



Towards a World Bank Group Gender Strategy Consultation Meeting June 2, 2015 Feedback Summary Tunis, Tunisia

The consultation meeting with **private sector leaders** was held on **June 2, 2015 in Tunis**, Tunisia.

The presentation by the World Bank Group Gender Team on the background, intended scope and process for the strategy took place within the broader discussion on [Tunisia 2015 Strategic Country Diagnostic](#) (SCD). The country diagnostic, which identifies the constraints and opportunities now facing Tunisia to help guide future development policies, already pinpoints the main constraints for women in Tunisia, addresses the disparity between good laws and faulty implementation and highlights the importance of results on the ground. After a presentation the floor was open for participants' comments and recommendations. The summary below captures the main points and recommendations raised during the meeting.

Total Number of Participants: 11.

Feedback from Stakeholders

1. TYPES OF CONSTRAINTS/ BARRIERS THAT WOMEN AND MEN FACE WHEN IT COMES TO OPPORTUNITIES IN THE PRIVATE SECTOR
<ul style="list-style-type: none">• Childcare: the lack of childcare services is a main cause of women's labor force dropout. The WBG could help identify solutions that private and public sectors could implement.• Discriminatory recruitment practices: women candidates are often discriminated in recruitment processes even if their skills match or are higher of that of male candidates. These barriers to entry are often the result of poor human resources practices. In Tunisia, recruitment is not always done by professional human resources specialists. Staff working in Human Resources should be

required to do specific trainings on management skills, strategic vision, etc. to ensure that recruitment is done in a way that responds to the needs of the company by attracting the best candidates regardless of their sex.

- **Mismatch between skills and job market:** private sector companies struggle to find certain type of professionals in the countries as the education system seems to focus on traditional sectors and not necessarily in the new, more sophisticated sectors like that of technology (ICT). It is important to set up an observatory of the skills to understand better the current situation, what the job market needs in terms of skills vs. what it is currently available at the local level. To know more about the skills gap could help design better education and vocational training interventions to absorb the unemployed.

2. COMPANIES' WORK ON DISAGGREGATING DATA ON GENDER AND WHY THIS TYPE OF WORK IS IMPORTANT AND IF IT IS USED FOR INTERNAL POLICIES.

- **Need for more and better data:** the strategy could benefit from more disaggregated data by age, by sector and taking into consideration the urban and rural divide. For example, when looking at women's participation in the economy and representation in the labor force, it could be interesting to disaggregate the macro indicators by age, as the situation is very different for those under 35 or above 55 years old. In the specific case of Tunisia, the rates of women's labor force representation seem significantly lower than the real numbers, raising questions about the quality of the data.
- **Informal economy:** Need to factor in the informal sector in the country diagnostic. Statistics on women's participation in the economy and the labor force will change significantly once the realities of the informal sector are factored in.