIME implements training for women in traditional masculine skills such as welding, in an EU assistance programme. CETIME does not have sex-disaggregated data of client companies.</p>		Men	Women	Total	General Director	1	0	1	Director	2	0	2	Deputy Director	1	1	2	Head of service	0	2	2	Business consultant	4	1	5	Secretary	0	1	1	Driver	1	0	1	Total	9	5	14
	Men	Women	Total																																		
General Director	1	0	1																																		
Director	2	0	2																																		
Deputy Director	1	1	2																																		
Head of service	0	2	2																																		
Business consultant	4	1	5																																		
Secretary	0	1	1																																		
Driver	1	0	1																																		
Total	9	5	14																																		

	Women employees face challenges of working environment such as lack of private changing rooms, limitations of business trips due to family obligations, and persistent perceptions that this field is masculine.																																
	<table border="1"> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>General Director</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>Director</td> <td>11</td> <td>0</td> <td>11</td> </tr> <tr> <td>Assistant Director</td> <td>10</td> <td>3</td> <td>13</td> </tr> <tr> <td>Head of service</td> <td>16</td> <td>4</td> <td>20</td> </tr> <tr> <td>Staff</td> <td>6</td> <td>2</td> <td>8</td> </tr> <tr> <td>Others</td> <td>41</td> <td>29</td> <td>70</td> </tr> <tr> <td>Total</td> <td>84</td> <td>39</td> <td>123</td> </tr> </tbody> </table>		Men	Women	Total	General Director	0	1	1	Director	11	0	11	Assistant Director	10	3	13	Head of service	16	4	20	Staff	6	2	8	Others	41	29	70	Total	84	39	123
	Men	Women	Total																														
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Staff	6	2	8																														
Others	41	29	70																														
Total	84	39	123																														
Recommendations	As the phase I of this project has already finished, the recommendations are made for its phase II (the recommendations are same for phase I).																																

Project on Quality/Productivity Improvement (Phase II)

Project period	January 2016-January 2021 (plan)
Counterpart organizations	UGPQ, CETIME, Centre Technique du Textile (CETTEX), Centre Technique de la Chimie (CTC)
Outline of the project	<p><u>Overall Goal:</u> Quality/Productivity improvement and training services are provided for enterprises in Tunisia.</p> <p><u>Project Purpose:</u> Systems to implement sustainable quality/productivity improvement activities are established.</p> <p><u>Outputs:</u></p> <ol style="list-style-type: none"> 1 Increased capacities of Counterpart organizations to provide quality/productivity improvement activities to enterprises. 2 Sustainable mechanisms to train consultants who provide quality/productivity consultation services. 3 Concrete plan to conduct practical quality/productivity improvement activities in Tunisia is developed. 4 Importance and necessity of quality/productivity improvement activities are recognized throughout the country.
Gender analysis	<p>The project summary sheet does not mention about gender. As in its Phase I, the organizations interviewed stated that they consider that staff members are treated based on capabilities and accomplishments and not on sex, and there are many women active in this sector. Therefore, they are not so concerned with gender issues..</p> <p><u>Summary of the interview results:</u></p> <p>CETTEX</p> <p>CETTEX thinks that there is no gender discrimination in the textile industry. It is convinced that it treats clients equally regardless of their gender. Women among top executives of the companies in the textile sector consist only 2%, but there are many women workers. Employers prefer women to men as workers because they think women are more productive and flexible, and they are less involved in union activities than men.</p> <p>A JICA senior volunteer worked in CETTEX about ten years ago to teach sewing and dress making. Since that time, CETTEX held an annual competition for the students of design schools in Tunisia and it was well accepted. Both men and women participated, and all finalists were women. The competition stopped two years ago due to financial constraints.</p>

	<p>CTC CTC's mission is to develop standards and regulations of chemical areas, offer training and enhance competitiveness of the companies in this sector. There are more women specialists in chemical area than physics. There is no gender discrimination in CTC as a workplace. It supports rural women to create agricultural high-value-added products such as essential oils. Difficulty to obtain loans due to lack of collateral such as land is the most serious challenge for rural women.</p> <table border="1" data-bbox="464 555 1362 1176"> <thead> <tr> <th>Department</th> <th>Men</th> <th>Women</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Office of General Director</td> <td>0</td> <td>2 (General Director 1, Assistant 1)</td> <td>2</td> </tr> <tr> <td>General Affairs and accounting Bureau</td> <td>6</td> <td>2 (Director 1, middle-executive 1)</td> <td>8</td> </tr> <tr> <td>Technical cooperation Bureau</td> <td>6</td> <td>0</td> <td>6</td> </tr> <tr> <td>Training and information Bureau</td> <td>0</td> <td>5 (Director 1, Senior Engineer 1, Consultant 3)</td> <td>5</td> </tr> <tr> <td>Analysis and examination Bureau</td> <td>4</td> <td>6 (Senior Engineer 3, Engineer 3, Secretary 1)</td> <td>10</td> </tr> <tr> <td>Others</td> <td>0</td> <td>1 (Senior Engineer 1, Deputy Director 1)</td> <td>1</td> </tr> <tr> <td>Total</td> <td>16</td> <td>16</td> <td>32</td> </tr> </tbody> </table>	Department	Men	Women	Total	Office of General Director	0	2 (General Director 1, Assistant 1)	2	General Affairs and accounting Bureau	6	2 (Director 1, middle-executive 1)	8	Technical cooperation Bureau	6	0	6	Training and information Bureau	0	5 (Director 1, Senior Engineer 1, Consultant 3)	5	Analysis and examination Bureau	4	6 (Senior Engineer 3, Engineer 3, Secretary 1)	10	Others	0	1 (Senior Engineer 1, Deputy Director 1)	1	Total	16	16	32
Department	Men	Women	Total																														
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Others	0	1 (Senior Engineer 1, Deputy Director 1)	1																														
Total	16	16	32																														
Recommendations	<p><u>Recommendations for the JICA project team, experts and counterpart organizations:</u></p> <ul style="list-style-type: none"> ✓ The counterpart organizations in general do not see the necessity of introduction of gender perspectives. It would be desirable to explain to them in the beginning of the project phase that JICA projects are expected to contribute to the promotion of gender equality and women's empowerment, in addition to achieving other specific project objectives. For example, it would be desirable to agree to ensure women's participation in training of business consultants and client companies. It may also be useful to convince project staff to practice effective use of human resources based on skills and abilities without gender preferences. ✓ In the private sector, the gender composition varies by sector or type of job, and it is considered that for women, work-life balance is more difficult to maintain than in the public sector. While JICA's counterpart organizations are public institutions, their clients include private companies. In order to ensure participation of women in the JICA supported trainings, for example, the target companies of training should include sectors or companies in which there are many women, and training should be arranged so that women, regardless of their family responsibilities are able to attend. (such as by considering the place, timing, duration, and the advertisement made well in advance) It is also recommended that the counterparts collect sex-disaggregated data of training participants. If women's participation is limited, it is necessary to examine its reasons. 																																

	<p><u>Recommendations for the counterpart organizations:</u></p> <ul style="list-style-type: none"> ✓ While it is reported that there is no gender discrimination in the sector and counterpart organizations, situations that prevent people of certain groups (women with family responsibilities, for example) from participating activities should be avoided. ✓ In the traditionally masculine sectors or workplaces, working environment for women should be improved (such as changing rooms) and the perceptions that the sector is for men should be changed, by assigning two or more women if possible. ✓ CTC trains rural women in processing of agricultural products using chemical technology, such as essential oil. Because women need assistance in packaging, marketing and finance, which are not CTC's expertise, to start business, it is recommended that CTC coordinates with other specialized organizations. <p><u>Recommendations for JICA</u></p> <ul style="list-style-type: none"> ✓ Japanese experts are almost only men. It is because of the gender situation of Japan: this sector is masculine, working environment in Japan is not women-friendly, and gender division of labour exists (it is difficult for women with family responsibilities to take business trips for long term). It is recommended that JICA recruits women experts if there are adequate candidates.
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Assistance by a JICA expert: Tunisia - Japan Cooperation for University – Industry - Government Collaboration for Borj Cédria Technopark and Beyond

Contract period	June 2015 – February 2016 (four visits to Tunisia)
Counterpart organizations	Borj Cédria Technopark, Ministère de l'Enseignement Supérieur et de la Recherche Scientifique (Direction des programmes et des structures de valorisation de la recherche), Ministère de l'Industrie, de l'Energie et des Mines (Direction Générale de l'Infrastructure Industrielle et Technologique)
Outline of the project	To provide assistance to the working group consisting of the counterpart and relevant organizations to promote application of research findings in the industry to start activities to promote University – Industry - Government Collaboration in Tunisia by enhancing understanding of its basic concept and framework and to facilitate processes to develop a concrete action plan.
Gender analysis	<p>The expert does not mention about gender in his reports. As there are many women participants and presenters in the workshops he helped organized, according to the participants lists, it seems that the participants were selected based on their work and accomplishment and there was no gender discrimination.</p> <p><u>Interview summary of five women researchers working in the techno park</u></p> <p>There are more men than women in the top positions of the organizations in the technopark, but women interviewed do not feel differences between men and women to work as researchers. Women's participation in science increased, and there are more women than men in the doctorate science courses. Perhaps more men than women give up study to earn stable income to feed family. Women researchers love their work, including research and lecture at universities and have pride in what they do. They want promotion. After having children, there are some constraints such as arrangement of babysitters, taking to and picking up children from school, long commuting hours and not being able to report on time sometimes (the technopark is in the suburban area of Tunis). They seldom work overtime because they must pick up children from schools.</p>

	<p>One of the five women researchers interviewed received their PhD in a Japanese university. It was while she was single. She thinks that it might have been difficult to study in Japan if she had been married or had children.</p> <p>From the interviews above, it can be summarized that women researchers work at their full potential without feeling any boundaries based on their gender. . They have some challenges to achieve work-life balance, but as this workplace allows for some flexibility and overtime is rare, it is somewhat more accommodating for women with family responsibilities.</p>
Recommendations	<p><u>Recommendations for the counterpart organizations:</u></p> <ul style="list-style-type: none"> ✓ While there is no gender discrimination at the technopark, it is recommended that it should take necessary actions to avoid situations such as women not being able to go on business trips due to family responsibilities. <p><u>Recommendations for JICA expert:</u></p> <ul style="list-style-type: none"> ✓ It should take sex-disaggregated data of researchers and participants in the workshops. If women’s participation is limited, its factors should be analysed.

Agriculture

Recommendations	<p>While agriculture was initially not the target sector of this study, it was added as it is important for the private sector development, especially for the regional development and income generation. As there are no JICA projects in agriculture to review in Tunisia, it is recommended that JICA takes following gender considerations when planning projects in this sector in the future.</p> <p><u>Recommendations for JICA project team and counterpart organizations:</u></p> <ul style="list-style-type: none"> ✓ The first step it to grasp and analyze the situations of women and men in the target sectors, institutions, geographical areas and among beneficiaries. ✓ To make a check box of sex of participants in the list of participants in training or conferences (male/female), and collect sex-disaggregated data. ✓ To analyze the data above and examine the factors that hinder women’s participation. To design and implement actions to remedy them. ✓ To provide support for women not only in skills in horticulture or livestock breeding, but also in processing, packaging, transport of the agricultural products and in the access to the market. ✓ To hold agricultural exhibitions and regional or international conferences of women entrepreneurs to stimulate networks among women farmers. Women farmers can share experience and know-how for successful farming and business. ✓ To ensure women’s access to project activities by taking into account their family responsibilities. ✓ To improve working environment for women farmers and to advocate to value their work as women tend to be invisible in agriculture and their activities are underrated regardless of actual work quantity and quality. It is generally considered that men take hard work and women assist men. ✓ To introduce affirmative action if women’s participation is limited. It is necessary to explain the reasons and expected outcomes of this action to the people concerned to obtain their consent beforehand. Not only ensuring quantitative participation of women, but also improving the quality of participation by analysing challenges that women face and to implement actions to overcome them.
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Major reference materials

Author	Title	Year of publication
Government of Tunisia	Code du Statut Personnel	1956
Government of Tunisia	Constitution de la République Tunisienne, 1959(1959
Government of Tunisia	Code du Travail	2010
Government of Tunisia	Constitution de la République Tunisienne, 2014(2014
Government of Tunisia, United Nations	Objectifs du Millénaire pour le Développement, Rapport National de Suivi 2013	2013
Ministry of Women, Family and Children (Ministère de la Femme, la Famille et l'Enfance)	L'approche genre en Tunisie : consolidation de l'égalité entre les femmes et les hommes (powerpoint)	2013
Ministry of Women, Family and Children (Ministère de la Femme, la Famille et l'Enfance), UNFPA	Stratégie Nationale de lutte contre les violences faite aux femmes (VFF) à travers le cycle de vie	2013
EU	Cadre Unique d'Appui pour l'appui de l'UE à la Tunisie (2014-2015)	2014
EU	Profil Genre de la Tunisie 2014	2014
Inter-Parliamentary Union	Women in Parliament in 2013	2013
JICA	Country Gender Profile (Tunisia)	2004
JICA	Study of gender mainstreaming in private sector development: Final report	2015
UNICEF	Tunisia - MENA Gender Equality Profile: Status of Girls and Women in the Middle East and North Africa	2011
Ministry of Foreign Affairs (Japan)	Country Evaluation Report: Tunisia	2007