

## Phase One:

*Improved understanding of the characteristics and conditions of informal employment through:*

- An in-depth mapping of government capacity to address the informal sector in Tunisia
- Analysis of government data collection
- Focus groups with informal workers and CSOs
- Implementation of the first National Survey on Informal Employment, which surveyed 1,203 informal workers throughout the country
- Identification of obstacles and opportunities for formalization

## Phase Two:

*Developed a Roadmap for the economic inclusion of Tunisian informal workers, based on 17 consensus recommendations formed through more than a dozen multistakeholder roundtables:*

- All stakeholders were included: government, civil society, private sector, unions and informal workers
- This was the first time policy makers sat across the table from informal workers to listen to their experiences and exchange information and ideas
- The Roadmap recommendations covered five main areas: raising awareness and improving access, data analysis, supporting and organizing informal workers, creating financial incentives for formalization, strengthening institutions

## Phase Three:

*Began implementation of recommendations from the Roadmap, in partnership with CSOs, media and government through:*

- Opening of a one-stop-window that provides training and individualized coaching for informal workers that would like to transition to the formal sector
- Creation of a government certified training of trainers (TOT) manual developed in partnership with the Ministry of Employment
- More than 60 government officials and CSOs have received formalization training
- The creation of 4 informal worker associations
- A printed guidebook explaining the steps to formalization for informal workers
- A technical committee formed to analyze the social security system and create recommendations for ensuring inclusivity
- Dozens of local dialogue sessions between informal workers and local authorities
- Partnership with the Labor Inspectorate and development of a guide for interacting with the informal sector

## Highlights

*Ministry of Employment Strategic Plan:* For the first time ever the Ministry of Employment has included formalization in their strategic plan. They have even allocated a small amount of government funds to implement activities that encourage formalization. The TILI team is already in the process of working with the Ministry on a detailed work plan, indicators and M&E.

*Micro-Finance:* TILI continues to partner with TAYSIR, a microfinance organization, in order to promote formalization within the micro-finance sector. TILI has trained TAYSIR's loan officers on formalization so that they can sensitize their clients on the benefits of formalizations and guide them through the process. TILI has also worked with TAYSIR to develop a preferential loan package that will be offered to clients who formalize their activities.

*Worker Education and Leadership:* TILI has supported the creation and growth of four informal worker associations by offering trainings on: association development, conflict mediation and facilitation, advocacy, formalization and technical trainings for specific sectors. With the support of TILI the associations have taken on greater leadership roles by regularly meeting with government officials, participating in local and regional development initiatives and increasing the capacity of their members to better advocate for their rights. The associations have taken initiative to find additional partners to TILI and many have secured resources to continue their work on formalization, holding their own workshops and conferences on formalization in their specific regions.

## Spotlight: Afef Chograni



Mrs. Afef Chograni has been working with the TILI project since 2013 and was part of the first group to receive full formalization training and to formalize her activities. With TILI's support, Mrs. Chograni founded an informal workers association to improve working conditions and livelihoods of informal artisans. To promote her association, Mrs. Chograni discusses the concerns of informal artisans and shares important information regarding the sector on her own weekly radio program. Since completing the TILI trainings, she has helped others develop business plans, secure funding, and transition into the formal economy. Since forming the association Mrs. Chograni had been invited by many government officials and organizations to speak about informality and recently has received funding and support outside of TILI to continue the growth and development of the association.