



Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women

Information received from Tunisia on follow-up to the concluding observations on its seventh periodic report*

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* The present document is being issued without formal editing.



1. Concluding observations of the Committee on the Elimination of Discrimination against Women following the discussion of the national report in February 2023.

Recommendation 20 (d): Constitutional Court

2. Article 6 of the Constitution of 25 July 2022 establishes the Constitutional Court, an independent judicial body composed of nine members. Such Court, once established, has a major role in ensuring that legal texts are consistent with the Constitution and ratified international treaties. Chapters set out its functions, composition and guarantees.
3. Establishment of the Court is part of the road map that has been in place since 25 July 2021, which requires that the institutions stipulated in the Constitution be progressively established in accordance with national trends and the country's top priorities.

Recommendation 28 (a): Adopt temporary measures to accelerate the achievement of substantive equality of women and men in all areas covered by the Convention

Equality in decision-making

4. Efforts by the State, as mentioned in the national report, contributed to a convergence in the number of women and men registered voters. During the first round of elections for members of the Assembly of the Representatives of the People, on 17 December 2022, there were 8,981,476 voters, 51 per cent of them women. In the second round, on 29 January 2023, there were 7,853,447 voters recorded, 49 per cent of them women.
5. There are 25 women in the Assembly of the Representatives of the People compared to 128 men, or 16.2 per cent of total members.
6. In the elections for the National Council of Regions and Districts, 77 deputies, including 10 women (13 per cent), were elected to represent the five regions of Tunisia.
7. In the presidential election of 6 October 2024, women comprised 42 per cent of voters, and men comprised 58 per cent.
8. Regarding appointments to senior positions, the past five years have seen the issuance of circulars and decisions enshrining equality of opportunity, including Prime Minister's circular No. 22 (25 September 2023) on the drafting of training plans for the period 2024–2026. Decisions have also been issued regarding Institute of Administrative Leadership courses, which stipulate that Ministries and relevant entities shall put forward candidates on the basis of the principle of parity.
9. In the current Government (as at April 2025), 7 out of 30 Cabinet members (Ministers and Secretaries of State), or 23.33 per cent, are women.
10. The current Government is headed by a woman as at 20 March 2025, and a woman held that position also between October 2021 and July 2023. A woman served as Secretary-General of the Government (2021 to 2022) and head of the Office of the Prime Minister (October 2023 to August 2024). Women judges frequently head the Ministry of Justice, and women are appointed to technical ministries such as Finance, Equipment, Commerce, Environment and Industry.

11. In 2024, out of 1,332 female judges, 349 were of the third rank, meaning that women comprised 26.2 per cent of senior positions. On 29 May 2023, for the first time, a female judge was appointed to head the General Inspectorate at the Ministry of Justice.

12. Teams at the General Directorate of National Security that investigate crimes of violence against women and children had 141 female members (37.2 per cent); National Guard teams had 130 female members (35.6 per cent).

Equality in work and entrepreneurship

13. In 2023, direct employment of women was over 61 per cent and accounted for 71 per cent of all employment programmes. In 2023, around 60 per cent of loans were granted to female founders of small and medium-sized enterprises. For the 2022/23 academic year, about 30 per cent of those enrolled in courses at the Tunisian Agency for Vocational Training were women.

14. In order to encourage entrepreneurship, Decree No. 15 (20 March 2022) on private companies was issued, which fostered the creation of 100 private companies as at October 2024, with an estimated female participation rate of 46 per cent.

15. Measures adopted in 2024 include the issuance of manuals on simplified procedures for establishing companies and the creation of a consolidated digital platform and a single portal on procedures for setting up companies. In addition, business incubators and marketing and branding programmes have been developed. In addition, a draft law that prioritizes private companies in the use of State farmland has been developed.

16. As part of the implementation of Act No. 30 (2020) on the social and solidarity economy, a programme was launched to support Tunisian young people. From 2019 to 2023, the programme enabled the establishment of and support for 179 enterprises, the creation and promotion of 1,341 jobs, support and assistance for 1,235 young men and women and the formation of 23 leadership clubs on the social and solidarity economy, 69 per cent of whose beneficiaries were women.

Protecting women in the workplace

17. National legislation guarantees the protection of women from exploitation by their employers, as prescribed in Act No. 37 (16 July 2021) on the regulation of domestic labour.

18. A model domestic labour contract has been drafted that sets out the obligations of employers and employees and regulates the term of employment, working hours, location, tasks, method for calculating pay and rest periods. It criminalizes the employment of children as domestic workers or acting as a mediator for such work, prohibits the withholding of identity documents and prohibits employers from requiring employees to remain in the home during rest periods.

Informal sector work

19. Decree No. 33 (2020) on self-employment incentivizes workers in the informal economy to join the formal economy through tax and social benefits. In March 2024, a plan to operationalize the self-employment system was approved during a ministerial working session.

20. The Ministry of Employment has set up more than 100 contact points at all initiative spaces and employment and self-employment offices in the governorates to assist those wishing to obtain a self-employment card.

21. In November 2024, an electronic platform on self-employment was launched. Information on the system and instructions for registering on the platform were provided.

Social coverage

22. The Ahmini programme, which registers women agricultural sector workers for social security, is ongoing. An awareness programme helps them to transition to the formal economy and join a social security system.

23. Decree No. 4 (2024), on the social protection system for female agricultural workers, created a special social security system for such workers. It provides sickness insurance benefits, including sickness due to workplace accidents and occupational ailments, as well as old age, disability and survivors' benefits.

24. Article 18 of Act No. 48 (2024) on the Finance Act (2025) created a special insurance fund for job loss due to economic reasons, which is aimed at insuring against mass layoffs for reasons unrelated to the specific employer or employee involved. The fund provides social support and protection for workers who are laid off for economic reasons.

Maternity protections

25. Act No. 44 (12 August 2024) regulates maternity and paternity leave in the public service and in the public and private sectors. For civil servants and public sector employees, a 15-day prenatal leave period was introduced for the first time, maternity leave with full pay was increased from two to three months and postnatal leave with half pay was introduced for a maximum of four months. In the private sector, a grant is given, and paternity leave was extended from two to seven days.

26. Article 25 of Decree No. 4 (2024) on the social protection system for female agricultural workers entitles such workers to maternity grants and leave in accordance with the legislation in force.

Women agricultural workers

27. Decree No. 4 (2024), on the social protection system for female agricultural workers, established the following mechanisms:

- Provision of qualification, training, support and a monthly stipend for founders of agricultural enterprises for the qualification, training, on-boarding or apprenticeship periods.
- Preferential access for agricultural workers to vocational training and employment programmes and mechanisms, and priority access to agricultural programmes under the new regional development framework.
- Financing for the creation of small agricultural enterprises under the social protection fund for women agricultural workers. Such funding is available to those who own or legally manage farmland or engage in unpaid agricultural labour.
- Privileges and incentives related to agricultural investments for completed projects.
- Creation and management of an electronic payment and collection system for female agricultural workers.

28. Women agricultural workers who receive Social Protection Fund benefits are exempt from income taxes for 10 years starting from 1 January of the year the benefit was granted.

29. Article 16 of the Finance Act (2025) introduced a number of exemptions for vehicles for the transportation of agricultural labour.

30. Under article 37, the Social Protection Fund covers a portion of the transportation expenses of women agricultural workers in accordance with rules set by the governors.

31. A new pilot programme for the economic empowerment of women agricultural workers, carried out by the Ministry of Women since 2023 in the governorates of Kairouan and Sidi Bouzid, has enabled the creation of 73 agricultural projects through 1 million dinars in funding. From 2024, it will be gradually extended to include the Hassi al-Farid district of Kasserine, with funding increased to 2.5 million dinars.

32. The Ministry of Agriculture has provided support for 371 newly established livestock projects run by women, and supported the establishment of 222 women's agricultural development associations (6,335 members) and 24 agricultural cooperatives (1,254 members).

33. The Ministry of Agriculture organized sessions on 165 days on loan mechanisms, attended by 2,779 individuals. It also organized training programmes on water-efficient hydroponic farming.

34. The Tunisian Union of Agriculture works with agriculture training centres to organize courses and visits so that women farmers can learn from successful experiences and improve organization within the entities of the social and solidarity economy. In addition, a guide for women farmers, a compendium of programmes and services aimed at women farmers, has been drafted.

35. With respect to the marketing of agricultural products, since 2023, the Ministry of Agriculture has established points of sale at the Ministry's administrative campus and in areas under the jurisdiction of regional agricultural delegations in several governorates.

36. The Ministry has also worked with the Chamber of Commerce to facilitate the marketing of the products of women's farming groups, an initiative involving 12 associations from four provinces.

37. In a related initiative, 1,944 women farmers participated in exhibitions at the local, regional and national levels. They were provided with exhibition space and were invited to participate in various fairs, markets and other exhibitions.

The right to sustainable development: the right to property, access to land and access to credit

38. The "Tunisia 2035" guiding document contains several strategic axes, including the human capital for sustainable development axis, whose third paragraph is devoted to the subject of elevating women to the status of equal partners as a condition for achieving sustainable and equitable development.

39. The 2023–2025 development plan was drafted on the basis of that document. The plan addresses strategic options for women, especially with respect to economic and social empowerment, participation in public affairs and climate resilience and equal opportunities in education and training.

40. Furthermore, efforts have been made to enhance women's access to productive resources (property rights, access to land and access to credit) through a number of measures, including those discussed below.

Access to land

41. As a result of measures to enable women to lease State agricultural plots, such plots accounted for 45 per cent of all plots leased under various programmes from 2018 to 2024. The principle of equality in the use of State property has been established, and the draft State property code stipulates that favourable terms shall be given to women agricultural workers for the use of State agricultural land (rental and leasehold).

Access to loans

42. Following the promulgation of Act No. 30 (2020), on the social and solidarity economy, agricultural cooperatives and agriculture and fisheries development associations can now obtain the "social and solidarity economy enterprise mark", which allows them to provide enhanced small loans to their members, women in particular.

43. The State has invested in a range of economic empowerment programmes targeted at and tailored to the needs of women through financing business creation. Below are some notable examples.

"Raidat" national programme (2022–2025)

44. In 2022 and 2023, 3,679 approvals were granted for the funding of women's businesses in 24 governorates. More than 35 million dinars were disbursed, enabling the direct creation of more than 5,600 jobs. The funds are distributed among the following projects: small businesses (52.2 per cent), services (29.7 per cent), traditional industries (9 per cent), agriculture (7.6 per cent) and trade (1.5 per cent).

Pilot programme for the economic inclusion of women agricultural workers

45. The programme was piloted in 2023 in the governorates of Kairouan and Sidi Bouzid. Funding in the amount of 1 million dinars enabled the creation of 73 agricultural projects. From 2024, the experiment will gradually be expanded to include Kasserine Governorate, in particular Hassi al-Farid, with an increase in funding to 2.5 million dinars.

Economic inclusion programme for families in special situations

46. The programme is aimed at heads of households of both sexes, children of families in special situations with degrees or professional experience, the unemployed, poor or low-income single-parent families and families at risk of terrorism and violent extremism. By 2023, some 2,969 households had been targeted, with women accounting for 80 per cent of beneficiaries.

Economic inclusion programme for mothers of students at risk of school drop-out

47. The programme covers in particular girls in rural areas and densely populated neighbourhoods. Since the programme's launch in 2017, 1,098 mothers have been provided with direct livelihood support, allowing 4,438 students to remain in school.

The Samida programme for the economic inclusion of women victims of violence

48. The programme's first batch of 93 survivors of violence have benefited from livelihood support in various governorates. Funds of 1 million dinars were allocated in 2023 and were doubled in 2024.

Economic empowerment programme for poor and low-income individuals on social security and persons with disabilities

49. The programme, created by Decree No. 715 (2022), prioritizes women, persons with disabilities and unemployed holders of advanced degrees and vocational training certificates. In 2023, of the roughly 29,700 families receiving a monthly grant, 28,400 were headed by single parents: 58 per cent were headed by widows, 38 per cent by divorced women and 4 per cent by single women (single mothers or sisters raising siblings). The programme also provided 282 beneficiaries, 23 per cent of them women, with livelihood support.

New measures in the Finance Act (2025)

50. During the period from 1 January to 31 December 2025, financing of 20 million dinars from the National Fund for Employment was provided to vulnerable and low-income groups through the issue of interest-free loans, with a maximum of 10,000 dinars per loan. The loans are to be repaid over a maximum period of 6 years, with a one-year grace period.

Special measures for certain groups of women

- **Older women.** The financial assistance programme for older persons, including older women, is ongoing. Recipients of that grant automatically receive a card for free medications at all public health institutions.
- **Family sponsorship programme for older persons.** The number of sponsored older persons increased from 148 in 2022 to 366 in the first third of 2024, an increase of 147.29 per cent. Beginning in 2023, the monthly grant allocated to the sponsoring family of a needy older person was increased from 200 dinars to 350 dinars, a 75 per cent increase.
- **Institutional care programme.** This programme is for older persons who have lost family and financial support. There are currently 15 institutions for older persons.
- **Day clubs for older persons.** The number of clubs was increased from 3 in 2015 to 21 in 2023.
- **New measures in the Finance Act (2025) supporting care for older persons.** In particular, article 30 grants public institutions caring for older persons a moratorium on the payment of fees and duties for devices, materials and equipment that are not locally manufactured and that are required for their activities.
- **National multisectoral strategy for older persons (2022–2030).** The strategy, adopted on 29 September 2022, includes measures related to the economic empowerment of older women and to utilizing the expertise of older persons in local affairs and volunteerism. It also includes several measures related to the prevention of violence and protection from it.

Women with disabilities

51. In accordance with the Constitution and current law, women with disabilities have been empowered to start businesses as part of the implementation of Decree No. 715 (2022) on the creation of an economic empowerment programme for poor and low-income persons on social security and persons with disabilities.

52. There is a focus on rehabilitating and training women and girls with disabilities at social welfare institutions and specialized education centres. In 2023, 240 women with disabilities were trained out of a total of 479, a rate of 50 per cent.

53. Article 22 of the Finance Act (2025) introduced a new measure during the period from 1 January to 31 December 2025, namely, funding of 5 million dinars from the National Fund for Employment for persons with disabilities in the form of interest-free loans, to be repaid over a maximum period of eight years, including a two-year grace period.

54. With respect to facilitating the participation of women with disabilities in public life, Decree No. 10 (8 March 2023), on local council elections and the composition of regional and district councils, provides that one additional seat, with voting rights, shall be reserved in each local council for a person with a disability. As there are 279 local councils in the country, there are 279 members with disabilities out of a total of 2,434 local council members.

55. Under article 30 of the Finance Act (2025), public enterprises operating in the field of disability were granted a moratorium on the payment of fees when importing devices, materials and equipment that are not locally manufactured and that are required for their activities.

Amazigh women

56. Amazigh culture is part of national culture and is the focus of a number of cultural projects, such as the documentation and inventory of Amazigh cultural and artistic expressions such as dress, skills, traditional knowledge and oral traditions. In addition, there are programmes for the preservation and restoration of Amazigh mountain villages such as Chenini, Douirat, Toujane, Taoujout and Takrouna, as well as academic seminars and publications offered by universities and government research institutions.

57. Organizations for Amazigh culture include the Tunisian Association for Amazigh Culture, civil society associations, the Twiza organization, and the Tamaguit Association for Amazigh Rights, Freedoms and Culture.

58. The Ministry of Culture supports activities organized by these associations, including:

- The International Festival of Mountain Caves in Sened, Gafsa Governorate, which received a grant of 45,000 dinars.
- The Mountain Olive Festival, organized by the Wakri Association in Douirat and the Chenini Association for Social Responsibility in Tataouine Governorate, which received a grant of 41,000 dinars.
- The International Festival of Berber Music in Kesra, organized by the Siliana Dream Association, which received a grant of 6,000 dinars.
- **Undocumented refugee and migrant women.** In line with its international commitments, Tunisia is working to provide care for these groups. The National Office for Family and Population continues to implement a cooperation programme with the International Organization for Migration (IOM) to facilitate migrants' access to reproductive health services.

59. Social welfare centres provide care for undocumented migrants, including women and girls, as part of a comprehensive social rights approach.

60. In 2024, 379 migrants (276 males and 103 females) were housed in these centres. In addition, there were 54 unaccompanied children under the age of 12, most

of whom (20 children) were housed at the National Institute for Child Protection. Twelve families were also housed. Residents are provided with services such as healthcare at public centres and hospitals (282 cases in 2024) and psychological assistance, social assistance and counselling (302 cases in 2024).

61. There is coordination with IOM to provide care in cases where migrants wish to return voluntarily, and to provide care in general.

Recommendation 30 (e): Ensure that women and girl victims of violence have access to services

62. The Minister of Health and the Minister of Women issued joint circular No. 5 (2022) on free initial medical certificates and facilitation of reimbursement for medical examinations and accommodation for women victims of violence, regardless of who the identity of the perpetrators or where the violence occurred.

63. The Office of the Prime Minister issued circular No. 18 (12 August 2023) on the implementation of Organic Act No. 58 (2017), which contains an emphasis on the need to ensure that specific intersectoral policies are developed to implement the Act and that the necessary funds are allocated for specific programmes and measures to reduce and address the consequences of violence against women.

64. In accordance with article 8 of the intersectoral agreement to support women victims of violence, 24 regional coordinators were created under the National Observatory to Combat Violence against Women, a mechanism for networked action that helps various stakeholders to exchange data and follow up on the implementation of Organic Act No. 58 (2017).

65. In 2024, the Ministry for Women created the National Multisectoral Committee for the Prevention and Protection of Children. It also drafted annual reports on combatting violence against women for the period 2019 to 2024 and developed an action plan to combat violence against children online.

66. The Ministry for Women has also strived to diversify services for women, children and older persons and to make them more accessible by:

- Enhancing the 1899 counselling hotline for women victims of violence and the 1809 hotline for children.
- Setting up the 1833 toll-free hotline for older persons in June 2023.
- Increasing the number of shelters for women victims of violence to 17 in 17 governorates, compared to a sole shelter in 2021, and increasing the capacity from 30 to 258 beds. The centres are run under partnership agreements with relevant associations.
- Increasing the number of family counselling centres in 2023 to four, in four governorates.
- Increasing the funds allocated for the operation of centres for women victims of violence from 29,000 dinars in 2021 to 920,000 dinars in 2024.
- Organizing more than 200 awareness-raising activities for more than 12,000 beneficiaries on protection from all forms of violence in 2023 and 2024, and training more than 500 schoolteachers on monitoring and guidance frameworks related to safety and the protection of children from sexual abuse.

Recommendation 64: Repeal or amendment of discriminatory provisions in the Personal Status Code

67. Tunisia, in its current stage, has launched a legislative revolution that prioritizes the strengthening of social and economic rights. This is achieved through the review of laws and the enactment of new ones that support and strengthen human rights on the basis of the principles of equality and non-discrimination and in line with a national vision that responds to the specificities, orientations and top priorities of the State.
