











Tunisia

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| 45.0 | 27.5 | 70.0 |

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Tunisia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tunis). The scores for Tunisia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

| |  |  |  |  |  |  |  |  |  |  |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|
| WBL 2.0 Legal frameworks score | 25.0 | 75.0 | 25.0 | 25.0 | 50.0 | 50.0 | 50.0 | 25.0 | 25.0 | 100.0 |
| WBL 2.0 Supportive frameworks score | 50.0 | 33.3 | 0.0 | 0.0 | 33.3 | 33.3 | 25.0 | 66.7 | 33.3 | 0.0 |
| WBL 2.0 Expert opinions score | 25.0 | 87.5 | 75.0 | 62.5 | 87.5 | 56.3 | 25.0 | 93.8 | 87.5 | 100.0 |

In summary, the **WBL 2.0 legal frameworks score** for Tunisia (45.0 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to laws affecting the size of a woman's pension, Tunisia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Tunisia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Tunisia may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Tunisia (27.5 out of 100.0) is lower than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). Tunisia does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Tunisia is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Tunisia may wish to consider publishing guidelines on non-discrimination based on

gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Tunisia (70.0 out of 100.0) is higher than the global average (65.7) and higher than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on women's pensions, Tunisia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Tunisia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

| QUESTION | ANSWER | LEGAL BASIS |
|---|--------|---|
| Safety | | |
| Does the law address child marriage? | No | No applicable provisions could be located |
| Does the law address sexual harassment? | No | No applicable provisions could be located |
| Does the law address domestic violence? | Yes | Loi organique No. 2017-58 du 11 août 2017, relative à l'élimination de la violence à l'égard des femmes, Arts. 3, 15 (Arts. 218 et 227 Nouveau), et 30-34 |
| Does the law address femicide? | No | No applicable provisions could be located |
| Mobility | | |
| Can a woman choose where to live in the same way as a man? | Yes | No restrictions could be located |
| Can a woman travel internationally in the same way as a man? | Yes | Loi No. 1975-40, Arts. 8 et 13 |
| Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children? | No | Code de la nationalité Tunisienne, Arts. 6, 13, 14, 16 and 21(2) |
| Workplace | | |
| Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| Does the law allow employees to request flexible work? | No | No applicable provisions could be located |
| Pay | | |
| Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
| Can a woman work at night in the same way as a man? | No | Code du Travail, Art. 66 |
| Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in an industrial job in the same way as a man? | No | Code du Travail, Arts. 77 and 375 |
| Marriage | | |
| Is the law free of legal provisions that require a married woman to obey her husband? | Yes | Code du statut personnel, Art. 23 does not require the woman to obey her husband |
| Can a woman be "head of household" or "head of family" in the same way as a man? | No | Code du statut personnel, Art. 23 |
| Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Code du statut personnel, Art. 31 |
| Does a woman have the same rights to remarry as a man? | No | Code du statut personnel, Arts. 34 and 35 |
| Parenthood | | |
| Is paid leave of at least 14 weeks available to mothers? | No | Code du Travail, Art. 64 |
| Are leave benefits for mothers paid solely by the government? | Yes | Loi No. 1960-3 du 14 décembre 196, Arts. 78, 82 et 88 |
| Is paid leave available to fathers? | Yes | Code du Travail, Art. 122 |
| Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |

| Childcare | | |
|--|-----|---|
| Does the law establish the provision of center-based childcare services? | Yes | Order No. 1909 of 2001, Sec. 1; The Terms and Conditions for Opening a Nursery approved by Ministerial Decision of February 9, 2009, Sec. 2; Official Website of the Government |
| Does the law establish any form of support for families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of support for nonstate childcare providers? | No | No applicable provisions could be located |
| Does the law establish quality standards for the provision of center-based childcare services? | Yes | Terms and Conditions for Opening a Nursery approved by Ministerial Decision of 9 February 2009, Secs. 26, 27 and 37 |
| Entrepreneurship | | |
| Can a woman undertake entrepreneurial activities in the same way as a man? | Yes | No restrictions could be located |
| Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| Does the law prescribe a gender quota for corporate boards? | No | No applicable provisions could be located |
| Does the law include gender-sensitive procurement provisions for public procurement processes? | No | No applicable provisions could be located |
| Assets | | |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Loi no. 98-94 du 9 novembre 1998, Arts. 1 et 7; Code du statut personnel, Arts. 23 et 24 |
| Do sons and daughters have equal rights to inherit assets? | No | Code du statut personnel, Arts. 92, 96, 98, 103 et 104 |
| Do male and female surviving spouses have equal rights to inherit assets? | No | Code du statut personnel, Arts. 101 et 102 |
| Does the law provide for the valuation of nonmonetary contributions? | No | No applicable provisions could be located |
| Pension | | |
| Are the ages at which a woman and a man can retire with full pension benefits the same? | Yes | Décret No. 74-499 du 27 Avril 1974, Art. 15 |
| Are the ages at which a woman and a man can retire with partial pension benefits the same? | Yes | No applicable provisions could be located |
| Is the mandatory retirement age for a woman and a man the same? | Yes | No applicable provisions could be located |
| Are periods of absence due to childcare accounted for in pension benefits? | Yes | Décret No. 74-499 du 27 Avril 1974, Art. 2(c) |

WBL 2.0 supportive frameworks data

| QUESTION | ANSWER | SOURCE |
|---|--------|--|
| Safety | | |
| Has the government developed comprehensive mechanisms to address violence against women? | No | Insufficient evidence located |
| Are special procedures in place for cases of sexual harassment? | No | Insufficient evidence located |
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | Yes | Ministère de la Femme, de la Famille, de l'Enfance et des Personnes âgées; Observatoire national pour la lutte contre la violence à l'égard des femmes |
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? | Yes | Rapport du budget 2023 |
| Mobility | | |
| Are passport application processes the same for a woman and a man? | Yes | Passport application procedures |
| Are the application processes for official identity documents the same for a woman and a man? | No | ID application procedures |

| | | |
|--|-----|---|
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Does a specialized body receive complaints about gender discrimination in employment? | No | Insufficient evidence located |
| Has the government published guidelines on nondiscrimination based on gender in recruitment? | No | Insufficient evidence located |
| Has the government published guidelines on flexible work arrangements? | No | Insufficient evidence located |
| Pay | | |
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in different industries or sectors been published? | No | Insufficient evidence located |
| Marriage | | |
| Is there a fast-track process or procedure for family law disputes? | No | Insufficient evidence located |
| Are there specialized family courts? | Yes | Code du statut personnel, Art. 32 |
| Is legal aid available for family law disputes? | No | Insufficient evidence located |
| Parenthood | | |
| Is it possible to apply for maternity benefits through a single government application process? | Yes | Loi n°60-30 du 14 décembre 1960, relative à l'organisation des régimes de sécurité sociale, Arts. 80 and 81 |
| Are incentives in place to encourage fathers to take paternity leave on the birth of a child? | No | Insufficient evidence located |
| Have sex-disaggregated data on unpaid care work been published? | No | Insufficient evidence located |
| Childcare | | |
| Is there a publicly available registry or database of childcare providers? | Yes | Official Website of The Ministry of Family, Women, Children and Elderly |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? | No | Insufficient evidence located |
| Has the government published any reports on the quality of childcare services? | No | Insufficient evidence located |
| Entrepreneurship | | |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? | No | Insufficient evidence located |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development? | Yes | Raidet Program |
| Does a current national government plan or strategy focus on women's access to financial services? | Yes | National Strategy of Financial Inclusion (2018-2022) |
| Assets | | |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? | Yes | Code of Real Rights, Art. 56; Law No. 98-94 of 9 November 1998, Arts. 1, 2 and 7 |
| Are awareness measures in place to improve women's access to information about marital and inheritance rights? | No | Insufficient evidence located |
| Have anonymized sex-disaggregated data on property ownership been published? | No | Insufficient evidence located |
| Pension | | |
| Are incentives in place to increase women's retirement benefits? | No | Insufficient evidence located |



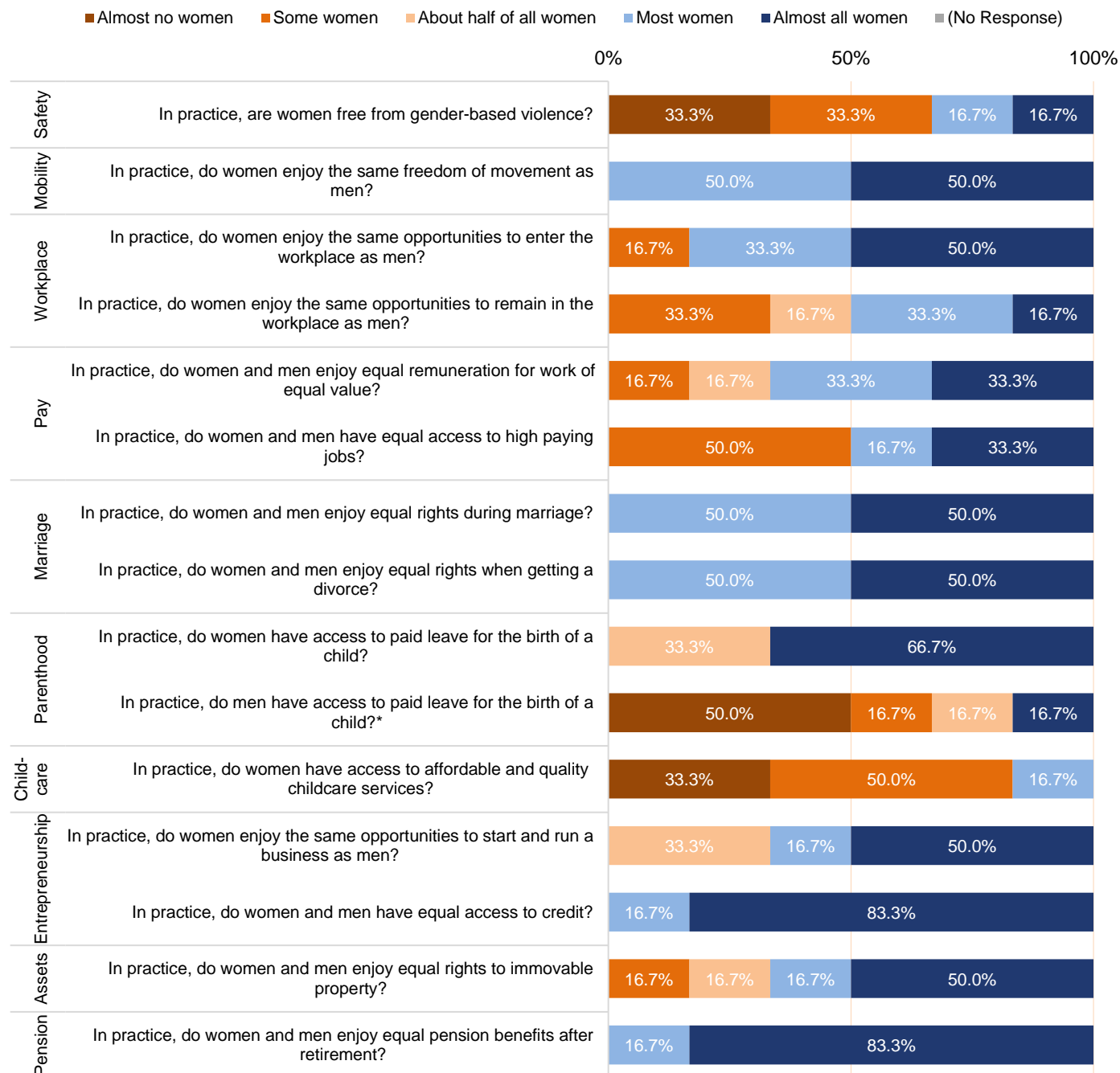
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

No

Insufficient evidence located



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.