

SKILLS AND MIGRATION COUNTRY FICHE TUNISIA

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PREFACE

The European Training Foundation's (ETF) Skills and Migration country fiche is intended as a first-entry evidence-based analysis of the main issues relating to the skills dimensions of migration. It is composed of three main conceptual blocks.

- It presents data, trends and challenges relating to the skills dimension of migration in order to provide an updated and structured state of play.
- It focuses on policy developments and practical experiences to reinforce migrants' skills. Policies and projects are analysed with reference to addressing legal labour migration needs and migration and development issues. The logic behind the analysis is to identify success factors and challenges to be addressed.
- It provides an overview of the main insights on the way forward in terms of policy and areas of intervention in the short to medium term.

The goal of the fiche is twofold. On the one hand, it aims to contribute to the broader policy dialogue on the skills dimensions of migration issues of specific countries with EU institutions, Member States, and international players. On the other hand, it serves as a reflection and communication tool in the policy dialogue of the ETF and national authorities in charge of human capital development. As such, the fiche will contribute to the policy analysis and policy-making support that the ETF provides to its partner countries in order to improve the employability of citizens via lifelong learning, including migration in this specific case.

The ETF fiches aim to covering the partner countries with whom circular and/or mobility schemes with EU countries can be established¹.

More in-depth country-specific or cross-country studies may be produced as a follow-up to the fiches' findings and recommendations and to support the needs expressed by EU institutions. Further follow-up actions to the fiche could take the form of specific ETF support actions to the EU or partner countries; in line with ETF's mandate, this might include inputs to the programming of new initiatives, content monitoring or other specific actions to be agreed.

¹ In 2021, the fiches cover Georgia, Jordan, Lebanon, Moldova, Morocco, Tunisia and Ukraine.

CONTENTS

ANALYSIS	5
1. Skills and migration overview	5
2. National policy framework	8
3. Cooperation projects on skills and migration	10
THE WAY FORWARD	13
ANNEX I: STATISTICAL ANNEX	14
ANNEX II: LIST OF RELEVANT PROJECTS	17
LIST OF ABBREVIATIONS	21
BIBLIOGRAPHY	22

ANALYSIS

1. Skills and migration overview

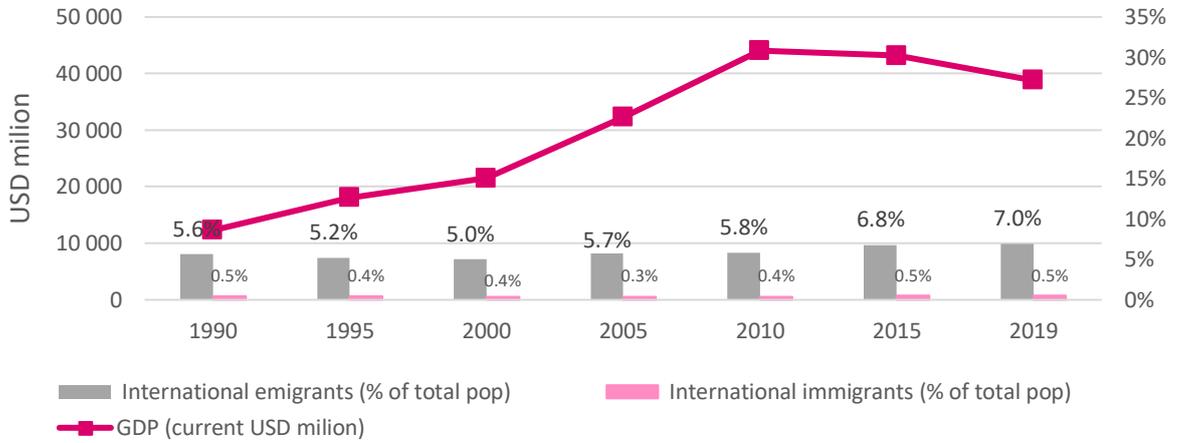
Tunisia has historically been a country characterised by labour migration, mainly emigration (more than 900 000 emigrants, 7.6% of the total population in 2020) rather than immigration (60 000 immigrants, 0.5% of the total population)². Since the first migration waves in the 1950s, Tunisia has deployed efforts to regulate labour migration and has established a series of institutions involved in migration management, some of them unique to the country (see section 2).

Four successive waves of emigration can be identified in the 20th century in Tunisia. The first took place from 1950 to the beginning of the 1960s and was directed mainly to Europe as a response to the increased demand for a low-skilled workforce for reconstruction. This first wave was male dominated and temporary and was regulated for the most part by private agreements with employers. The second wave, from 1960 until the mid-1970s, recorded an increase in emigration towards Europe, with the first bilateral agreements for workforce mobility signed between Tunisia and European countries. During this period, Libya became another important destination country. The third wave, from 1970 to 1980, was dominated by family reunification, and consisted mainly of women and children moving to Europe to reunite with expatriate men, and often joining the labour market thereafter. The fourth wave covered the period 1980 to 2000, when the educational levels of migrants started to rise and the skills composition of emigrating Tunisians changed, to include a growing number of highly skilled emigrants (OECD, 2018).

Following the 2011 revolution, two major migration crises affected the country. The first was directly caused by the revolution, as 28 000 Tunisian travelled to the island of Lampedusa in Italy. The second was characterised by the inflow of refugees from Libya (around 200 000) coupled with the return of Tunisian migrants from Libya (137 000). Thereafter, the migration balance stabilised, until a new peak of emigration occurred, caused in 2020 by the COVID-19 pandemic and the socioeconomic crisis in the country (14 000 irregular arrivals of Tunisians in Italy in 2020). Immigration is mainly linked to study and transit and remains low (see Figure 1).

² Unless otherwise indicated, Annex I provides the sources of all the statistics in this section.

FIGURE 1. GROSS DOMESTIC PRODUCT AND MIGRATION STOCKS (AS % OF TOTAL POPULATION), 1990–2019

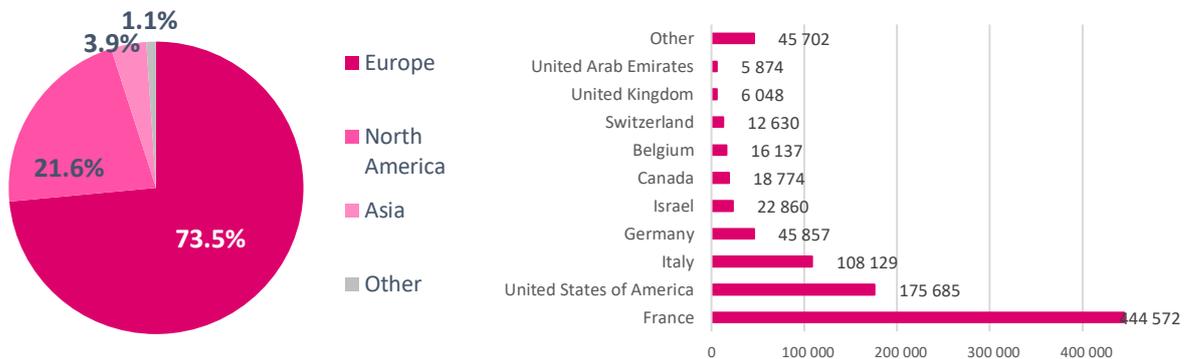


Source: UN DESA International Migrant Stock 2019, World Bank (World Development Indicators)

Tunisia experienced about 75% increase (from 465K to 813K) in its emigration stock during the period 1990–2019. Although the country has undergone significant improvements in economic conditions (gross domestic product (GDP) in current USD) during that period, this appears not to have been enough to stop the increase of negative net migration (immigration minus emigration) in a demographic context characterised by demographic transition and rural exodus (FAO, 2018).

As shown in Figure 2, the main destinations include Europe (close to 80% of the total, with France as the first destination country with close to 50%), followed to a much lesser extent by the United States of America (USA). Around 20 000 Tunisian students abroad are concentrated mainly in France and Germany. Remittances have also increased since the mid-1990s, reaching 5.4% of GDP in 2020. The percentages of male and female migrants have remained relatively stable over the past 20 years, but with a persistent increasing trend in female migration since 1990 (reaching 44.3% of total migrants). As revealed by the Organization for Economic Cooperation and Development (OECD) study (2018), this increased female migration particularly affects women who hold a higher education degree.

FIGURE 1. TOP 10 REGIONS AND COUNTRIES FOR EMIGRATION, 2020



Source: UN DESA, International Migrant Stock 2020

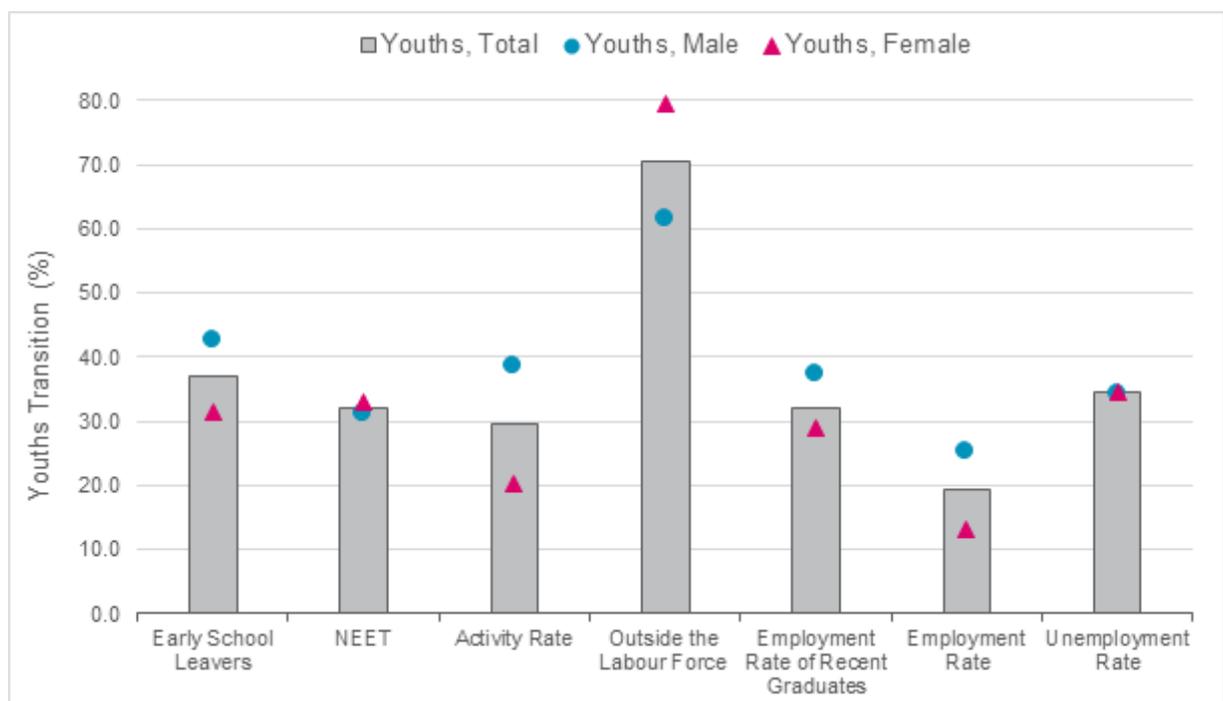
As can be seen in Annex I, a large majority of migrants are in the age range 24–65 years, with a median age of 32, and close to 80% are of working age. OECD (2018) reports that most returning migrants come back to the country for family reasons, most are men and most are still of working age.

They usually decide to live in the capital. However, the profile of returning migrants is currently not captured and data on returns are difficult to collect and calculate.

The OECD (2018) study also reveals that highly qualified Tunisians abroad have more chance of being employed. The first emigration waves were characterised by low-skilled migration, mainly to Europe, but after 1980 migration started to include highly skilled workers, with destination countries including the Gulf states, the USA and Canada. According to OECD (2018), almost half (47%) of the migrants to OECD countries have an education level equal or inferior to low secondary. Relatively high proportions of the migrants to destination countries such as Italy, France and Belgium have low levels of education (70%, 45% and 54%, respectively), while the opposite is observed in Canada (7%) and the USA (15%), which primarily host highly skilled Tunisian migrants.

Persistent challenges in the Tunisian labour market, especially those affecting young people, represent some of the factors that drive and influence emigration. Youth transition to the labour market is particularly difficult, as shown in Figure 3 (ETF, 2021). Transition challenges and obstacles have resulted in a growing number of young people who are not in employment, education or training (NEETs); the numbers have increased constantly since 2010, from 25.2% (2010) to 32% (2019) of the age group 15–24. In this same age group, 70% of individuals are outside the labour force (with a higher rate for women, reaching 79%). In parallel, activity rates and employment rates remain low, particularly among young people and women.

FIGURE 3: YOUTH TRANSITION (% AGED 15–24), 2019



Source: ETF Database, data received from National Institute for Statistics, Labour Force Survey

Note: Early school leavers as a percentage of those aged 18–24. Employment rate of recent graduates as a percentage of those aged 20–34 who achieved International Standard Classification of Education levels 3 to 8.

The recent International Organization for Migration (IOM) survey (Belhaj et al., 2020) describes and analyses the migration patterns of highly qualified Tunisians. The report indicates that migration among highly skilled workers has been increasing over time, and in particular after the revolution,

primarily affecting university professors, engineers and medical doctors. The study also includes interesting data, collected primarily through the Agence Tunisienne de Coopération Technique (ATCT) as well as from a dedicated survey, that show flows and trends of highly skilled migration by typology and by destination country. An analysis of quantitative data shows that the main destination countries for this group of migrants are the Gulf countries, with some differences between the typology of specialisation (higher for university professors and medical doctors), followed by Canada (especially for engineers). In addition, it is noted that engineers also move to other countries in the Maghreb and to sub-Saharan Africa, particularly Nigeria. The study further indicates that the majority of these emigrants are in the age range 41–50, are men and are married.

The OECD (2018) study also analyses the emigration perspectives of Tunisians, based on the results of the Gallup world surveys covering the period 2007–2013. In Tunisia, 27% of respondents expressed the intention to emigrate, second only to Morocco (29%) among countries in North Africa. However, for the age group 15–24, the percentage is higher in all countries, with Tunisia the highest (46% of respondents), followed by Morocco (45%) and Algeria (37%). The changes that would encourage individuals not to leave are primarily the chances of finding a job (or a better job), expressed by more than 60% of respondents. Patterns of migrants' skills in the future are difficult to predict, although trends would suggest an increase of skills intensity among migrants.

The net impact of the COVID-19 pandemic is still unclear. On the one hand, in the early months the pandemic increased the flow of returning migrants, but on the other, it has increased the migration pressure, as shown by the rise in irregular migration numbers. Whereas in the first months of the pandemic the level of remittances fell substantially, available data from the World Bank show an overall increase of 2.4% in 2020, and this has continued in 2021. What is certain is that migrants in an irregular situation in the country, as well as refugees who are already experiencing difficult conditions and socioeconomic vulnerability, have been the groups most exposed to the effects of the pandemic, including a lack of access to basic health and education services, and the worsening of the overall economic environment (UNDP, 2020).

In relation to international migration data, the EU is funding the implementation of the Tunisia Household International Migration Survey. This should provide up-to-date, reliable data on the migration trends and determinants in the country and shed light on many aspects of international emigration and immigration, including their skills composition. The project is being implemented by the National Institute for Statistics with Observatoire national de la migration (ONM, the National Migration Observatory), and the results are due to be published before the end of 2021.

2. National policy framework

The overall policy framework for migration has been under discussion since 2012 and more intensely since 2017, with successive attempts to adopt a National Strategy on Migration. According to preliminary drafts, labour migration is among the key areas of intervention of the strategy, and provides for: i) scouting for employment opportunities abroad, supporting job placements abroad through the dynamisation of intermediaries (public and private), and providing access to information on international labour markets; ii) providing rights protection for Tunisians in the framework of the agreements; and iii) raising awareness on the risks of irregular migration. The strategy also includes transversal objectives such as the reinforcement of capacities of the relevant institutions. Complementarily, a National Strategy for International Employment and the Protection of the Rights of

Migrant Workers³ (Stratégie nationale de l'emploi à l'international et de la protection des droits des travailleurs migrants, SNEI) was finalised in January 2021 in partnership with the Ministry of Vocational Training and Employment within the framework of the EU-funded THAMM project (see section 3). The SNEI vision is of 'a strategy that is at the service of the Tunisian economic and its social development model, integrating the framework of tripartite dialogue' (SNEI 2021, p. 29). The SNEI is organised around five axes: i) efficient and effective governance of the international labour market; ii) an information and monitoring system that captures labour market developments, both national and international, as well as the international cooperation that will lead to the optimal management of the international labour market; iii) a training system that will develop human capital adapted to the needs of the labour market at national and international level and to the different phases of the migration process; iv) an efficient and effective intermediation system of international job placement; and v) a strategy at the service of the socioeconomic development of the country. The convergence between the two abovementioned strategies and sorting out the institutional responsibilities to implement them is a key challenge for their effective operationalisation.

The National Employment Strategy 2030 (Stratégie Nationale pour l'Emploi)⁴, which the government and social partners have been formulating since 2018, and which should be approved in 2021, does not integrate labour migration as a key dimension of axis 2 on human capital (the other three axes being the economy, labour market governance and implementation). In contrast, the blueprint for the reform of the national vocational education and training (VET) system (Government of Tunisia, 2013), launched in 2013 but still ongoing in 2021, comprises one specific objective (2.3) that aims to 'ensure the international mobility of VET graduates' by adopting co-certification according to international rules and standards. No concrete action has yet been taken in this respect.

As for immigrants, who have increasingly become a hard-to-ignore reality of the Tunisian labour market, the chances of them obtaining legal residence and work permits are very low, and they are tied to the informal labour market and to protracted irregularity; this includes sub-Saharan students who graduate and remain in the country. So far, national strategies do not integrate foreign labour, despite reported recurrent labour shortages in some low-skilled sectors, such as agriculture and, to a lesser extent, construction.

In terms of the institutional framework, since the 1960s Tunisia has deployed an institutional and legal apparatus to promote and regulate labour migration (Martín, 2013), with a number of dedicated institutions, some of them unique to the country. One of those agencies is the ATCT, created in 1972 and placing on average 2 000–3 000 highly qualified Tunisian workers (mainly civil servants) every year in international jobs for a typical period of five years. Another such agency is the Office des Tunisiens à l'Étranger (OTE), created in 1988 and comprising a network of regional delegations and more than 200 social attachés in Tunisia and abroad, and supporting Tunisians abroad in the protection of their rights. In parallel, since the 1960s Tunisia has signed a series of bilateral agreements with destination countries to regulate migratory flows and to ensure decent and safe working conditions for Tunisian migrant workers. To this end, agreements have been signed with France, Italy, Switzerland and Belgium. However, the effectiveness of these agreements as labour migration management tools has declined over the years. Special free movement agreements have

³ Stratégie nationale de l'emploi à l'international et de la protection des droits des travailleurs migrants (janvier, 2021) – *unpublished document*.

⁴ <http://www.emploi.gov.tn/fr/100/strategie-nationale-pour-lemploi>

also been signed with Arab countries and other Maghreb countries, de facto integrating the Tunisian labour market with the labour markets of Libya, Morocco and Algeria.

The high political importance of migration after the revolution was reflected in the establishment, in 2012, of a State Secretary for Migration and for Tunisians Abroad⁵, a position that was initially placed under the Ministry of Social Affairs and subsequently under the Ministry of Foreign Affairs. Before the 2019 elections, the post was replaced by a minister nominated by the prime minister. Eventually, the migration policy was integrated into the functions of the Ministry of Foreign Affairs, Migration and Tunisians Abroad, but the Ministry of Social Affairs continues to supervise the OTE (see below) and ONM. Created in 2014⁶, the ONM was established in response to the need to collect reliable and complete data to develop evidence-based migration policies. It also aims to articulate different interventions on migration and it has the important function of conceiving and developing mechanisms to evaluate migration policies. So far, the main challenge for the observatory has been to recruit qualified experts to implement its mandate. In the current economic crisis, the Tunisian public sector has frozen recruitment, and experts prefer to work in other institutions where they can earn better salaries.

With regard to employment, the Directorate General for International Placement and Foreign Labour of the Ministry of Vocational Training and Employment is the competent body for developing labour migration policies and programmes, undertaking the necessary actions for anticipating and promoting job placement opportunities abroad, and participating in the negotiations and implementation of international migration agreements in support of the Ministry of Foreign Affairs. It also grants work permits for foreigners intending to work in Tunisia.

On the operational side, the public employment service was created in 1993 as the National Agency of Employment and Independent Work (Agence Nationale de l'Emploi et du Travail Independent, ANETI). It is attached to the Ministry of Vocational Training and Employment. Among its functions, the law by which it was established mentions 'creating job opportunities abroad' and 'facilitating the economic reintegration of returning migrants'. Since 2000, ANETI has had an international division that manages international placements (within the framework of bilateral labour agreements with other countries but also in response to specific job offers from abroad, notably in France and Qatar). ANETI also provides pre-departure and returnee training, such as the Entrepreneurship Training for Return Migrants, in some cases in cooperation with international donors. Since 2010, private employment agencies are also allowed to provide international placement services under the supervision of the Ministry of Vocational Training and Employment.

In this dense landscape in the field of migration, the main institutional handicap remains coordination and overall political supervision of migration policies and migration management institutions.

3. Cooperation projects on skills and migration

Over the years, Tunisia has benefited from a large number of cooperation projects in the field of labour migration, both to facilitate mobility for Tunisian workers and to develop the country's labour migration governance framework and institutions. The International Placement Division of ANETI, in particular, has benefited from numerous capacity-building projects over the past 15 years, most recently from the

⁵ Décret no. 2012-634 du 8 juin 2012 relatif à la création du secrétariat d'Etat à l'émigration et aux tunisiens à l'étranger au ministère des affaires sociales et fixant ses attributions.

⁶ Decree no. 1930-2014 of 30 April 2014.

LEMMA project supporting the EU–Tunisia Mobility Partnership. At a general skills and human capital development level, the EU Delegation in Tunisia actively supports skills and skills development at various levels (policy, system, provision, national and territorial). The new multi-annual indicative programme is currently being prepared, and its priorities comprise both education and training and migration. As obtaining a work permit is almost impossible for irregular migrants in Tunisia, international projects have not focused on labour integration of refugees and irregular immigrants.

More specifically on migration and skills, the ETF has described and analysed different groups and types of migrant support measures from an employment and skills perspective (MISMES) in Tunisia (ETF, 2015). Within the framework of the Mobility Partnership signed between the EU and Tunisia in 2014, there were two notable pilot projects, HOMERe and MENTOR.

HOMERe, which ended in September 2020, was an internship programme that aimed to support the mobility of young talented students and graduates from Egypt, Morocco and Tunisia by offering internship opportunities in companies based in France and operating in the target countries. The project included activities for pre-departure preparation, internship preparation and reintegration, and the strengthening of the current network of 34 institutions (academic, business, professional organisations).

MENTOR, which ended in 2018, was implemented by the Municipality of Milan with partners in Morocco and Tunisia. Activities in Tunisia were coordinated by the City of Tunis. The project included study visits, selection of traineeships, awareness campaigns, dissemination of information and recommendations for sustainable traineeships. A second, more ambitious phase of the MENTOR project started in July 2021.

Among the most recent projects, over the past five years the EU Emergency Trust Fund for Africa has funded a number of interventions in the field of skills and migration. Of particular interest are the following.

- The THAMM (Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa) regional project is implemented in Tunisia by the IOM, the International Labour Organization (ILO) and Gesellschaft für Internationale Zusammenarbeit (GIZ). It covers other countries in the region (Morocco and Egypt) and has the objective of reinforcing protection mechanisms for labour migrants throughout the migration cycle. The project works primarily on policy and governance for an overall improvement of legal migration and includes an objective on the recognition of qualifications and experience of migrants.
- The ProGreS project (Tunisian Migration Governance and Strategy) includes two specific components to support the reintegration of returnees. It also supports the implementation of the Tunisia Household International Migration Survey.

A big project starting in 2021 is Perspectives, for which the Swiss Agency for Development and Cooperation has committed EUR 13.8 million until 2028. It links the mobilisation of the diaspora to support small and medium-sized enterprises and investment in Tunisia, the promotion of circular migration of highly qualified Tunisians to European countries, and capacity building of and partnerships with government structures dealing with labour migration.

One major issue in this regard is how far all these projects and interventions converge with each other into a single institutional and policy framework, and how they align with national policies and priorities.

ETF support

The ETF has had a long and solid cooperation with Tunisia, focusing on skills development deployed at various levels. Over the past ten years, the ETF has contributed to the policy dialogue through the implementation of support actions in the field of regionalisation and decentralisation processes, entrepreneurship as a key competence, and the monitoring and evaluation of education and training systems (through the Torino Process). It has worked closely with the EU Delegation in interventions linked to reforms of the education and training systems, skills development, and related governance arrangements, among others. In the specific field of skills and migration, the ETF included Tunisia as one of the early country case studies for its MISMES project (ETF, 2015).

The ETF has also assisted the national authorities in the promotion of transparency of qualifications, the development of qualifications frameworks and the recognition of prior learning (RPL). Tunisian partners representing governmental bodies, employers and workers have been involved in the setting up of the national qualifications framework and took active part in the ETF Qualifications for the Mediterranean Project, the primary objective of which was to promote transparency of qualifications across countries, focusing on two sectors – tourism and construction – that are particularly characterised by the mobility of workers.

Another cooperation project was started in the field of qualifications and the recognition of qualifications, with the Ministry of Vocational Training and Employment, but this was put on hold as a result of the COVID-19 pandemic. With the revamped interest of Tunisian counterparts in RPL and in co-certification opportunities linked to mobility and migration, among other issues, the ETF could play an active role in these areas, bringing forward the work that has started and/or providing input and technical advice in ongoing or future EU interventions. The input into the Talent Partnerships provided for in the New EU Pact on Migration and Asylum with regard to the creation of a virtuous circle that benefits both Tunisia and receiving/sending countries might be an area in which ETF could provide innovative ideas.

THE WAY FORWARD

Labour migration is an important dimension of Tunisian development prospects and national strategic priorities. The COVID-19 pandemic has exacerbated the socioeconomic crisis that has affected the country since the 2011 revolution (with political instability and economic and employment shocks), and increasing migration pressures are evident, particularly among those who are highly skilled. This may eventually undermine the country's human capital, especially in some sectors (e.g. medical doctors, engineers). Although the country has a set of unique institutions building a sophisticated labour migration management system (e.g. ATCT, OTE, ONM, ANETI) and benefits from substantial international donor support in the field of migration, the governance of labour migration suffers from unclear institutional responsibilities (notably between the Ministry of Social Affairs and the Ministry of Foreign Affairs) and shortcomings in coordination between all these institutions and with international cooperation projects. The long process of adoption of the National Migration Policy (still not approved after more than eight years of attempts) compounds this gap in the policy framework of labour migration in the country.

On the institutional side, while the dense panorama of actors and institutions described in section 2 gives an idea of the different sectors and services that are active in the field of migration, it also raises issues of coordination and compartmentalisation. Beyond the required institutional clarification and the need to adopt explicit policies, one of the main challenges in the management of labour migration is to put in place policies and projects that will ensure a net positive impact of labour migration on human capital formation and retention in the country. In other words, there is a need to avoid brain drain (which is already evident in some specific sectors) and skills shortages in key economic sectors for post-COVID-19 recovery, including technological, digital and green transitions, but also to revitalise specific sectors (for instance, tourism). The Talent Partnerships launched in the New EU Pact on Asylum and Migration, for which Tunisia may well be a pilot country, offer an outstanding opportunity in this respect. Beyond the training-for-migration schemes which have prevailed in the legal migration pilot projects implemented so far (in Tunisia, HOMERe, MENTOR and THAMM, as described above), and before them in projects such as the Promotion of legal migration of highly qualified workers (GIZ) and TAPIG (Targeting nurses migrating also to Germany) projects, it will be crucial to ensure a substantial investment in the systemic upgrading of VET and education systems, at least in the sectors with higher levels of migration. This will ensure a positive skills, employment and migration nexus. Another pending challenge, which the THAMM project has started to address, is to integrate labour migration in the design and implementation of national employment and VET strategies.

The work on RPL is still progressing. In relation to migration, the THAMM project includes a component on the recognition of qualifications and competences⁷. Co-certification is another important objective and priority for reform, although experiences so far have largely remained pilot initiatives and have not been scaled up.

Additionally, the policy dialogue may benefit from a more coordinated approach among donors and international organisations to put in place well-integrated and impactful actions and interventions (with joint programming as a possible goal in this field).

⁷ Although not directly linked to migration, the ILO, with funding from Norway, is implementing a project on RPL (Rendre les compétences visibles: améliorer l'orientation professionnelle, l'apprentissage et la reconnaissance des compétences en Tunisie).

ANNEX I: STATISTICAL ANNEX

General economic and demographic indicators

	1990	1995	2000	2005	2010	2015	2019	2020
1 GDP (current USD million)	12 290.57	18 030.88	21 473.19	32 273.01	44 050.93	43 173.48	38 796.69	m
2 GDP per person employed (constant 2017 purchasing power parity USD)	m	21 944.01	25 971.27	29 099.86	32 482.87	34 552.24	36 017.11	m
3 Total population at mid-year and by age group	8 242 496	9 125 398	9 708 350	10 106 771	10 635 244	11 179 949	11 694 719	11 818 618
0–19 (%)	47.5	44.3	40.3	36.0	32.2	31.2	31.0	30.9
20–64 (%)	47.6	50.1	53.0	56.6	60.3	61.1	60.4	60.2
65+ (%)	4.9	5.6	6.7	7.4	7.5	7.7	8.6	8.9

Key migration indicators

	1990	1995	2000	2005	2010	2015	2019	2020
4a Total emigrants	465 576	476 954	486 980	579 219	616 386	759 817	813 213	902 268
4b International migrants: emigrants (% of total population)	5.6	5.2	5.0	5.7	5.8	6.8	7.0	7.6
Emigrants by sex								
5a Females (emigrants)	184 114	194 970	204 822	249 601	254 516	333 029	356 847	399 864
5b Females (as a % of total emigrants)	39.5	40.9	42.1	43.1	41.3	43.8	43.9	44.3
5c Males (emigrants)	281 462	281 984	282 158	329 618	361 870	426 788	456 366	502 404
5d Males (as a % of total emigrants)	60.5	59.1	57.9	56.9	58.7	56.2	56.1	55.7
6a Total immigrants	37 984	37 867	36 719	35 040	43 172	56 532	57 455	60 145
6b International migrants: immigrants (% of total population)	0.5	0.4	0.4	0.3	0.4	0.5	0.5	0.5
Immigrants by sex								
7a Females (immigrants)	19 084	18 822	18 040	17 040	20 936	27 279	27 711	28 671
7b Females (as a % of total immigrants)	50.2	49.7	49.1	48.6	48.5	48.3	48.2	47.7
7c Males (immigrants)	18 900	19 045	18 679	18 000	22 236	29 253	29 744	31 474
7d Males (as a % of total immigrants)	49.8	50.3	50.9	51.4	51.5	51.7	51.8	52.3
Immigrants by age group								
8 0–19 (%)	22.9	21.6	20.7	20.0	20.2	19.2	19.0	20.2
20–64 (%)	71.4	71.7	72.7	73.1	74.1	74.0	73.0	71.0
65+ (%)	5.7	6.7	6.5	6.9	5.7	6.8	8.0	8.8
9a Refugees (including asylum seekers) at mid-year	30	199	448	113	112	755	737	3 269
9b Refugees (including asylum seekers) as a % of the international migrant stock (immigrants)	0.1	0.5	1.2	0.3	0.3	1.3	1.3	5.4
10a Personal remittances, received (current USD million)	551.04	679.88	795.95	1 392.67	2 063.29	1 971.38	2 049.66	m
10b Personal remittances, received (% of GDP)	4.5	3.8	3.7	4.3	4.7	4.6	5.3	m
11a Personal remittances, paid (current USD million)	5.69	21.15	21.16	15.65	13.34	26.46	26.27	m
11b Personal remittances, paid (% of GDP)	0.0	0.1	0.1	0.0	0.0	0.1	0.1	m
	1990–1995	1995–2000	2000–2005	2005–2010	2010–2015	2015–2020		
12 Net number of migrants	140 341	–39 804	–143 045	–40 641	–150 000	–20 000		
13 Annual rate of change of the migrant stock (%)	–0.1	–0.6	–0.9	4.2	5.4	1.2		
14 Annual rate of change of the refugee stock (including asylum seekers)	37.8	16.2	–27.5	–0.2	38.2	29.3		

⁸ <https://population.un.org/wpp/>

⁹ <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimates19.asp>

¹⁰ <https://www.un.org/development/desa/pd/content/international-migrant-stock>

	2020
15a Total emigrants	902 268
Main destination regions	
Europe	663 232
North America	194 459
Asia	35 000
Main destination countries	
France	444 572
United States of America	175 685
Italy	108 129
Germany	45 857
Israel	22 860
Canada	18 774
Belgium	16 137
Switzerland	12 630
United Kingdom	6 048
United Arab Emirates	5 874

	2020
15b Total immigrants	60 145
Main countries of origin	
Algeria	11 060
Libya	9 688
France	9 151
Morocco	6 146
Italy	2 345
Germany	1 537
Syrian Arab Republic	1 382
Egypt	1 206
Mali	1 058
Cameroon	758

	2000	2005	2010	2015	2018	2019
16 Inbound mobility rate (%)	1.5	m	0.6	2.0	2.2	m
17 Outbound mobility ratio (%)	6.4	4.7	5.3	5.8	8.7	m
18 Total inbound mobile tertiary students	2 756	m	2 203	6 442	6 035	m
19 Total outbound mobile tertiary students	11 600	15 419	19 505	18 873	23 730	m
20 Net flow of internationally mobile tertiary students	–8 844	m	–7 302	–12 431	–17 695	m

21a	Inbound tertiary students per country of origin (2018, top five available countries)	
(1)	Cameroon	697
	Libya	533
	Congo, DR	499
	Mauritania	449
	Mali	435

21b	Outbound tertiary students per destination country (2018, top five available countries)	
(1)	France	9 499
	Germany	5 599
	Romania	1 152
	Italy	1 081
	Canada	1 048

Last update: end of May 2021

Sources:

Indicators: 1, 2, 10a, 10b, 11a, 11b – World Bank (World Development Indicators)

Indicators: 3, 12 – UN DESA, World Population Prospects 2019⁹

Indicators: 4a, 4b, 5a, 5b, 5c, 5d, 6a, 6b, 7a, 7b, 7c, 7d, 8, 9a, 9b, 13, 14, 15a, 15b – UN DESA, International Migrant Stock 2019⁹, 2020¹⁰

Indicators: 16, 17, 18, 19, 20, 21a, 21b – UNESCO

Notes:

(1) Not all the countries of origin and destination are available

Legend:

m = missing data

m = missing data

This data collection is intended to give a short but comprehensive description of the dynamics of immigration and emigration inserted in the economic and sociodemographic context of the country. Most of the indicators cover the period 1990–2020, a period long enough to observe significant demographic and migratory changes. A five-year gap between one detection and another has been left in order to make the data description as concise as possible. The 2019 values for all the indicators are also collected (where available) in order to facilitate the comparability with the economic and 'international mobile students' indicators for which 2019 (or in some cases 2018) is the last available year.

The major limitation of this data collection relates to the lack of available and comparable indicators for migrants' skills and qualifications. Indicators for migrants' skills exist, but most of the times they come from specific national surveys and/or studies regarding a specific target group, year and country.

The UNESCO indicators on tertiary-level students who migrate with the aim of studying abroad, also referred to as 'international mobile students', have been collected as an attempt to address this lack of information on migrants' skills. Although these indicators represent only part of the skills dimension, they are nevertheless regularly updated and they describe a specific aspect of migration.

The UN DESA database has been used as source for the demographic, migration stock and refugee indicators. The economic indicators come from the World Bank database. The UNESCO database is the source for the international mobile students indicators.

General economic and demographic indicators

	Description	Definition
1	GDP (current USD million)	GDP at purchasers' prices is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products. It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. Data are in current USD. Dollar figures for GDP are converted from domestic currencies using single year official exchange rates.
2	GDP per person employed (constant 2017 purchasing power parity USD)	GDP per person employed is GDP divided by total employment in the economy. Purchasing power parity GDP is GDP converted to 2017 constant international dollars using purchasing power parity rates. An international dollar has the same purchasing power over GDP that a US dollar has in the United States.
3	Total population at mid-year and by age group	Estimates of the total population, as of 1 July, expressed as number and as percentage of the total for the age groups 0-19, 20-64 and 65+.

Key migration indicators

	Description	Definition
4a, 5a, 5c	Total emigrants, females (emigrants), males (emigrants)	International migrant stock (emigrants) at mid-year, both sexes, females and males.
4b	International migrants: emigrants (% of total population)	The number of international migrants (emigrants) divided by the total population. Data are expressed as percentages.
5b/d	Females/males (as a % of total emigrants)	The number of female/male emigrants divided by the total number of international migrants (emigrants).
6a, 7a, 7c	Total immigrants, Females (immigrants), Males (immigrants)	International migrant stock (immigrants) at mid-year, both sexes, females and males.
6b	International migrants: immigrants (% of total population)	The number of international migrants (immigrants) divided by the total population. Data are expressed as percentages.
7b/d	Females/males (as a % of total immigrants)	The number of female/male immigrants divided by the total number of international migrants (immigrants).
8	Immigrants by age group	The number of immigrants in a particular age group expressed as percentage of the total number of international migrants (immigrants). Age groups: 0-19, 20-64 and 65+.
9a	Refugees (including asylum seekers) at mid-year	Estimated refugee stock. This stock is a subset of the stock of international migrants (immigrants).
9b	Refugees (including asylum seekers) as a percentage of the international migrant stock (immigrants)	Estimated number of refugees as a percentage of the immigrant stock. These two indicators are based on the end of year 2017 estimates of refugee populations or persons in refugee-like situations prepared by the Office of the United Nations High Commissioner for Refugees (UNHCR) and, where appropriate, by the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA).
10a/b	Personal remittances, received (current USD million/% of GDP)	Inflow of personal remittances into the country expressed in current USD million and as a percentage of GDP. Personal remittances

		comprise personal transfers and compensation of employees. Personal transfers consist of all current transfers in cash or in kind made or received by resident households to or from non-resident households. Personal transfers thus include all current transfers between resident and non-resident individuals. Compensation of employees refers to the income of border, seasonal and other short-term workers who are employed in an economy where they are not resident and of residents employed by non-resident entities. Data are the sum of two items defined in the sixth edition of the International Monetary Fund's Balance of Payments Manual: personal transfers and compensation of employees.
11a/b	Personal remittances, paid (current USD million/% of GDP)	Outflow of personal remittances in the country expressed in current USD million and as a percentage of GDP. Personal remittances comprise personal transfers and compensation of employees. Personal transfers consist of all current transfers in cash or in kind made or received by resident households to or from non-resident households. Personal transfers thus include all current transfers between resident and non-resident individuals. Compensation of employees refers to the income of border, seasonal and other short-term workers who are employed in an economy where they are not resident and of residents employed by non-resident entities. Data are the sum of two items defined in the sixth edition of the International Monetary Fund's Balance of Payments Manual: personal transfers and compensation of employees.
12	Net number of migrants	Estimated number of immigrants minus the number of emigrants.
13	Annual rate of change of the migrant stock (%)	Estimated exponential annual rate of change of the international migrant stock (immigrants), expressed as a percentage.
14	Annual rate of change of the refugee stock (including asylum seekers)	Estimated exponential rate of change of the refugee population (including asylum seekers) per year expressed as a percentage.
15a	Main destination regions and countries	Top 10 destination countries (and top 3 destination continents) for emigrants in the last available year with their respective number of international migrants.
15b	Main countries of origin	Top 10 countries of origin for immigrants in the last available year with their respective number of international migrants.
16	Inbound mobility rate (%)	Number of tertiary students from abroad studying in a given country, expressed as a percentage of total tertiary enrolment in that country.
17	Outbound mobility ratio (%)	Number of students from a given country studying abroad, expressed as a percentage of total tertiary enrolment in that country.
18	Total inbound mobile tertiary students	Total number of tertiary students from abroad studying in the country.
19	Total outbound mobile tertiary students	Total number of tertiary students from the country studying abroad.
20	Net flow of internationally mobile tertiary students	Number of tertiary students from abroad (inbound students) studying in a given country minus the number of students at the same level from a given country studying abroad (outbound students).
21a/b	Inbound/outbound tertiary students per country of origin	Top five origin/destination countries of mobile tertiary students with their respective number of mobile students (last available year).

ANNEX II: LIST OF RELEVANT PROJECTS

This list is not exhaustive and includes selected projects specifically targeting the development of skills of migrants.

Project title	Implementing agency	Amount and/or source of funding	Duration	Main objectives	Beneficiaries
<p>Promotion of legal migration of highly qualified workers</p> <p>Migrant support measures from an employment and skills perspective (MISMES): Tunisia ETF (europa.eu)</p>	GIZ	€1.7 million Federal Ministry of Foreign Affairs	2012–2013	Training and internship opportunities in Germany for unemployed engineers	100 job seekers 57 employers
<p>TAPIG Transition Partnership in the Health Sector</p> <p>Migrant support measures from an employment and skills perspective (MISMES): Tunisia ETF (europa.eu)</p>	TAPIG office	Over €2.5 million Askleipos (private hospital group)	2012–2013	Three-month language selection and training for paramedics Six-month training course at the hospital in Hamburg Three-year employment contract	50 migrants in Germany 25 pre-integration in Tunisia
<p>LEMMA – Supporting the EU–Tunisia Mobility Partnership</p> <p>Project sheet - Expertise France</p>	OFII and Pôle Emploi	€5 million	2016–2019	Strengthening the capacity of the Tunisian authorities to manage labour migration and professional mobility through increased cooperation with their European partners Improving knowledge of the main Tunisian communities in Europe and setting up a targeted programme to mobilise the skills of the diaspora in order to promote the integration of migration into local and regional development Strengthening the capacities of the Tunisian authorities and civil society organisations to provide support for the reintegration of people returning to the country	State institutions and civil society organisations
<p>MENTOR Mediterranean Network for Training Orientation to Regular Migration</p> <p>Home Mentor (networkmentor.org)</p>	City of Milan City of Turin Agenzia Piemonte Lavoro City of Tunis	€543 231.54 EU (Mobility Partnership)	2017–2018	Dissemination of guidelines and recommendations on sustainable/successful operating procedures for professional traineeships	10 candidates from Tunisia

Project title	Implementing agency	Amount and/or source of funding	Duration	Main objectives	Beneficiaries
				Study visits for civil servants and local authority representatives from youth and training/employment services in Milan and Turin Selection of young candidates for professional traineeships, pre-departure training sessions and post-traineeship mentoring Awareness-raising and information campaigns for youth in Tunisia and Morocco on temporary and circular migration	
<p>AMEM Support to Equitable Migration in the Maghreb (Regional: Morocco, Tunisia, Libya and Mauritania)</p> <p>AMEM - Appui à la migration équitable pour le Maghreb: Libye, Maroc, Mauritanie, Tunisie (ilo.org)</p>	Office International du Travail	<p>€2.4 million</p> <p>AICS (Italian Agency for Development Cooperation)</p>	2018–2021	<p>Establishing an integrated labour migration information system</p> <p>Implementing measures to strengthen capacities of labour migration data producers</p> <p>Facilitating mechanisms and structures for coordination of different sectors working in the field of labour migration data collection and processing</p> <p>Promoting the identification of priority dimensions for capacity building of concerned institutions</p>	State institutions and Non governmental organisations ONGs and social partners concerned with labour migration
<p>HOMERe (High Opportunity for Mediterranean Executive Recruitment)</p> <p>HOMERe BUSINESSMED (Union of Mediterranean confederations of Entreprises) (businessmed-umce.org)</p>	University of Western Brittany in cooperation with HOMERe France Association	<p>€2.6 million</p> <p>EU (Mobility Partnership)</p>	2019–2020	Boosting the mobility of young talented students and graduates from Egypt, Morocco and Tunisia by offering internship opportunities in companies based in France and operating in the target countries	Up to 250 students (across the 3 countries)
<p>MEET Africa Phase 2 (Regional)</p> <p>MEET Africa 2: EU helps Moroccan and Tunisian diasporas set up businesses in countries of origin EU Neighbours</p>	Expertise France	<p>€5 million</p> <p>EU Emergency Trust Fund for Africa AFD co-financing €3 500 000</p>	2019–2022	Strengthening the skills and ecosystem of diaspora entrepreneurship supporters and actors through: the creation of a Euro–African platform that identifies and ranks the provision of services accessible to diasporas	Diaspora

Project title	Implementing agency	Amount and/or source of funding	Duration	Main objectives	Beneficiaries
				strengthening technical support for entrepreneurship through capacity building, networking and financing Strengthening the skills of diaspora entrepreneurs and their own capital through: technical support to 140 entrepreneurs for the creation or development of their business, including on a south-south pilot action funding for up to 175 diaspora-led projects	
<p>ProGreS, Tunisia Migration Governance and Strategy Programme</p> <p>ProGreS Migration Tunisia - ICMFD</p>	<p>International Centre for Migration Policy Development GIZ Expertise France in cooperation with OFII AFD in cooperation with Mercy Corps and NGO GRDR Migration-Citoyenneté-Développement</p>	<p>€20.3 million of which: €4 million diaspora mobilisation €6.4 million socioeconomic reintegration of returning migrants</p> <p>Financed under the EU Emergency Trust Fund for Africa</p>	2018–2020	<p>Reinforcing socioeconomic opportunities for young Tunisians in the regions most affected by emigration Mobilising Tunisians abroad to invest in the country Setting up a mechanism for the sustainable reintegration of Tunisian returnees</p>	<p>State institutions concerned with labour migration Young people Returning migrants</p>
<p>THAMM (Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa) (Regional: Morocco, Tunisia, Egypt)</p> <p>THAMM – Pour une approche globale de la gouvernance des migrations et de la mobilité de main-d'œuvre en Afrique du Nord Organisation Internationale pour les Migrations (iom.int)</p>	<p>THAMM I: GIZ ILO IOM THAMM II: Enabel OFII</p>	<p>€25 million of which for Tunisia: €5 million (THAMM I) €2.4 million (Enabel) €5 million (OFII)</p> <p>€20 million EU Emergency Trust Fund for Africa €5 million BMZ</p>	2019–2022	<p>Establishment of regulatory frameworks in the field of legal migration and mobility Improvement of mechanisms for assessment, certification, validation and recognition of migrants' skills and qualifications Improvement of migration-related knowledge and data management in the field of legal migration and mobility Establishment/improvement of mobility schemes with selected North African countries – Egypt, Morocco and Tunisia Improvement of cooperation between relevant stakeholders in</p>	<p>State institutions concerned with labour migration in the beneficiary countries</p> <p>Citizens of North African countries of working age seeking job opportunities (abroad or in their country), and migrants working in North Africa</p>

Project title	Implementing agency	Amount and/or source of funding	Duration	Main objectives	Beneficiaries
				the field of legal migration and mobility, in particular job placement	
<p>PMD (Programme Migration for Development) (Global: 13 countries)</p> <p>Programme Migration & Diaspora (giz.de)</p>	GIZ	€4.2 million (€85 million global)	2020–2023	<p>Potential returning migrants in Germany and the returning migrants' support networks use the training and information services provided to prepare return and reintegration in their countries of origin</p> <p>Returning migrants and local communities, as well as state actors, use improved advisory services in the country of origin</p> <p>Returning migrants and local communities use the specific services provided in each country by civil society organisation to develop their social and economic participation</p>	Returning migrants and local communities in countries of origin
<p>PERSPECTIVES – Prospects for Tunisian Youth with the Support of the Diaspora</p> <p>Perspectives pour les jeunes Tunisiens et Tunisiennes qualifiés et contribution de la diaspora tunisienne - Projets - Site (swisscontact.org)</p>	Swisscontact	€13.875 million Swiss Agency for Development and Cooperation	2021–2028	<p>Engaging the diaspora</p> <p>Promotion of circular migration of highly qualified Tunisians</p> <p>Effective government structures (partnerships)</p>	<p>Young Tunisians</p> <p>State institutions concerned with labour migration</p>

LIST OF ABBREVIATIONS

ANETI	Agence nationale pour l'emploi et le travail indépendant (Tunisian Public Employment Service)
ATCT	Agence tunisienne pour la coopération technique (Tunisian Agency for Technical Cooperation)
ETF	European Training Foundation
EU	European Union
FAO	Food and Agriculture Organization (UN)
GDP	Gross domestic product
GIZ	Gesellschaft für Internationale Zusammenarbeit
ILO	International Labour Organization
IOM	International Organization for Migration
MISMES	Migrant support measures from a skills and employment perspective
NEET	Not in employment, education or training
OECD	Organization for Economic Cooperation and Development
ONM	Observatoire national de la migration (National Migration Observatory)
OTE	Office des Tunisiens à l'Étranger (National Office for Tunisians Abroad)
RPL	Recognition of prior learning
SMN	Stratégie migratoire nationale (National Migration Strategy)
SNEI	Stratégie nationale de l'emploi à l'international et de la protection des droits des travailleurs migrants (National Strategy for International Employment and the Protection of the Rights of Migrant Workers)
USD	United States dollar
VET	Vocational education and training

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