





# 1. AN URGENT NEED FOR IMPROVED LABOUR DEMAND ANALYSIS



In Tunisia, data about labour and skill demand are incomplete



A limited LM analytical capacity



No reliable, complete data about vacancies



Little is known about employers' current and future need for skills by type and sector.



Manpower surveys remain the only key source of information.



## 2. LOW DEMAND FOR LABOUR COMBINED WITH SKILL MISMATCH



- The distribution of employment by sector reveals the weakness of total demand for skilled labor:
  - Most of employment is in the low skill sectors.
  - The share of the skill intensive activities is increasing but remains low.
- The supply of skilled labor has been growing faster than demand.
- The unemployment rate among the unskilled is much lower than among the educated.



## 2. LOW DEMAND FOR LABOUR COMBINED WITH SKILL MISMATCH

Low quality jobs in the informal sector are in growing numbers and easier to find but often rejected by youth, especially women, with tertiary education.

Skill mismatch is also a real issue: about 30 percent of firms complain about difficulty to find the right skills.

### 3. THE USE OF THE INTERNET IS HIGH



Two thirds of mobile phone owners use it for the internet, This rate goes up to 75% for women and to 90% for youth.



66.8% of individuals use the internet (31/12/20) – World 58.8%  
80% of women and 90% of youth.



About 95 % of private firms and 100% of the public sector use the Internet.

## 4. LEGAL FRAMEWORK IS A MAJOR ISSUE

- Per the labor law recruitment may be done either directly or through the public employment agency (ANETI), but all newly recruited personnel must be reported by the employers to ANETI.
- Private employment agencies are not allowed. That is, recruitment through private intermediaries is illegal.
  - This is obviously a real issue ; yet private sector agencies are flourishing.
- The debate about amending the law has been ongoing for decades.

## 5. PUBLIC EMPLOYMENT AGENCY (ANETI)



<http://emploi.nat.tn/fo/Fr/global.php>

- ANETI is the main operator and employment services provider, but it does not have enough resources and capacities to provide all the services required by the market and to enforce its monopoly as the unique employment agency.
- It has a well-established data base and digitized system.
- Actions are taken to modernize and digitize all its services, but a number of issues remain.

Name of the job-portal	Website address
keejob	www.keejob.com
tanitjobs	www.tanitjobs.com
tunisietravail	www.tunisietravail.net
tunisie-emploi	www.tunisie-emploi.tn
rekrute	www.rekrute.com
farojob	www.farojob.net
jora.com	tn.jora.com
offre-emploi.tn	www.offre-emploi.tn
Jobi	www.jobi.tn/
Tunisie annonces	http://www.tunisie-annonce.com/
emploi.nat.tn	emploi.nat.tn/fo/Fr/global.php
Bayt	www.bayt.com/en/tunisia/
ballouchi	www.ballouchi.com/annonces/emploi-services/
opensouq	tn.opensooq.com/ar/
wzayef	www.wzayef.com/en/jobs/tunisia
tunisia.tanqeeb	tunisia.tanqeeb.com/s/jobs/jobs-in-tunisia
EmploiTunisie.com	<a href="https://www.emploitunisie.com/">https://www.emploitunisie.com/</a>
Tayara	https://www.tayara.tn/l/tunis/sc/emploi-et-services/of
Optioncarriere	https://www.optioncarriere.tn/emploi-travail.html
Jamaity	https://jamaity.org/forsa/
Talents	https://www.talents.tn/offres/
atct	www.atct.tn
Manpower	<a href="https://manpower-professional-tunisie.jobs.net/fr-FR">https://manpower-professional-tunisie.jobs.net/fr-FR</a>
Adecco	http://adeccotunisie.com/jobs/
Manwork	http://manwork.tn/

## 6. PRIVATE SECTOR OJV PORTALS

- An increasing number of private employment offices are openly operating and posting vacancies online. There is clearly a demand for their services. An important number of modern private enterprises prefer to rely on them instead of ANETI
- The landscaping and raking table includes more than 25 portals. Some major ones, such as Manpower, Adecco and Manwork, do not show their real size as they advertise most of their vacancies through other operators.

# CONCLUSION

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The big data technology could open the way for an efficient and much more powerful way to analyze the LM and forecast labor and skill demand.

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Legislators and policy makers may also agree on a better and more coherent legal setup and distribution of roles between the public and the private operators.