



NETWORKING FOR THE FUTURE

SITUATIONAL ASSESSMENT OF GENDER ISSUES IN TUNISIA



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List of Acronyms

Acronym	Definition
CAV	Capacities and Vulnerabilities Analysis
CBO	Community Based Organization
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CPS	Code of Personal Status
ELS	Environmental Livelihood Security
FPEC	Future Pioneers for Empowering Communities
GAD	Gender and Development
GEWE	Gender Equality and Women's Empowerment
GII	Gender Inequality Index
GIZ	German Development Agency
HAF	Harvard Analytical Framework
HDI	Human Development Index
IUCN ROWA	International Union for Conservation of Nature\Regional Office of West Asia
KAP	Knowledge, Attitude and Practices
MINARET	MENA Region Initiative As a Model of NEXUS Approach and Renewable Energy Technologies.
NERC	National Energy Research Center
NGO	Non –Governmental Organization
ONAS	The National Sanitation Utility (Office National de l'Assainissement)
RSS	The Royal Scientific Society
SDGs	Sustainable Development Goals
Sida	Swedish International Development Cooperation
SIGI	Social Institutions and Gender Index
STEG	Tunisian Company of Electricity and Gas (Société Tunisienne de l'Electricité et du Gaz)
SWOT	Strengths, Weaknesses, Opportunities and Threats Analysis
UNDP	United Nations Development Programme
WASH	Water Sanitation and Hygiene sector

Definition of Key Terms ^[1]

Key Term	Definition
Gender	Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.
Gender Awareness	Recognition that women and men perform different roles in society and therefore have different needs which must be recognized.
Gender Discrimination	A difference in treatment of people based entirely on their being male or female. This difference contributes to structural inequality in society.
Gender Inequality	Refers to the unequal rights, responsibilities and opportunities of women and men and girls and boys in all sectors- political, social, legal and economic.
Gender Equity	Recognizing that different approaches may be needed to produce equitable outcomes by taking account of and addressing the differences between and amongst the lives of women and men, boys and girls and the diversity of different groups of women/girls and men/boys.
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.
Gender and Development	Is an approach to development policy and practice focuses on the socially constructed basis of differences between men and women and emphasizes the need to challenge existing gender roles and relations.
Sex	This refers to the biological and physiological characteristics that categorize someone as either female or male.
Practical Gender Needs	Practical Gender Needs are those needs that have been identified by women within their socially defined roles as a response to an immediate perceived necessity (e.g., inadequacies in living conditions such as water provision, healthcare, and employment). They do not challenge gender divisions of labor and women's subordinate position in society.
Strategic Gender Needs	Strategic Gender Needs vary by context and are identified by women as a result of their subordinate social status. They tend to challenge gender divisions of labor, power and control, as well as traditionally defined norms and roles (e.g., legal rights, domestic violence, equal wages, and women's control over their bodies).
Social Exclusion	The process through which individuals or groups are wholly or partially excluded from full participation in the society in which they live resulting in these individuals and groups being prevented from accessing resources, participating in society and asserting their rights.
Women Empowerment	A process through which women and girls acquire knowledge, skills and willingness to critically analyze their situation and take appropriate action to change the status quo of women and other marginalized groups in society.
Human Development Index (HDI)	A composite index measuring average achievement in three basic dimensions of human development—a long and healthy life, knowledge and a decent standard of living.

Executive Summary

The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies (MINARET) project was initiated to overcome the increasing challenges over resources, through adopting an approach that strengthen synergies between renewable energy technology and efficiency, water management and food security and ensure a long-term sustainability. The MINARET project was developed based on a success story achieved in Sahab Municipality at Jordan, that has strengthened the awareness and knowledge to the importance of using renewable energy and energy efficiency technology. The project was achievable after a generous support from the Swedish International Development Cooperation Agency (SIDA), through the Swedish development cooperation in the Middle East and North Africa (MENA) region. It is led by the Royal Scientific Society/National Energy Research Centre (RSS/NERC) in partnership with the International Union for Conservation of Nature\ Regional Office of West Asia (IUCN ROWA) and Future Pioneers for Empowering Communities (FPEC).

The project will be implemented in four municipalities located in three countries, which are Jordan, Lebanon and Tunisia. Therefore, a detailed gender assessment was developed and designed to understand community's perceptions and needs toward the use of sustainable resources such as energy and water, and their implications on food security issues. A set of methods were conducted and applied equally within the four municipalities. Methods included a detailed desktop review for the existing information about each municipality. In addition, a structured questionnaire targeting community members (women, men, boys, girls, elderly and marginalized groups) and focus group discussions, in addition to direct interviews with relevant stakeholders, beneficiaries and institutions which are located within the boundaries of each municipality.

The focus group discussions have revealed that there is a progress in gender sensitivity among Monastir community members due to evolving economic situation, change of social norms as a result of technological advancement and the Code of Personal Status (CPS). Therefore, male members of the families are accepting that the female members at their households have more roles and contributions in the social and economic life. However, gender mainstreaming and gender sensitivity programs remain a vague concept to most community members.

The typical enterprises women in Monastir invest in are food-processing, sewing, basket-weaving with little diversification across loan. As a result, competition between these enterprises is strong, especially since most of them work on a local level within limited markets.

A holistic approach needs to be adopted in supporting income-generating projects for women, and the provision of credit for poor women, and take into consideration not to increase the workload of already overburdened women, reduce their personal well-being or their ability to care for their children.

The assessment showed the importance of creating opportunities for women to enhance their technical competencies in water and energy management is crucial to the success of the project.

Role models are considered to play a vital role in encouraging young people to take specific career paths. Therefore, providing community with positive images of women professionals in the energy and water sectors could be a simple but effective way of encouraging young girls to study appropriate subjects for a career in energy and water. In addition, networking and advocacy by women's groups represent important ways of promoting the acceptance of women as energy and water experts.

1. Introduction

1.1 Project Background

Countries in the (MENA) region are faced with the challenges of a growing population, high unemployment, surging demand for electricity, and limited investments in new generation capacity, and in certain countries limited or no supply of indigenous hydrocarbon resources. In particular, Jordan, Lebanon and Tunisia currently face a serious energy challenge because they lack domestic energy resources or have little resources and exhibit an ever greater demand for energy to fuel their social and economic development. The issues in these three countries have been exacerbated by the influx of significant numbers of refugees, resulting from the continuing Syrian crisis (Jordan and Lebanon), as well as political and economic instability in various African countries (Tunisia).

To face these challenges, this four-year project, "The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies" (MINARET), is designed to address the unique sustainability challenges and opportunities of the MENA region by increasing local and regional sustainability capacities using the synergies between renewable energy technology and efficiency, water management and food security.

A gendered perspective in energy and water management is necessary to ensure both women's and men's participation for improved resource management practices. Involving both women and men enhances the results of project pilot actions and initiatives and improves the likelihood of their sustainability with an eye on environmental conservation. It also contributes to ensuring that no unintended negative effects on men or women occur.

Gender equality cannot be reached without the support and participation of men. Men involvement in the mainstreaming process must be encouraged so that men become allies to women in their quest and not an opposing front that delays positive outcomes, and so it is more recognized now that male inclusion is an important part of the gender mainstreaming process.

Energy poor individuals suffer in various ways; loss of time, lack of income, physical exhaustion, and lack in access to education and information. Women and men, despite many commonalities, also exhibit systematic differences in the ways they experience energy poverty, differences that if overlooked can end up propagating existing injustices. These differences are derived from socially determined gender roles and norms that in turn drive patterns of energy usage in the region. Women and men require modern energy as the means to accomplish distinct sets of tasks within their spheres of activity, whether domestic, agricultural, community-based, or commercial. Evidence shows that gender is one of many considerations (including geography, income, culture, etc.) influencing preferences for energy products, fuels, and services.

When implementing the water–energy–food nexus care should be taken to integrate sustainable livelihoods aspects, which have been repeatedly overlooked, but represent an important part to obtaining sustainable development.

NEXUS theory outlines that water, energy and food security can be achieved through a nexus approach that integrates management and governance across sectors scales. Relevant SDGs for the MINARET project are presented in Figure 1 below.

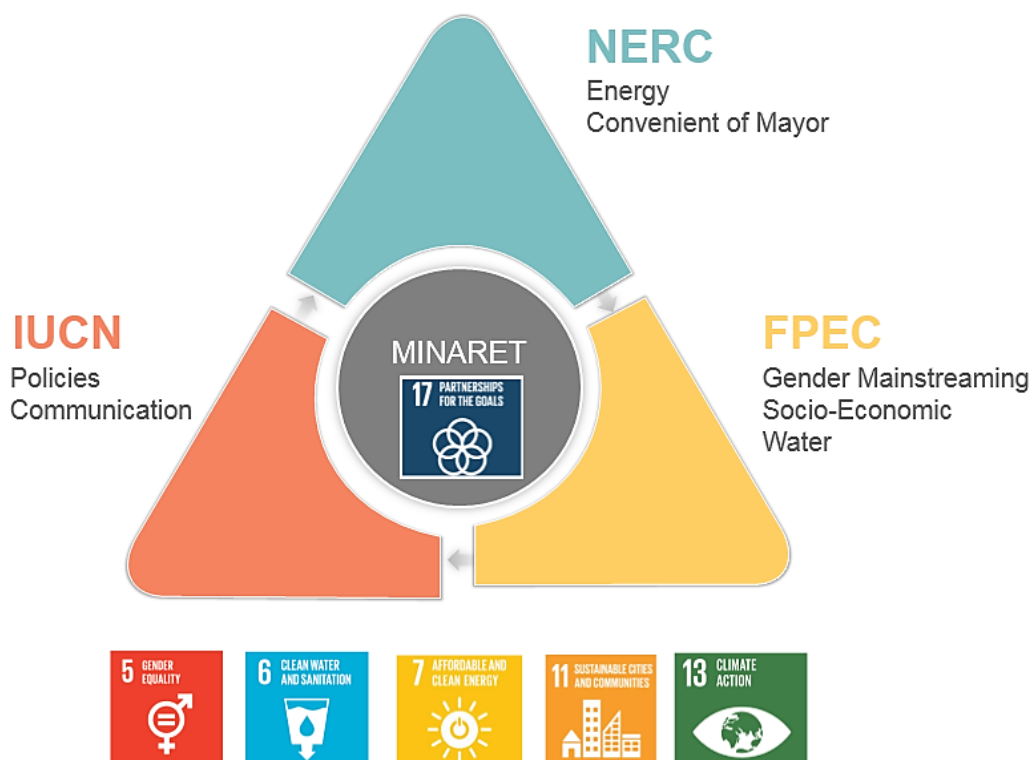


FIGURE 1: RELEVANT SDGs FOR THE MINARET PROJECT

1.2 The Assessment

Swedish International Development Cooperation Agency (Sida) defines a gender analysis as a starting point for gender mainstreaming. Before cooperation processes begin, any decisions are made and plans are outlined, the gender equality situation in a given context must be analyzed and expected results identified.

This assessment was carried out to analyze gender dynamics, understand the current gaps and barriers in gender mainstreaming and develop a roadmap of actions and solutions to improve the gender integration in the MINARET project.

The 2030 Agenda, the Arab Forum for Sustainable Development and the High-Level Political Forum (HLPF) on sustainable development agreed on many key points; they signalled the links among goals relating to environment, natural resources, climate change and economic and social objectives, and called for increased cooperation across the region given the cross-border nature of water, energy, agriculture and food security challenges. They also stressed that human rights, including the development right, and gender equality and women's empowerment, are the foundation of the agenda, and align with ESCWA's proposed water-energy-food security nexus.

The Gender analysis highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context. It also helps us develop more appropriate actions in addressing gender-based inequalities that cover the needs of different population groups.

1.3 Natural Resources and Gender

Over the past 50 years, ecosystems have changed in a rate faster than any comparable period of time in the human history, largely because of the need to meet rapidly growing demands for food, water, timber, fibre, and fuel. ^[2] Rapid population growth and urbanization impact consumption of energy and water resources. Understanding communities' structures including roles and responsibilities in natural resources management from gender dimensions is a starting point for reversing environmental degradation.

Improving natural resource management practices and protecting the environment require reducing poverty and achieving livelihood and food security. Understanding and changing natural resource management and governance as well as unequal patterns of access to and control over natural resources lie at the heart of reversing natural resource degradation. These issues are crucial to address the gender dimension of natural resources.

Gender differences exist in rights and access to natural resources. Women and men have different roles, responsibilities, and knowledge in managing natural resources. Women are typically associated with managing natural resources daily in their roles as farmers and household providers. They are responsible for cleaning, washing, cooking, or bathing and associated with energy consumption to meet basic needs in the household for cooking and heating. Despite their reliance on natural resources, women have less access to and control over new technologies, information, and training related to natural resource management, as most of the related initiatives target men.

To protect their natural resources, women and men must be empowered to participate in decisions that affect their needs and vulnerabilities and have equal access to knowledge and information. Addressing the gender dimensions of natural resources management will help policy makers formulate more effective interventions for their conservation and sustainable use of natural resources.

1.4 Gender Dimension of the Energy-Water-Food Nexus

Gender is one of the major cross-cutting issues regarding the water-energy-food nexus and there is significant need to develop and apply gendered approaches. Available, affordable and accessible energy and water offers significant contributions to economic well-being and contributes to achieving gender justice. Improved access to energy and water for both the urban and rural poor creates livelihood opportunities and better health conditions that may break the cycle of poverty, see Figure 2.

Improved access to energy and water services can alter women's social, economic and political status — reducing the time and effort involved in household activities, providing better health and educational conditions, enhancing income-generating opportunities, and facilitating their participation in public affairs. The integration of gender issues is thus vital for energy projects in developing countries.^[3]

With view to the Water-Energy-Food Nexus, the role gender plays is rather complex, as it concerns the role of gender in agriculture/agricultural value chains (especially in the processing stages due to the high energy needs), the role of gender in energy poverty, as well as the role of gender in energy and water projects.

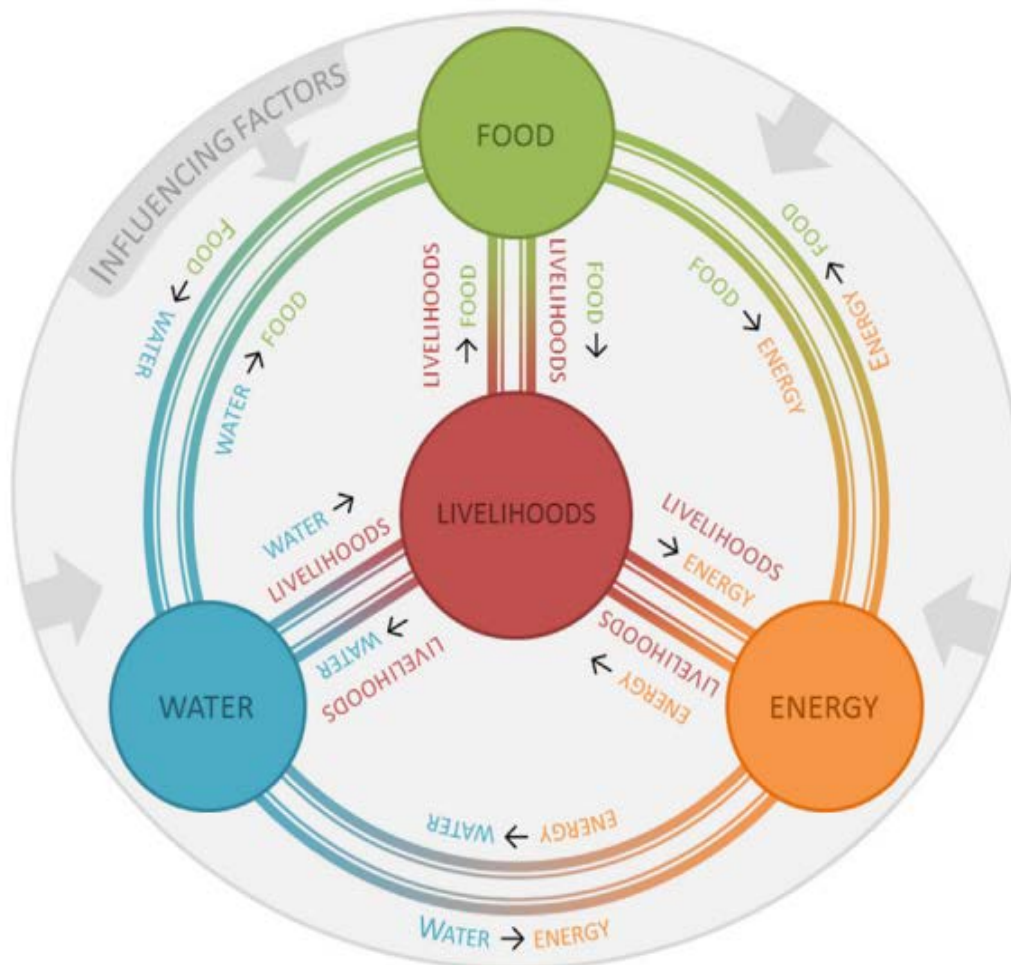


FIGURE 2: THE NOTION OF ENVIRONMENTAL LIVELIHOOD SECURITY (ELS) CONCEPTUALIZES THE LINKS BETWEEN WATER, ENERGY, FOOD AND LIVELIHOODS WHICH NEED BALANCE TO ACHIEVE A SUSTAINABLE SYSTEM. EXTERNAL INFLUENCING FACTORS SUCH AS CLIMATE CHANGE, POPULATION GROWTH, AND GOVERNANCE CAN ALL IMPACT UPON ATTAINING ELS. ^[4]

Expanded energy sources are necessary to provide: mechanical power for agriculture, food processing, water pumping and irrigation; modern fuels for cooking and heating; electricity for lighting, refrigeration, communications, commercial enterprises and community services in rural areas. Without access to efficient and affordable energy sources, rural communities will have very limited opportunities for economic and social development. Access to Modern Energy is however problematic in most developing countries. According to the estimates of the International Energy Agency (IEA), 2.6 billion people around the world currently rely on traditional uses of energy to cover their basic energy needs. This figure is expected to rise to 2.7 billion by 2030.

This lack of access to energy is experienced in different ways by men and women in developing countries. The energy sector continues to be dominated by men, especially at decision making levels. Households headed by women are particularly disadvantaged, which constrains women's energy access as well. Poor women in rural areas generally have a more difficult time compared to men, due to their traditional socio-cultural roles. The lack of modern energy services negatively affects their chances of education and income generation which makes it harder for women in particular to overcome poverty.

In poor settings in particular, women often experience excess vulnerability to conditions of energy poverty above and beyond that experienced by men. Vulnerability tends to manifest itself as: “hands and feet” carrying of goods, water, children, fuel, market goods, and household supplies; manual labor to do household tasks, farm work, and raw materials/agro-processing; exposure to physical hazards such as pollution, burns, assault, and poorly lit childbearing experiences. But the overall effects of energy poverty are largely consistent for both women and men and include: Low standards of living, health conditions, reduced productivity, and missed opportunities.

Women face particular obstacles in accessing renewable energy technologies due to their relatively higher poverty levels, lower access to credit and less access to information. According to the Wuppertal Institute for Climate, Environment and Energy (WISIONS), it has been demonstrated that integrating gender issues i.e. women’s needs as a key variable in energy projects makes it more likely that energy will have a substantial impact on household and community poverty and on gender equality. Thus where energy interventions address women’s equal participation, the potential for benefits is much higher for all.

Access to energy and water are inextricably linked, and the lack of access to clean water in the world is just as daunting as energy access. Access to clean, secure, and sufficient quantities of water is vital to achieve adequate standards of food and goods production, sanitation, as well as health, and these all have direct links to energy. As the population in the MENA region rises and the development pressures increase, access to water will have to be handled in parallel to access to energy.

Pumped water and irrigation are important for improving agricultural production and food security. Energy for transport is essential for water distribution. Energy is also necessary to purify water (boiling and disinfection), and this has dramatic impacts on health, sanitation, and food security. Just as energy is important for water production, water can be critical for energy production. Hydropower is an important component of many energy mixes and water is required for cooling.

Agriculture plays a large role for economic development in developing countries, yet agriculture is also very energy intensive. Up to 70 % of the labor force in developing countries works in agriculture, and women make up the majority of agricultural laborers. Gender inequalities are, however, widespread, especially with view to land distribution, access to credits and access to agricultural inputs such as seeds and fertilizer, and reduce agricultural productivity and efficiency. Women also rank lower in agricultural technologies adoption level, although, according to the International Centre for Research on Women, enhancing women’s access to vital agricultural inputs that require intensive use of energy, such as irrigation technologies can substantially boost their agricultural productivity and incomes.

Furthermore, women operate and own the majority of informal sector enterprises in developing countries, and make up the largest proportion of the work force. Their enterprises tend to be concentrated in a relatively narrow range of activities, are often very energy intensive, yet rely on biomass fuels and have disproportionately low rates of return compared to the activities undertaken by men. Also men dominate those income activities that are more value adding and require more advanced equipment, such as energy technologies.^[5]

Modern energy services can transform the agriculture sector at multiple points including food production (e.g. ploughing, irrigation, cultivation); processing (e.g., grinding, milling and drying); and business (e.g., cold chain, access to market, pricing knowledge, and higher-value products). Reducing of labor number in farming while seeing increased production from access to mechanized power, could particularly be relevant for the many small farmers in the MENA region.

1.5 Socio-economic Synergies

The MINARET projects' socio-economic assessment has been designed with conscious of mainstreaming gender and diversity considerations throughout the survey's planning, design, volunteers training, implementation and analysis stages. This was very critical as men, women, girls and boys are often dealt differently in using energy, water and their implications in food production, and may therefore hold distinct knowledge, experiences, and perspectives and may also have specific and varying needs and priorities. This will generate different solutions on how to promote the use of sustainable natural resources.

This participatory assessment will highlight the nature of livelihood strategies in different classes of households (social differentiation), their livelihood security level, and the principle constraints and opportunities to address through programs. This information is also disaggregated by gender and generation.

By drawing attention to the diversity of assets that people use in their livelihoods, the socio-economic analysis produces a more holistic view on what resources, or combination of resources, are important to the community members, especially the poor, including not only physical and natural resources, but also their social and human capital to provide more realistic view about how the project interventions and small initiatives will benefit and impact men, women, boys and girls and to implement tailor-made projects according to their specific needs.

Two levels of empowerment are distinguished: 1) Personal empowerment, which refers to enhancing people's confidence and skills to overcome constraints. This may include the formation of mutual interest and support groups to initiate activities, to improve existing income-generating activities, or to identify and start-up new more profitable activities. Addressing gender relations within both the household and community may be an essential part of the strategy. 2) Social empowerment, which refers to the establishment and/or strengthening of existing, representative, community-based organizations to build up the capacity for community members to plan and implement priority development activities which emerge from participatory needs assessments.^[6]

Collecting gender disaggregated data while conducting assessments at the community level is very important; therefore particular attention to 'vulnerable groups' was given, including women, when conducting regular socio-economic analysis, which was then supplemented with specific Gender Analysis.

Ensuring that gender is being addressed in principle is one thing. However, to make it possible for women to express their genuine perceptions, interests, and needs in relation to specific livelihood issues in practice, is the real challenge.

Renewable energy, water supply, sanitation, food security are closely interlinked (water-energy-food nexus) in community development. This means that any intervention must take into account the interrelations and synergies in these sectors with a close eye to gender equality. The application of gender mainstreaming in nexus approach on the strategy, programme and activities levels, enables sustainable solutions and leads to better results in terms of the SDGs.

1.6 Objective of the Assessment

The overall objective of the gender assessment for the four selected municipalities in Jordan, Lebanon and Tunisia is to provide an understanding of the project's main stakeholders and beneficiaries commitment and capacity to work on Gender Equality and Women's Empowerment (GEWE) issues. The aim of this study is to get a grasp on gender inequalities; its causes, how it intersects with other

inequalities, how it impacts the MINARET project, benefits produced by development efforts and whether gender inequalities persist in the country.

The specific objectives of this assessment are:

1. Identify the main gaps and problems in gender mainstreaming on national and municipal levels, on a larger scale, and on community level, on a smaller scale.
2. Review current needs and expectations in the three thematic areas (energy, water and food).
3. Identify key gender issues that need to be addressed and evaluate the current situation and how it was evolved from the past to see if there is a progress or drawback.
4. Identify entry points and relevant actions planned and taken by key actors to address gender gaps across different sectors.
5. Provide basis for understanding the constraints and opportunities, and setting realistic priorities and decisions on actions to enable strategies and programmes to work toward meeting the needs of both women and men.
6. Improve the design and the planning of the MINARET project, in order to prevent a negative impact on gender equality and to strengthen gender equality through better-designed, transformative plans and activities.

2. Methods

This chapter outlines the details the methods that were applied through the assessment. Two main methods were used in the assessment; literature review and direct interviews. Both are outlined below.

2.1 Literature Review

A comprehensive literature review was carried out aiming to get a synopsis on the existing studies and reports, relevant legislation, policy papers, action plans, research papers, publications, data, official statistics in the three countries regarding gender equality and gender situation understanding. The literature review was carried out in parallel for the three countries since they shared similar literature and it was more efficient to carry out the literature review in this manner.

2.2 Direct Interviews

The methodology of preparing the Gender Analysis was based on the participatory approach of all relevant stakeholders and beneficiaries, state and non-state actors, according to their mandates and commitments to gender equality and women empowerment. The analysis has been carried out in a multidisciplinary manner and covered relevant cross-cutting issues. The main principles of the assessment are to ensure tailoring the content of the intervention to the need of the beneficiary, focusing on the specific needs of women and vulnerable groups, active participation and consultation of the beneficiaries and stakeholders.

Direct interviews and meetings with state officials and other key informants to learn about their personal experiences, effects of measures, gaps and achievements, inhibiting and stimulating factors, to get a better picture on the practical needs and gaps that exist regarding gender integration and gender responsiveness in projects and policies at different levels:

- National level: through informant interviews with key ministries, governmental institutions staff whom are knowledgeable about gender issues and situation.
- Community level: through interviews, meetings and focus group discussions with civil society organizations (CBOs), national non-governmental organizations (NGOs), as well as cooperatives and community members that have social component in their projects.

Qualitative research methods were conducted; Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) with the main stakeholders related to gender and women's empowerment. The selection of the representative stakeholders and beneficiaries for the Focus Groups Discussions (FGDs) and the direct interviews was determined after reviewing the three Stakeholder Analysis Reports conducted by the International Union for the Conservation of Nature IUCN – MINAREET project partner. The FGDs and meetings with the local community representatives aimed in particular to collect information regarding the gender norms, roles, and needs in three main sectors: Energy, water, and food, which embody a holistic approach to manage the main three environmental resources; water, food and energy using the NEXUS approach. The criteria used for selecting the representative stakeholders and beneficiaries are the following:

- Advocates and opponents to the project: officials, municipality employees, representatives from relevant ministries.
- Variety of social function: balanced representation including civil society organizations, public administrators, private sector, scientific experts and community members.
- Variety of social profiles: age, gender and geographic and social origins.

The questionnaires and the lists of questions discussed during the focus group discussions and the key informant interviews at national, municipal and community levels. The leading research questions included the following:

- How do gender norms reinforce gender relations?
- Is legislation/policy gender neutral, gender-blind or gender-aware?
- Do particular laws/policies reinforce and sustain subordinate or discriminated gender roles?
- Where do biases and gender stereotypes reinforce gender roles? Are contributions to family care, particularly those of women, understood as contributing to the economy?
- Are international commitments to gender equality reflected in the goals, targets, and strategies of national and sectoral policies?
- How do current policies and legislation impact women and men differently?
- How are women represented in the political system and at the decision making in economy, education, and environmental sectors? In which sectors are women and men most represented?
- How do gender inequalities intersect with other inequalities (on the basis of age, ethnicity, disability, sexual orientation, rural/urban disparities, marital and family status, etc.)?

Variety of Gender Assessment Tools and Techniques were used during the direct interview, including: Inter-sectionality Wheel, Harvard Analytical Framework (HAF), Moser Framework, SWOT Analysis, Barriers Analysis, Capacities and Vulnerabilities CAV Analysis Framework, Women's Empowerment (Longwe) Framework, Masculinities. The main questions in the gender analysis were: Who does what? Who has what? Who decides? Who gains? Who loses? Table 1 below includes a description of tools used. Detailed tools and forms used are illustrated in the Annexes.

TABLE 1: APPLIED GENDER ASSESSMENT TOOLS AND TECHNIQUES

Tool	Tool Description	Outcome
Inter-sectionality Wheel	Helping in analysis, advocacy and policy development that address multiple discriminations and helps us understand how different sets of identities impact access to rights and opportunities.	Identities impact on access to rights and opportunities.
Harvard Analytical Framework (HAF)	Collecting data at the micro-level to gain information about: Activity, Access and Control, Influencing Factors, Project Cycle Analysis.	Gender Roles
Moser Framework	Help understand the division of labor within the household and community by asking "who does what?" Moser introduces the idea of women's 'triple role' in production, reproduction and community affairs.	Understand the division of labor "Who does what?"
SWOT Analysis	Assess and identify the gender strengths, weaknesses, opportunities and threats (SWOT).	Gender strengths, weaknesses, opportunities and threats (SWOT).
Barriers Analysis	Qualitative evidence for gender-related differences in barriers and delays that limit access to resources and services.	Gender Equality Barriers

Tool	Tool Description	Outcome
Capacities and Vulnerabilities Analysis Framework CAV	Identifying and addressing emerging problems and social issues in a particular community or area that affect their specific needs, such as difficulty accessing natural resources.	Emerging problems and social issues
Women's Empowerment (Longwe) Framework	Addressing the roots of inequalities and identifying women's empowerment and equality means in practice, and assess critically to what extent a development intervention is supporting this empowerment.	Roots of inequalities
Masculinities	Male inclusion in gender mainstreaming: Men must be reached and included so that interventions for women and girls are not derailed by male resistance.	Male Roles and Male Involvement in the Promotion of Gender Equality

Field-based Observations were also collected, investigating gender relations, group dynamics and interaction observed during field visits, and highlight any gender equality issues to provide recommendations for how the process can be developed and improved.

Finally, all collected data was analysed and segregated to understand the gaps and needs according to gender and the best approaches to integrate gender themes into projects, interventions, work plans and policies of the municipality.

Based on the findings and results of the gender research presented, lessons learned and recommendations are outlined. Also, an action plan for future steps and a performance monitoring plan is also included.

2.2 Limitations of the Assessment

Although this report was carefully prepared and has reached its aims by bringing valuable insights, it is important to note that there were some unavoidable limitations, given the nature of the issues and the scope of the study, these limitations include the following:

- Limited existing resources and reports on gender assessment.
- Gender analysis and gender mainstreaming are still new and not familiar concepts for most of the public administration staff and communities in the MENA region.
- Lack of experts specialized in gender analysis, gender integration and social inclusion to provide clear feedback on the gender analysis and its current situation.
- Lack of resources, interest and prioritization of gender issues by the senior management teams at the targeted ministries / organizations, therefore, lack of assessments, surveys or studies done in this field.
- Some of the data obtained are old and go back to 2010, 2012 and 2013.
- Gender stereotyping remains entrenched in society in terms of both social behaviors and biological determinism.

3. Results

3.1 Literature Review

Under Tunisia's first post-independence leader, President Habib Bourguiba, important advances in women's legal rights and female education were made, unmatched by any other Arab nation. As early as 1956, the government had amended the former family code, banning polygamy and repudiation, promoting consensual marriage and introducing equal divorce proceedings. Further amendments to the personal status code, labour code, and criminal code further strengthened women's rights in Tunisia. The enrolment of girls in primary and secondary schools was accelerated, and by the 1980s, enrolment rates for both girls and boys were very high.^[7] That said advancement in ensuring women's rights and access to education has not translated into women's economic empowerment, as women's participation in the economic sphere remains low.^[8]

Reforms to the Personal Status Code, Labour Code, and Penal Code undertaken in 1993 further reinforced women's social, cultural and political rights in Tunisia. Tunisia ratified the Convention on the Elimination of All forms of Discrimination against Women (CEDAW) in 1985, but with reservations to Article 9(2), regarding the right of a woman to pass her nationality to her children; Article 15(4), regarding the right of the woman to choose her own domicile; several paragraphs of Article 16 related to marriage and divorce; and Article 29, regarding arbitration of disputes arising from the convention.^[9] All specific reservations were removed in 2014; however the government maintains the right to not take any action that conflicts with Chapter I of the Tunisian Constitution.^[10] The Optional Protocol was ratified in 2008.^[11] Tunisia has yet to ratify the Protocol to the African Charter on Human and People's Rights on the rights of women in Africa.^[12]

In January 2014, Tunisia's parliament officially adopted a new constitution. Following critiques on the part of women's rights advocates in 2012 for language that referred to "complementarity" as opposed to equality between the sexes, the new charter now recognizes equality between men and women for the first time.^[13] Article 21 of the constitution reads, "All male and female citizens have the same rights and duties. They are equal before the law without discrimination."

3.1.1 Discriminatory Family Code

Tunisian laws are largely based on the French Code. The Tunisian personal status code underwent significant amendments in 1956 and 1993, and as a result many discriminatory clauses were removed. The country has a single unified court system and personal status code.^[14]

In 2007, the personal status code was again amended to set the minimum legal age of marriage for men and women at 18,^[15] although individuals below this age can get married with the consent of their guardians and special authorization from a judge, granted only for serious reasons and if in the best interests of the spouses (Art. 5).^[16] In addition, Article 3 of the Personal Status Code requires consent of both spouses and dowry has been reduced to a symbolic sum of one dinar.^[17] While both women and men are free to choose their marriage partners, they are expected to seek their parents' permission and advice before marrying, and to respect their wishes in regard to suitable marriage partners.^[18] The law, however, prohibits intervention on the part of the father or guardian in the choice of a spouse or in the conclusion of the marriage contract (Art. 9).^[19] Figures for early marriage are as follows: according to the 2011-2012 Multiple Indicators Cluster Survey (MICS4), 0.4% of women aged 15-49 were married before the age of 15, and 5.1% were married before the age of 18.^[20] The United Nations (using data from 2004) reports that 2.1% of women age 15-19 have never been married, divorced or widowed.^[21]

The previous stipulation that wives are to obey their husbands was removed in 1993 and parental authority is to be shared between women and men.^[22] While article 23 of the Personal Status Code foresees the joint management of family life, including the raising of children and contribution to household expenditures and joint investments, the same article also grants the status of “head of the household” to the husband.^[23] Many women NGOs are active to amend article 23 of the Personal Status Code to remove the status of “head of the household” to the husband in order to be more coherent with the shared parental authority between women and men as mentioned in the same article. Generally, fathers are viewed as having greater authority in family life, child rearing and decisions affecting family and children.^[24] In the event of divorce, custody is granted according to the best interests of the child, although the father remains a guardian. Reforms in 1993 amended the law to increase guardianship rights of custodial mothers.^[25] In practice custody is typically awarded to the mother until boys turn 7 and girls turn 9, at which point the father may request custody.^[26]

Family law reform has not, however, addressed inheritance law, which continues to be governed by Sharia law. Under Sharia law, Muslim women may inherit from their father, mother, husband or children and, under certain conditions, from other family members.^[27] Contrary to Sharia law, however, Tunisian law states that if a father has no sons, the inheritance passes to his daughter(s) rather than to his own family.^[28] In addition, following a court ruling in 2009, it is now possible for non-Muslim women to inherit from their Muslim husbands.^[29] In rural areas in particular, however, women often renounce their inheritance in favor of male relatives, in order to keep property and land within the family.^[30] Some parents get around inheritance laws by gifting property or assets to daughters before they die; this practice is facilitated by tax exemptions granted on gifts made between parents and their children.^[31]

In his speech on National Women’s Day Aug. 13, 2017 in Tunisia, President Beji Caid Essebsi called for legal amendments to the inheritance law to ensure equal rights for men and women, and he called for Tunisian women to be able to marry non-Muslims, which he believes is not in direct conflict with Sharia or the Tunisian constitution. The president’s statements sparked widespread controversy among conservative and liberal forces in the country. However, to push forward this amendment and change the inheritance law, the first step will be to form a committee to consider the change and the process could take many years.

Polygamy has been illegal in Tunisia since 1956.^[32] That said, many Muslim men feel that they are entitled to multiple wives if they have the finances to support them, and unofficial second wives or mistresses maintained in a second household are not unheard of.^[33]

Repudiation is illegal, and women and men have the same divorce rights in Tunisia, meaning that a divorce can be granted at the request of either spouse.^[34] Women who have been the victims of assault or battery at the hands of their husbands may also file for divorce on the grounds of the injury suffered.^[35] Tunisian law requires divorces to be registered with a civil authority, and all divorces take place before a judge.^[36] The adolescent fertility rate is 6 births per 1,000 girls age 15-19.^[37]

3.1.2 Physical Integrity

The law on violence against women, including domestic violence, approved by the Tunisian parliament on July 26, 2017, and it is considered as a landmark step for women’s rights. The law includes elements that are essential to prevent violence against women, protect domestic violence survivors, and prosecute abusers. The law also necessitates the referral of abused women to shelters in case they are in need of one, however, there are no official shelters funded by either the government or nongovernmental parties, nor are these women assisted in finding long-term accommodation. In short, the law must set out how the government will fund its programs.

Generally, domestic violence is viewed as a private issue and the police typically refuse to intervene, often because they lack the training or resources to carry out investigations or protect victims effectively.^[38] In addition, 30.3% of women questioned in the 2011-2012 MICS4 survey agreed that wife beating is justified in at least one of the proposed circumstances, indicating that societal acceptance of domestic violence remains prevalent.^[39] Women's rights organizations provide some support to victims, including in a crisis center and a shelter.^[40] The first government-run domestic violence shelter and hotline opened in late 2012.^[41] According to a 2010 survey, 10% of Tunisian women have experienced some form of physical and sexual violence at least once in their lifetime.^[42]

Rape is illegal under the Tunisian penal code, including spousal rape (Arts 227 and 227bis).^[43] and the new violence against women law adopts a broad definition of violence. In addition to physical violence, the law recognizes other forms of violence against women and girls, including economic, sexual, political and psychological. It also provides for new protection mechanisms that will enable survivors to access the necessary services and legal and psychological assistance. Furthermore, the law eliminates impunity for perpetrators of violence, for example, by amending the article 227 of the penal code, which pardoned a perpetrator of a sexual act with a minor when the perpetrator married his victim. While passing of the law marks a significant step in the right direction, translating it into practice through appropriate implementation measures and resources will be key to making a tangible difference to women's lives.^[44]

Women are able to access contraceptive services in Tunisia, which are available from state-run clinics and hospitals.^[45] According to the United Nations, 51.5% of women questioned reported using a modern form of contraception,^[46] while 17% reported having an unmet need for family planning.^[47]

Abortion is available on demand in Tunisia.^[48] Tunisia has generally had a long history of promoting reproductive rights and a dedicated office (National Office of the Family and the Population (ONFP)) directing family planning has been active since the early 1970s.^[49]

3.1.3 Resources and Assets

Women in Tunisia have equal ownership rights to property^[50] and are free to own and manage land independently.^[51] The default marital property regime is separation of property and the original owner has the legal right to administer their property during marriage.^[52] Law 98-91 (1998) allows spouses to opt for the community of property regime, under which common goods may be transferred only with the consent of both spouses; lacking this option in the matrimonial contract, separation of property applies.^[53] However, 14% of land in Tunisia is owned by women, see Figure 3.

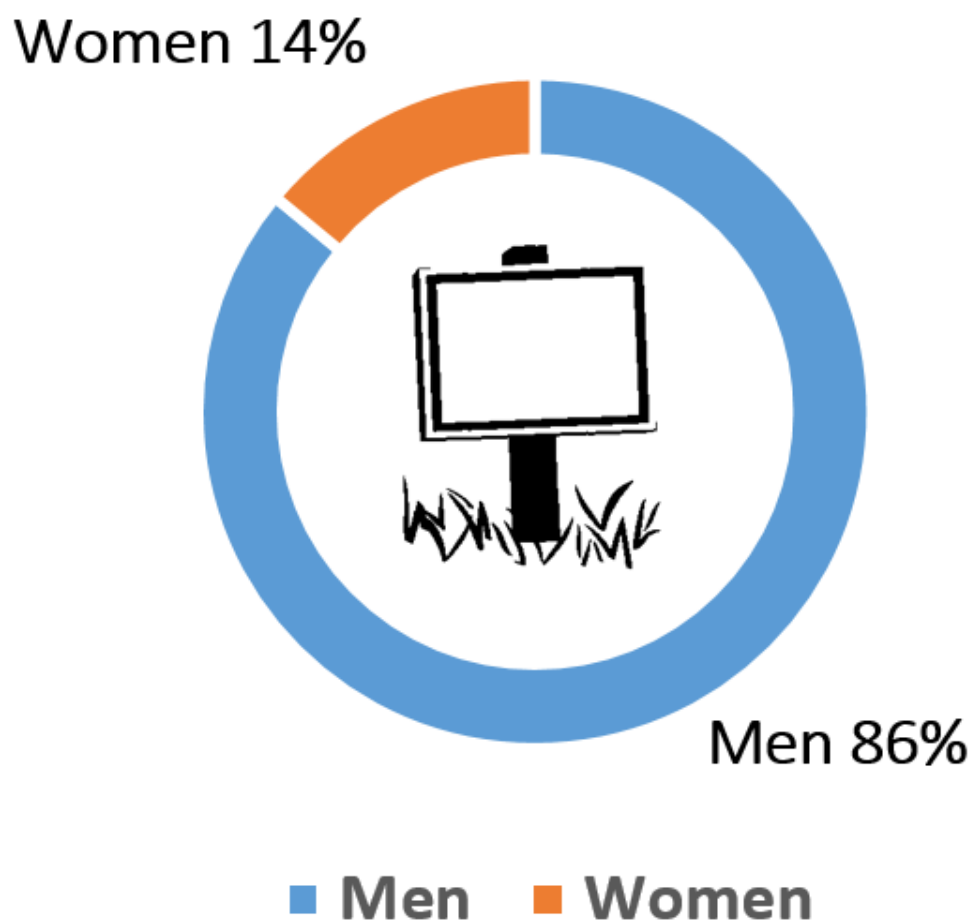


FIGURE 3: LANDOWNERS AT THE NATIONAL LEVEL^[54]

In practice, few women own land, and most non-land assets – whether owned or rented – is registered in the husband or father’s name.^[55] In addition, as mentioned above, inheritance law continues to be governed by Sharia law, such that women inherit less than their brothers and may in fact renounce any inheritance in favour of male relatives, so as to keep property and land within the family.^[56] As inheritance is the primary means of acquiring land rights in Tunisia, discriminatory succession norms can have a particularly strong impact on female property and land access.^[57]

Legally, women have equal access to financial services and may open a bank account in the same way as a man, have equal access to bank loans, and can enter into business and financial contracts independently.^[58] The Ministry of Agriculture has a specific unit in place to provide rural women with targeted advice and support, and women are also able to access micro credit facilities.^[59] This may indicate that other forms of credit are less forthcoming for women. However, it appears that women are entering into entrepreneurship, as it is reported that women head an increasing number of businesses.^[60] Approximately 33% of the loans issued by the Tunisian Solidarity Bank were granted to women in 2010, and of these 43.3% were involved in small-scale activities.^[61] Encouraging women’s economic participation through access to financial credit has been a focus of the Tunisian’s government.^[62]

The female activity rate was 25.8% against 70.3% for men in 2012.^[63] Unemployment is more severe among women (22.5% in the third quarter of 2013) than men (13.1%), and affects twice the women graduated in tertiary education (43.5%) than male graduated (23.1 %).^[64]

3.1.4 Civil Liberties

There are no legal restrictions on women's freedom of movement and access to public space, and they do not need permission to obtain a passport or travel.^[65] Married women may also choose where to live in the same way as a man.^[66] On a day-to-day basis, however, the close association made between women's behaviour and family 'honour' means that women's freedom of movement may be restricted by husbands and male relatives.^[67] In addition, data from the MICS4 survey reveals that 18.5% of women felt a husband is justified in beating his wife if she goes out without telling him.^[68]

Freedoms of expression, association and assembly have been heavily restricted in Tunisia before 2011.^[69] However, since the revolution of 2011, the government has not restricted the registration or work of private organizations, political parties, or women's organizations.^[70] Non-governmental organizations were legally prohibited from pursuing political activities under the Ben Ali regime, but since the fall of the latter, they have become increasingly active; especially vocal have been protests on issues such as women's rights, the role of religion in the state, and the needs of nomadic Berber communities.^[71] Their existence is not, however, protected by any legal framework.^[72] Women's rights groups are active in Tunisia on a range of issues, including raising awareness of violence against women and providing support to victims, campaigning for changes to the inheritance laws.^[73]

Women and men have the same right to vote and stand for election in Tunisia.^[74] Prior to the 2009 elections, the ruling party and main opposition parties all introduced gender quotas to increase the number of women candidates (of 30% in the case of the ruling party).^[75] At the end of 2010 (i.e. before the overthrow of President Ben Ali), there were 59 women in the lower Chamber of Deputies (out of 214 – 27.6%), and 17 women in the upper Chamber of Councilors (out of 126 – 15.2%).^[76] In 2011, legislated candidate quotas were introduced in Article 16 of Decree 35, by which candidates shall file their candidacy applications on the basis of parity between men and women.^[77] Despite the newly introduced legislation for parity and alternation provisions in candidate lists, results did not see an equal representation of women in the National Constituent Assembly, but rather, following the 2011 elections women form approximately the same proportion (27%, or 58 of 217 seats).^[78] In addition, there are no quotas at sub-national level.^[79] A recent survey from the International Foundation for Electoral Systems (IFES) reports that the majority of Tunisians support women in various political roles. However, the same survey reveals that over one-third of men oppose women taking on more direct leadership roles: women as government ministers (39%), women in parliament (34%), women as candidates in an election (35%) or women heading a political party (42%), see Figure 4.^[80]

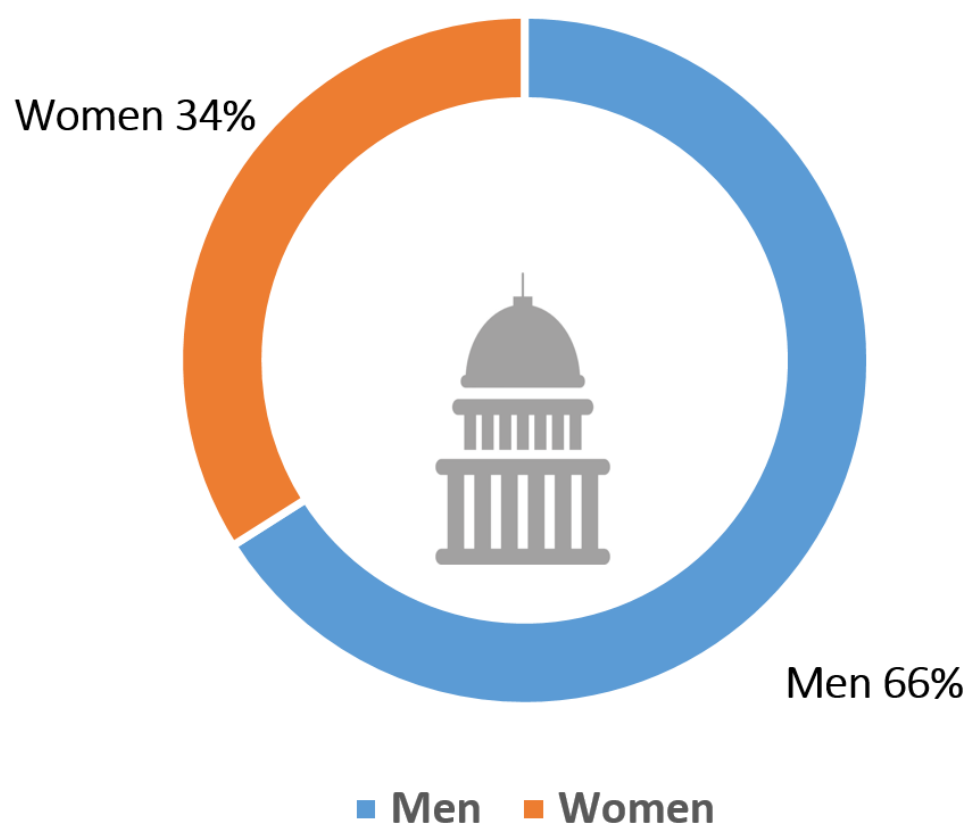


FIGURE 4: PARLIAMENT SEATS IN TUNISIA

Under the labour code, women and men have the same right to work, and discrimination on the basis of gender is banned in regard to employment and pay.^[81] Following the amendments made to the labour code in 1993, a married woman no longer needs permission from her husband in order to be able to work.^[82] However, women are still prohibited from working at night, apart from certain circumstances.^[83] Pregnant women in Tunisia are entitled to 30-day paid maternity leave in the private sector, financed by the government^[84], while they are entitled to 60-day paid maternity leave, in the public sector. In addition, Act No. 2006-58 of 2006 introduced a special regime of half-time employment at two-thirds pay for mothers with one or more children under the age of 16.^[85] The past 30 years have seen a significant shift in women's employment patterns, away from agricultural labour and into wage labour in the manufacturing sector. That said, overall, women's participation in the labour force remains low (25% compared to 71% for men), and women's wages are consistently lower than men's at all levels.^[86] Following a change in the law in 2002, women also have the right to pass Tunisian citizenship onto their children, in the event that the children's father is not a Tunisian citizen.^[87]

3.1.5 Gender Development Index (GDI)

Gender Development Index, measures disparities on the Human Development Index (HDI) by gender. Table 2 contains HDI values estimated separately for women and men; the ratio of which is the GDI value. The closer the ratio is to 1, the smaller the gap between women and men. Values for the three HDI components— longevity, education (with two indicators) and income—are also presented by gender. The GDI includes five ranks by absolute deviation from gender parity in HDI values.

Countries are divided into five groups by absolute deviation from gender parity in HDI values. Group 1 comprises countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5 percent), group 2 comprises countries with medium to high equality in HDI achievements between women and men (absolute deviation of 2.5– 5 percent), group 3 comprises countries with medium equality in HDI achievements between women and men (absolute deviation of 5–7.5 percent), group 4 comprises countries with medium to low equality in HDI achievements between women and men (absolute deviation of 7.5–10 percent) and group 5 comprises countries with low equality in HDI achievements between women and men (absolute deviation from gender parity of more than 10 percent).

The female (HDI) value for Tunisia is 0.680 in contrast with 0.752 for males, resulting in a GDI value of 0.904, which places the country into Group 4. In comparison, GDI values for Jordan and Lebanon are 0.864 and 0.893 respectively, Table 2.

TABLE 2: JORDAN'S, LEBANON'S AND TUNISIA'S GDI FOR 2015

Country	Life Expectancy at Birth		Expected Years of Schooling		Mean years of Schooling		GNI per capita		HDI Value		F-M Ration
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	GDI Value
Jordan	75.9	72.6	13.4	12.9	9.7	10.7	3.203	16.69	0.670	0.776	0.864
Lebanon	81.5	77.9	13.0	13.6	8.3	8.7	5.844	20.712	0.709	0.793	0.893
Tunisia	77.4	72.7	15.1	14.2	6.7	7.8	4,662	15,967	0.680	0.752	0.904

3.1.6 Gender Inequality Index (GII)

Gender Inequality Index, presents a composite measure of gender inequality using three dimensions: reproductive health, empowerment and the labour market, see Figure 5. Reproductive health is measured by two indicators: the maternal mortality ratio and the adolescent birth rate. Empowerment is measured by the share of parliamentary seats held by women and the shares of population with at least some secondary education by gender. And labour market is measured by participation in the labour force by gender. A low GII value indicates low inequality between women and men, and vice-versa.

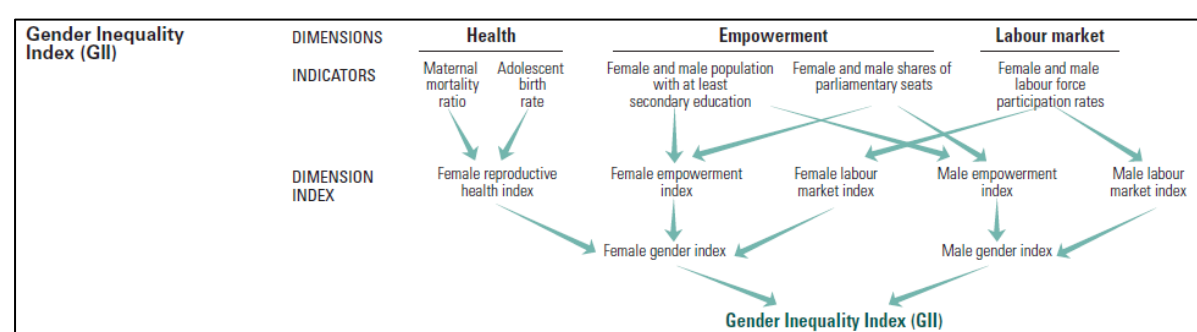


FIGURE 5: GII-THREE DIMENSIONS AND FIVE INDICATORS^[90]

Tunisia has a GII value of 0.289, ranking it 58 out of 159 countries in the 2015 index. In Tunisia, 34 percent of parliamentary seats are held by women, and 37.5 percent of adult women have reached at least a secondary level of education compared to 49.9 percent of their male counterparts. For every 100,000 live births, 62 women die from pregnancy related causes; and the adolescent birth rate is 6.8 births per 1,000 women of ages 15-19. Female participation in the labour market is 25.1 percent compared to 71.3 for men, see Table 3.

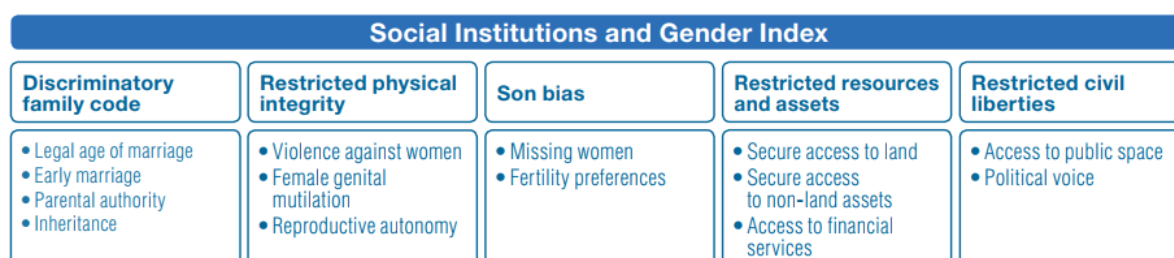
TABLE 3: JORDAN'S, LEBANON'S AND TUNISIA'S GII FOR 2015

Country	GII value	GII Rank	Maternal mortality ratio	Adolescent birth rate	Female seats in parliament (%)	Population with at least some secondary education (%)		Labour force participation rate (%)	
						Female	Male	Female	Male
Jordan	0.478	111	58	23.2	11.6	78.5	82.7	14.2	64.4
Lebanon	0.381	83	15	12.4	3.1	53.0	55.4	23.5	70.3
Tunisia	0.289	58	62	6.8	31.3	37.5	49.9	25.1	71.3

Maternal mortality ratio is expressed in number of deaths per 100,000 live births and adolescent birth rate is expressed in number of births per 1,000 women ages 15-19.

3.1.7 Institutions and Gender Index

Social Institutions and Gender Index (SIGI) is a cross-country measure of discrimination against women in social institutions (formal and informal laws, social norms, and practices) across 160 countries. The SIGI provides a strong evidence base to more effectively address the discriminatory social institutions that hold back progress on gender equality and women's empowerment. As a composite index, the SIGI scores countries on 14 indicators. As shown in Figure 6, the indicators are grouped into five sub-indices that measure one dimension of social institutions related to gender inequality.

**FIGURE 6: THE INDICATORS OF SOCIAL INSTITUTIONS AND GENDER INDEX (SIGI)**

The SIGI is an un-weighted average (of a nonlinear function) of the following five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties. The SIGI and its sub-indicator values are between 0 and 1, with 0 indicating no inequality and 1 indicating complete inequality.

Countries having very low levels of gender discrimination in social institutions ($SIGI < 0.04$), countries having low levels of gender discrimination in social institutions ($0.04 < SIGI < 0.12$), countries having medium levels of gender discrimination in social institutions ($0.12 < SIGI < 0.22$), countries having high levels of gender discrimination in social institutions ($0.22 < SIGI < 0.35$), countries having very high levels of gender discrimination in social institutions ($SIGI > 0.35$).

The level of discrimination in Tunisia varies depending on the indicator. For instance, the level of discrimination is considered low for Restricted Physical Integrity indicator while it is considered high for both Discriminatory Family code and indicators and very high for Son Bias indicator, see Table 4.

TABLE 4: JORDAN'S, LEBANON'S AND TUNISIA'S SIGI 2014 RESULTS

Indicator	Sub-indicators	Level of discrimination in Jordan	Level of discrimination in Lebanon	Level of discrimination in Tunisia
Discriminatory family code	<ul style="list-style-type: none"> Legal age of marriage Early marriage Parental authority Inheritance 	HIGH	Very High	HIGH
Restricted physical integrity	<ul style="list-style-type: none"> Violence against women Reproductive autonomy (unmet need for family planning for women aged 15-49 years old). 	MEDIUM	MEDIUM	LOW
Son bias Prefer sons to daughters	<ul style="list-style-type: none"> Mission women Fertility preferences 	VERY HIGH	MEDIUM	VERY HIGH
Restricted resources and assets	<ul style="list-style-type: none"> Secure access to land Secure access to non-land assets (own, use and control of cash and other properties other than land) Access to financial services (loans, grants) 	HIGH	HIGH	HIGH
Restricted civil liberties	<ul style="list-style-type: none"> Access to public space (freedom of movement, choose their place of residence and apply for passport). Political representation 	HIGH	VERY HIGH	MEDIUM

Tunisia has a SIGI value of 0.1986, which places the country in the medium levels of gender discrimination, see Table 5. Various strategies have been identified as effective means to promote women's collective action and that include encouraging women's leadership and voice within social movements, enhancing the links between women's groups with international development organizations, and combatting gender-based violence and sexual harassment faced by women's rights advocates.

TABLE 5: JORDAN'S, LEBANON'S AND TUNISIA'S SIGI VALUES AND CATEGORIES FOR 2014

Country	Jordan	Lebanon	Tunisia
SIGI Value 2014	0.3119	0.2897	0.1986
SIGI Category 2014	High	High	Medium

3.2 Direct Interviews

Results for the direct interviews are presented in two parts, national level and local level.

3.2.1 National Level – Governmental Response

Tunisia is known for its modern legislation on women's rights. The first wave of reform came after the independence in 1956 under President Habib Bourguiba and was primarily top-down policies imposed by a state in an effort to modernize the country at a fast pace.

The Code of Personal Status (CPS) is a document that has undergone heavy reform since its inception. It abolished polygamy and repudiation, required that both parties to marriage be consenting, provided women with the right to divorce and child custody, and established a minimum marriage age for both girls (17) and boys (20).^[92] Tunisian women gained the right to vote and to stand for elections in 1959, in the same year that the first woman was elected to parliament.^[92] Health-related social policies have included the legalization of the import and sale of contraception^[92] and in 1965 Tunisia became the first Muslim country to liberalize its abortion law.^[93]

The Ministry of Women's Affairs (MAF) is the government institution responsible for promoting and protecting women's rights. MAF has its own structures at regional and local level for the implementation of its programmes and projects. MAF also works with NGOs for the implementation of programmes. The National Council on Women, the Family and the Elderly brings together the government organizations and NGOs working on these matters, and serves as an advisory body to the MAF.^[94]

To facilitate the participation of women in achieving sustainable development, a whole range of institutional mechanisms has been set up: The Ministry of Women's and Family Affairs (August 1992), the National Council on Women and the Family (September 1992), The Center for Research, Studies and Documentation on Women (August 1990). Many women occupy positions of responsibility in departmental cabinets, and a national commission on "women and development" has been set up in connection with preparation of the 8th and 9th development plans (1991-1996 and 1997-2001).

The Tunisian strategy for the promotion of women is based on two major intentions: confirming the principle of equality and partnership between the sexes so as to give concrete expression to equality of opportunities in all fields; and revitalizing the role of women in all areas of comprehensive development.

The Ministry of Women's Affairs (MAF) working on a certain number of priorities and these can be classified under the following eight key elements:

1. Strengthening the economic potential of women to enable them to participate in the planning and achievement of the upgrading of the economic tissue and the social environment, as an essential partner in the success of that operation. This implies improving the proportion assigned to women in the different sectoral policies, and improving women's skills, to give them equal opportunities with respect to training, further training, introduction to new techniques, and access to investment, financing, and facilities for the launching of projects.
2. Combatting poverty and improving women's living conditions, by incorporating policies to protect women with specific needs into a view based on self-reliance and solidarity, and on giving priority, in programs of social promotion and eradication of poverty, to the social categories most vulnerable to marginalization and exclusion, and more particularly to women heads of families and women without resources. Small projects conceived by women must also be encouraged, and productive women's activities must be given technical and financial assistance, accompanied by efforts to eliminate disparities among and within regions.

3. Strengthening the rights of women by encouraging the development of an acceptance of the ideas of partnership and equality between men and women, through information, education and communication strategies that begin in early childhood. Such strategies must be designed to anchor the principles of human rights, eliminate all forms of discrimination and prejudice, foster development of institutional structures and scientific potential by reinforcing the mechanisms of analysis and documentation on women, the dissemination of gender-based planning and census-taking, the development of data banks, of the observatory of the condition of women and of the unit to evaluate economic project impact on women, in addition to the preparation of modules for training in women's rights as a part of school curricula and training programs at all levels.
4. Promoting female human resources by developing the intellectual and physical capabilities of young girls; this is accomplished by giving the sexes equal opportunities at all levels of education, training and retraining, to enable women to improve their qualifications and thereby provide them with better chances for entering economic channels. These sectoral programs will be seconded by national plans drawn up in association with comprehensive social policies, such as the National Solidarity Fund (2626), the national plan for promotion of the family, and the national plan to eradicate illiteracy, which is going to be restructured in such a way as to reduce women's illiteracy by giving priority to the 15-25 age group, so as to favor enrolment of these young women in the vocational training system.
5. Protecting girls. What is original in Tunisian policy with regard to promotion of the individual is the special concern that is taken for childhood and youth, and the absolute priority accorded this segment of society among the priorities of the 9th development plan, which very unusually devotes an entire chapter to youth, with a view to drawing up programs that correspond to their needs and aspirations, and giving them the means for coping with the radical changes occurring today in the fields of technology, economy, and knowledge in general, so that they can interact with them, master them, and even contribute to advancing and enriching them. The concern taken for Tunisian girls enters into this framework, as the plan has fixed a set of priorities and programs targeting them specifically:
 - Improvement of female school enrolment indicators in rural areas and reduction of early school dropout;
 - Preparation of programs to encourage young girls to select technical and scientific courses of study;
 - Improvement of the physical and mental state of girls, particularly during adolescence;
 - Integration of girls into the vocational training system as full-fledged trainees in all courses of training, eliminating all prejudices;
 - Conduct of information and education programs for young girls in the fields of health, introduction to human rights and introduction to participation in civic life;
 - Preparation and execution of information and education programs to combat discrimination against girls in the family and in society.
6. Confirming the role of women in civic life and in clubs and associations. This goal is a decisive one, intended to meet present and future challenges. It is also a means for anchoring the values of human rights and democracy and for giving material expression to the idea of comprehensive, sustainable development. It is hoped in this way to foster a more thorough awareness among women of the political and social importance of their participation in public life. The efforts of the State and of the various components of civil society converge here to confirm the principle of equality of opportunities between the sexes in all fields, and particularly with regard to decision-making positions in the public and private sectors.

7. Taking a concern for migrant women. Emigration is a phenomenon of civilization who's social and human implications explain why consistent concern is taken for the Tunisian colony abroad, and why it is assigned a place of choice in development policy, as an integral part of the national community. Considering the central role women play in emigrant families, safeguarding the identity of their members, strengthening their stability and protecting them from all marginalization and exclusion, efforts in the coming five years will be directed at reactivating programs that target emigrant women and their families, giving priority to the following three elements:
 - Reinforcing the social guidance women receive from government structures and associations, which are well placed to assist migrant women and to deal with their specific needs;
 - Developing programs for the social and cultural orientation of the two or three generations born in emigration, and mobilizing women to play an effective role in this educational activity;
 - Identifying the economic potential of emigrant women and encouraging them to launch projects in Tunisia.
8. Promoting partnership and international cooperation. The evolution of the concept of comprehensive, sustainable development, with all it implies in the way of strengthening the democratic process and fostering active participation in the various aspects of civil society, calls for encouraging partnership between government structures and NGOs so as to achieve the objectives of development. In this respect, the strategy to promote women has been thought out on the basis of this methodology, by developing partnership among all those working in the sectors of women and the family, from identification of priorities and goals down to the final accomplishment of programs and projects.

The action plan for women also attaches particular importance to international cooperation as a tool for mobilizing financial resources and exchanging experience and knowledge within the framework of North - South and South-South cooperation.

The promotion of women is a constant in the methodology of development strategy planning in Tunisia, a country in which women's rights have long since come to be considered an integral aspect of human rights. Tunisia is in the avant-garde with respect to basic women's rights, having enacted advanced legislation and undertaken radical legal reforms touching on all aspects of private and public life. Furthermore, these reforms are entirely consistent with international standards and converge upon the objectives of the Beijing methodology regarding women's rights. Thus it was natural that the priorities defined under the 9th plan and in the national plan of action following Beijing should lay prime emphasis on economic aspects and on the development of female resources, concurrently with an increased development in attitudes, the attenuation of disparities between what is law and what is actually experienced, and other aspects related to improving women's living conditions, so as to accentuate Tunisia's avant-garde dimension and bring the country's policy into total harmony with the recommendations of the Fourth World Conference on Women.

3.2 Community level - Monastir

Tunisia has an active women's rights movement although some NGOs have faced constraints due to certain rules that have restricted freedom of association. Among the major civil society organizations are the National Union of Tunisian Women (UNFT), which worked closely with the previous government, and the Tunisian Association of Democratic Women (ATFD). Since January 2011, NGOs are facing less constraints and the law related to NGOs is under complete review.^[95]

3.2.1 SWOT Analysis

A SWOT Analysis exercise was carried out during a workshop and Figure 7 below Strengths, Weaknesses, Opportunities and Threats SWOT analysis for Monastir community unveil and helped us to spot and decide how we could help about their strengths, weaknesses, opportunities, and threats.



FIGURE 7: SWOT ANALYSIS FOR MONASTIR COMMUNITY

3.2.2 Key Proposed Actions to Tackle Gender Gaps and Gender Inequality

Officially, there is no discrimination on the basis of gender in Tunisia. The constitution and the government's policies guarantee the equality of opportunities between women and men, but there are differences between the laws in the books and the practice and applicability. The formal legal position does not rule out the existence of 'invisible barriers' in various parts of the system. In Tunisia, women's rights and obligations (marriage, divorce and property regime) are governed by family or personal status. Laws and the ways they are formulated, implemented and/or understood still contain significant discrimination against women.

The interviews and focus groups discussions were designed to bring to light any gaps between official policy and actual barriers to women in Tunisia. Analysis of focus groups discussions identified three main areas that emerged as barriers to gender equality at the national level: decision making processes, social and cultural norms and access to resources. Analysis and discussion of each point is presented in Annex and summarized below.

1. Decision making processes: Women's unequal access to resources and opportunities and gendered power imbalances within households and communities, impact women's participation and influence at all levels of decision-making, including the extent to which they are perceived as effective leaders. These barriers prevent many women from pursuing opportunities to participate in public or political life, and undermine the extent to which they are able to be involved in, and influence decision-making processes from household to international levels. Women from poor and marginalized groups, such as disabled women and older women, are often further excluded from decision-making processes.
2. Social and cultural norms: Discriminatory social norms also impact women's participation in community life and decision-making within the household. This includes limitations on women's freedom of movement, acceptance of male violence against women, unpaid caring responsibilities and other discriminatory perceptions as to women's role in society.
3. Access to resources: Women in Tunisia often lack access to financial resources and this is considered as an obstacle to participation in public, political, economic or social life. In addition, they considered social and household responsibilities difficult to reconcile with their careers.

To make real progress on empowering women and girls, there is a need to work on the following areas:

1. Focus-on groups, not only individuals: Women need political skills to be influential, and these are often built through associational or professional life. Long-term, well-targeted capacity-building or mentoring programmes can help, particularly when they create networks between women and explicitly seek to tackle barriers to their leadership.
2. Work with families and communities, not only women: Gender norms that assign particular and unchanging roles to men and women are the principal barrier to women's empowerment and to gender equality. Change in gender norms and practices can only be achieved when all parties reach an understanding.
3. Invest in women's economic power: Women are concentrated in the informal economy, and reforms that help them to move to formal employment are a priority: place of work, regular wages and benefits all matter for women's decision-making power. Informal work and livelihood/economic programmes can raise the level of household income and assets, but they will increase women's decision-making power only if they are explicitly designed to do so.
4. Invest in women's higher education and capacity development: Higher education and professional expertise increases the credibility and confidence of women leaders and is mandatory for many

high-level jobs. Expanding the pool of such women should be a priority but rarely features in women's empowerment and leadership programmes, or in education programmes.

3.2.3 Gender Sensitive Needs

For the purpose of identifying the gender sensitive needs of Monastir's local community regarding energy, water and food sectors and having a greater impact on women's empowerment; a "gender lens" approach was adopted by conducting various gender analysis tools, extensive interviews with women and girls, Focus Group Discussion (FGD) with representatives from key projects' stakeholders, local community (men, women, youth, and marginalized groups) and civil society, see Figure 8.



FIGURE 8: FOCUS GROUP DISCUSSION WITH STAKEHOLDERS

In all interviews and focus group discussions, participants either expressed confusion over the meaning of Gender and Development (GAD), or charged that it has been misinterpreted by institutions as a means of side-stepping the more radical emancipatory implications of responding to women-specific dis-privilege. This confusion reflects awareness of the fact that ideologies surrounding gender roles and identities create obstacles to women's equal economic, social, and political participation.

One of the very common responses by men is the 'woman is woman's worst enemy'. The largest number of questions were about feminism and the women's movement: Isn't feminism or the women's movement imported from the West, and isn't it alien to our culture and religion? Isn't feminism confined to 'five-star elite' women who have no idea of the lives and issues of poor, rural women? Why is feminism confrontational? Won't it destroy the most important unit in society, i.e. the family?

Men and masculinity needs were also studied in order to have a clear idea on power relations between the women and men during the meetings and sessions while arguing that removing the prevalent inequalities and injustice within the family can actually strengthen rather than weaken it.

There are obvious differences in women and men focus group discussions; the level of personal sharing is much greater in an all-women workshop. Women are more open to talk about their personal experiences while men are much more guarded. It was found that men are quite happy to deal with abstract and impersonal theories, but have little experience talking about themselves and their emotions. They seem to suffer from the 'brave boy', 'strong man' syndrome. Men can quite easily talk about the subordination of poor women, but are often unwilling to look at their own families. For women, it was realised that talking about themselves is easy and also a release, because they feel oppressed and seldom find a supportive atmosphere to talk about their experiences.

In contrast, women's workshops are very intense and emotional. Men resist making a shift from the mind to the emotions, from the public to the personal. Another difference is the subtle resistance by men to look at women's subordination as a system. Women, on the other hand find it liberating to look at their subordination in this way. Naming the system, and assessing it dispassionately, is the first step towards dismantling it. It is in the interest of women to name and change the patriarchal system, but it is not so for men and hence there is resistance and defensiveness among men regarding patriarchy, especially when discussing it in their own personal context.

In all meetings and focus group discussions, it was found that the participants were well aware of, and quite articulate on women's double burden of work; the active participation of working class women in production, and their contribution to household incomes; the lack of participation by men in child-rearing and household activities; the lack of participation of women in major decisions within the family and in the community.

Men expressed that the way they are is not due to mere ill-will, or a masculine conspiracy to overshadow women in society. There are social structures and institutions which reproduce unequal, hierarchical, authoritarian relationships between the sexes. It is a culture based on intolerance. However, in these same relationships, it is also possible to find new 'signs of the times' which show ways of overcoming the negative aspects of these relationships. Inequality between women and men in the Monastir society is mainly caused by the social and cultural norms; as they have established extreme differences in the roles of women and men.

The roles and responsibilities with regards to water, sanitation and hygiene practices are gender-divided. In Monastir, men are responsible for dealing with repair and maintenance of WASH facilities. Whereas within the household the women are responsible for managing the water consumption and assigning amounts of water for different uses.

The participants revealed that Monastir suffer from poor water quality and shortage in water resources and thus agricultural resources which led to many people leaving their work in the agricultural sector and seeking more stable and secure employments.

Women and men have different perceptions about the benefits of energy; we found that men in Monastir tend to think of electricity as a better way of life, more luxury, and better school performance by their children, while women viewed electricity as less workload and more comfort, time, and money gained. According to the focus group discussions with Monastir community, women had less overall understanding of water and energy saving methods and technologies than men.

The differences in women and men's awareness of water and energy saving devices is likely depending on their socioeconomic status, women lack access to financial resources and information about water and energy saving technologies. Despite all the obstacles they were more likely than men to point to individual action as important to overcoming shortages.

According to FPEC experience, female youth were more likely to participate in efforts to alleviate pollution and promote ways for others to be involved and they are also more likely than male youth to suggest action that could be taken by individuals and to implement methods they themselves proposed. Young men, despite demonstrating more overall understanding of environmental issues, expressed less willingness to act and change individual behaviour.

Monastir municipality is planning to formalize and automate the waste management and recycling sectors. In Monastir, many of waste pickers (Berbasha), are women and children, in need of work and money, see Figure 9. Their work is mostly informal, within very poor and unsanitary working

conditions, and generates very low and unstable income. Although these hard-working individuals are looked down upon by the society, they provide an essential environmental service in the area; they improve public health and sanitation by keeping the streets clean and collecting recyclable and reusable materials discarded by the public. Waste picking provides a source of income for the poor and a very cost-efficient waste management system for municipalities. Monastir municipality is considering organizing and empowering waste pickers, by providing health and safety insurance and a legal permit as stated by Mr. Mahmoud Banaoues, Director of Waste Management at Monastir Municipality.

Fatimah, a waste picker, explained that she and her neighbour decided to work in this field because it has empowered them to be their own bosses, as well as removing the need to work outside of their own familiar environment and culture. In addition, this income-generating activity enables her to combine productive tasks with reproductive tasks, such as childcare. She mainly works during morning and afternoon shifts. However, when working on a night shift, to increase her income, she cites the improvement of street lights as an important requirement as that will lead to greater efficiency and quality of work and better and secure working environment.



FIGURE 9: MEETING WITH WASTE PICKERS AT GRAND BLUE ASSOCIATION

3.2.4 Water and Food Resource Management and Gender

Limited water resources, rapidly growing population, and urbanization all contribute to relatively scarce water resources and unsustainable management of water in Tunisia. The quantity and quality of water resources are degrading especially in coastal areas, and in southern Tunisia with the intrusion of seawater and the disappearance of artesian wells. Overexploitation of groundwater continues to increase from one year to the next (26% of resources). The future strategy for water resources must integrate water security as a limiting factor in socio-economic development, so it must take into account the importance of groundwater as a strategic resource. Integrated management of these resources with good water governance deserve to be deepened and enlightened for present and future generations.

In Tunisia, as elsewhere, household responsibility for water consumption is still considered to be the responsibility of the female head of house. Women cook, clean, bathe children, do the washing, and

determine how much water to use on each task. Water shortages and resultant poor water quality would lead to many problems as stated by the community: water borne illnesses; especially diarrhoea in children and skin diseases, and decreased crops production. The care of those who have fallen sick as a result of poor water quality is also the woman's responsibility. Despite their overall household management of water, women do not absolutely control water management decisions in the home. For example, men primarily make decisions regarding the establishment of water harvesting system and tank and the purchase and use of water saving devices, since this requires expending the household's capital resources.

Men, as noted above, are important to household water management. Men often are the point of contact for the water utility or company, order and purchase water as stated by Mr. Adnan Hussein from The National Sanitation Utility (Office National de l'Assainissement, ONAS). Women have less access to water resources than men and less power to control as most engineers are men so they have more access to water resources on a national or community level and they are mainly controlling the financial resources. Men and women responded in roughly equal proportions that they both can participate in information about making decision in household water management.

Men control the land in agriculture and decision-making power over the sale, rent and exchange of land and the means of production, including large livestock but workers are mostly women. Decisions on development planning, large-scale projects and the introduction of technologies and infrastructure are made by male planners without input from rural women or taking into consideration their specific needs.^[96]

Recently, however, women have increasingly been making decisions about buying extra water, ordering the waste disposal truck to pick up household waste, and lodging complaints with the water utility. Women, particularly women who are heads of their household, have been reported to have difficulties with access to water and dealing with water utilities. This is significant in light of the fact that 14 % of households in Tunisia are headed by women.^[97]

Main Challenges

Based on the assessment, main challenges for water and food resource management can be summarised in the following:

1. Challenges for Water Resource Management
 - Shortage of water resources in Monastir.
 - Low quality of water.
 - Water pollution due to the waste water discharge from factories, industrial area and hotels in the valleys and the sea.
 - Old drainage system that has capacity problems.
 - Drilling random wells.
 - Lack of rain water drainage and harvesting systems.
 - High demand and consumption of resources.
2. Challenges for Food Resource Management
 - Decrease in crops productivity.
 - Women's work in agriculture is mainly unpaid family labor.
 - Many farmers left work in agriculture to get more income-generating and stable jobs due to lack of water and fluctuating income from working in agriculture.

3.2.5 Energy Management and Gender

Tunisia relies almost entirely on fossil fuels to meet its domestic energy needs. Over 94% of installed energy capacity in the country is hydrocarbon-fired. Tunisia imports most of its energy needs, despite being a relatively small natural gas and oil producer. The remaining 6% of installed capacity come from renewable energy resources; mostly hydro and wind.[98] Projections of energy demand and current supply sources anticipate a shortage of primary energy around 2020.[99]

The participants revealed that at Monastir, women and men have equal access to energy resources and participation in making decisions on household energy management but women have less power to control as most energy practitioners and engineers are men so they have more access to energy sources on a national or community level and access to job opportunities is very limited as energy companies are dominated by men.

Women are most closely linked to management of gas since they use it for cooking and heating. By virtue of being at home more than men, women are more likely to use and manage electricity and kerosene for home heating and lighting.

Some observations on gender and energy were made based on the Longwe - Women's Empowerment Framework. Men were comparatively more knowledgeable about energy saving methods and technologies such as energy saving light bulbs but women were likely to mention energy saving activities in which they were involved. According to Tunisian Company of Electricity and Gas STEG; most requests from women are on how to save energy and get advice to lower consumption.

Main Challenges

Based on the assessment, main challenges for energy resource management can be summarised in the following:

1. High cost of electricity.
2. Limited usage of solar energy.
3. Lack of awareness among local community regarding energy efficiency and forms of renewable energy and their impact on economics and environment.
4. Very poor knowledge among local community on the subject of climate change and global warming, its causes and its risks.
5. Lack of government support to switch to renewable energy sources.
6. Lack of an existing financing system that supports the renewable energy technologies.
7. Lack of Energy access programs that are coupled with meaningful income-generating activities.

Coping Mechanisms Adopted by Local Community Members in Monastir

With regard to responding to the challenges and pressing needs in energy, energy sectors, these were the measures taken by the community side:

1. Digging of wells and water harvesting (collection of rainwater during winter).
2. Using artesian wells and rainwater harvesting wells as major sources for irrigation purposes.
3. Using drip irrigation to conserve water.
4. Purchase of water when having water cuts.
5. Installation of solar water heaters to use them in water heating to reduce electricity bills.
6. Water and Energy saving practices on household level.
7. Undertake maintenance for the water pipes to minimize water leakages.
8. Use of water saving devices to reduce water overconsumption.

3.2.6 Community-Based Projects and Initiatives

The interviewed stakeholders and beneficiaries have expressed and suggested the following community based projects and initiatives to help address the encountered challenges and contextually meet the needs of the people in the areas of food, water and energy. These projects ideas and community based initiatives are outlined in Table 6 below.

TABLE 6: SUGGESTED COMMUNITY BASED PROJECTS AND INITIATIVES

Energy	Water	Food
Engage women's NGOs to brainstorm about how best to disseminate information on energy saving and roles that women and women's groups may play in further promoting renewable technologies, such as solar energy.	Engage women's NGOs to brainstorm about how best to disseminate information to women about the current status of Monastir's water resources and how individual actions count.	Conduct training workshops for women and girls on the value and techniques of home-made products and also usage of fruit/ vegetables waste to make paste and dried fruits.
Awareness campaigns at community level on the benefits of using energy-efficient light bulbs and units and the concepts of energy efficiency and usage of renewable energy resources.	Awareness campaigns at schools about the importance of saving water for future generations.	Home based gardening and use of drip – irrigation technique.
Organize workshops and sessions targeting boys and girls at schools and training centers to raise awareness of energy conservation and foster opportunities for boys and girls to learn together.	Training of female and male members on the basics of plumbing so they can fix water leakages from the water pipelines.	Organize exhibitions and showrooms to help in marketing food products and agricultural crops produced by women and men in their farms and/or houses. (Marketing and outreach to large markets and wholesalers).
Specific vocational training programs for marginalized groups including people with special needs.	Identify potential water saving devices that may be provided at low cost and that women may easily install and maintain in their homes. Provide this information through media outlets and television broadcasting so it would reach women.	Develop tourism activities that combine nature conservation with food and energy and link it to the livelihoods of the local communities.
Radio awareness spots on energy efficiency and energy saving and promotion of solar energy usage as a form of renewable energy. (Activate the role of media in this theme).	Distribute promotional tools and posters on water conservation at public facilities such as mosques, parks, municipal buildings and health centres.	Revolving Fund is a program which provides funding for households and individuals within the municipality boundaries that wish to undertake any activities related to Energy, Water and food security.
Establish an exchange forum and a local network among NGOs and CBOs to regularly share information, experiences and lessons learned among them in all sectors, with particular focus on energy sector as the level of knowledge about it still remains very limited among the civil society.	Promote usage of grey water in irrigation of home gardens. Promote usage of grey water resulting from the washing basins at schools in the irrigation of school gardens.	Target conservation messages at women as managers of household utility usage.

4. Conclusion

This gender analysis study had unveiled that gender mainstreaming needs serious and tangible efforts and actions to strengthen it at municipality and community levels. Monastir Municipality was selected by the project to conduct this study in order to understand gender dynamics and factors that affect the project stakeholders and beneficiaries, and the project integration in Tunisia, at both municipality and community levels.

The focus group discussions have revealed that there is a progress in gender sensitivity among Monastir community members due to evolving economic situation, change of social norms as a result of technological advancement and the Code of Personal Status (CPS). Therefore, male members of the families are accepting that the female members at their households have more roles and contributions in the social and economic life. However, gender mainstreaming and gender sensitivity programs remain a vague concept to most community members.

In reaching men, the MINARET project may face a different sort of challenge. Although men's awareness of environmental issues and conservation methods is higher than women's, they do not name individual actions that they themselves could take as being important to conservation of resources. Men and young men in particular, may not appreciate the importance of their own actions in overcoming a collective problem when compared with women. Men, who feel responsible for their families' financial wellbeing, may also view the capital required for investing in conservation technologies as an obstacle, preferring to use this money to pay for daily expenses or to save it for emergencies. This may be particularly true for men who face economic hardships or those who do not own their homes. The challenge, then, would be to motivate men to use and implement their knowledge of conservation methods in their homes and daily lives.

Current MINARET project efforts to promote green jobs often overlook the potential, in the context of creating a green economy, of providing decent work and sustainable livelihoods for women.

Energy and water users faced with energy cuts, water shortages, intermittent water supply and poor water quality are forced to engage in a number of coping strategies that may add cost, time and labor, reduce energy and water efficiency, affect water quality, as well as, decrease food security and safety and expose users to health risks which in turn have negative consequences on productivity and livelihood options.

Working with local NGOs creates opportunities for women and men to act collectively in their communities disseminating information about promoting conservation technologies. It also engages women and creates a platform for them to work with the community on conservation issues.

Explore learning opportunities with the Grand Blue Association and the municipality whereby women and mothers may learn about environmental issues alongside youth and children. This may be a place where women and their younger children can come to learn about natural resources and conservation methods together. By improving females' understanding of and rationale for conservation, the MINARET project has an opportunity to tap a group with potential of positive behavior change around resource use.

Focal point for gender will help to institutionalize gender within MINARET project and take advantage of opportunities for gender integration that will improve project performance. Gender focal points may be to resource people as well as advocates for how to integrate gender within the activities. Local and civil society organizations are the best positioned to understand and affect behavior surrounding resource use in their communities. A small green initiatives program may be a good vehicle to reach

local women, youth and marginalized groups and encourage mobilization efforts from within the community.

The typical enterprises women in Monastir invest in are food-processing, sewing, basket-weaving with little diversification across loan beneficiaries in a given area as stated by Mrs. Rajaa Al Charief-Unit head –Investors Affairs- Monastir Governorate. As a result, competition between these enterprises is strong, especially since most of them work on a local level within limited markets. Project partners and the municipality are advocating ease of access to credits for women so they can bring renewable energy technologies to their homes and enterprises. Overall, in most cases access to credit for energy has not particularly improved women's poverty status in any significant way. Nonetheless, improving women entrepreneur's access to credits helps in promoting women. While the idea of extending credit to women is commendable, it should be done in an integrated approach.

Role models are considered to play a vital role in encouraging young people to take specific career paths. Therefore, providing community with positive images of women professionals in the energy and water sectors could be a simple but effective way of encouraging young girls to study appropriate subjects for a career in energy and water. In addition, networking and advocacy by women's groups represent important ways of promoting the acceptance of women as energy and water experts.

A holistic approach needs to be adopted in supporting income-generating projects for women, and the provision of credit for poor women, and take into consideration not to increase the workload of already overburdened women, reduce their personal well-being or their ability to care for their children.

5. Recommendations and Lessons Learned

5.1 Lessons Learned

Based on the observations and results collected throughout the assessments, several lessons learned were compiled, which if taken into consideration could ensure proper implementation of all assessments and activities. Below is a list of these lessons learned:

1. Lack of communication between the various institutions in Monastir; is leading to loss of resources invested into projects of the same scope with different institutions throughout Tunisia.
2. Without proper coordination between Ministry of Women Affairs in the capital and the municipalities in the governorates, there will be gaps in the quality of implementation, also, the monitoring and evaluation system by the ministry will be jeopardized.
3. Women in Tunisia do not seem to perceive gender inequities; but after a deep digging in laws and comparing it with implementation we found that there are differences between laws on books and practice and applicability of those laws.
4. Documentation of previous experiences and projects being implemented by the local NGOs and CBOs in Monastir, challenges faced and lessons learned will help them make better choices when designing and choosing new community based initiatives.
5. Renewable energy, water supply, sanitation and food security for community development are closely interlinked (water-energy-food nexus). This means that any intervention approaches must take into account the interrelations and synergies between these sectors.
6. Women can play a particularly central role in advancing sustainable development and building the green economy, but only if they are educated about their options, encouraged to act and empowered to succeed.
7. Empowering women to become producers of sustainable products also empowers them to become sustainable consumers.
8. Men do play critical roles as providers, supporters and partners and more attention must be paid on the positive role of men.
9. 'Gender' as an area of research and action should be understood as belonging to men and studies of masculinity, as well as to women and feminist studies.
10. The application of gender mainstreaming through nexus approach on strategy, programme and activities level, enables sustainable solutions and contributes to better results in terms of the SDGs.
11. Gender analysis is challenging, and often viewed as donor-led, rather than a pivotal process in understanding the social context in which projects aim to achieve expected results and sustainable impacts.
12. Understanding the community context in terms of power dynamics, opportunities and challenges of men and women to facilitate the ability to achieve and measure change is rarely explored.
13. Conducting stakeholder analysis facilitates integrating gender analysis concepts because it reflects a consideration of the heterogeneity of the different social groups and the associated benefits and burdens.
14. Having women on project teams does not necessarily mean that gender issues will be applied consistently and sufficiently, but does facilitate the implementation of the approach.
15. Whether or not they are formally educated, it is important that female members are active in their participation in energy and water national and local committees.

5.2 Recommendations

Creating opportunities for women to enhance their technical competencies in water and energy management is crucial to the success of the project.

There are several ways with which the MINARET project could boost women's knowledge of water and energy saving methods. First, utilize television programs and other media outlets to widely disseminate information on conservation methods that may be done at household and individual levels. Second, we could link with vocational training centres and schools to provide training programs for girls and women in engineering or sciences related to water and energy conservation. Third, exposure visits of women leaders to different model communities, may help women understand their own potential for creating change in their communities. Develop income-generating opportunities for women and young men to promote energy and water saving.

The project's nexus approach will give greater emphasis on decentralized and coordinated decision making as the source of solutions, as well as the source of understanding the challenges faced by Monastir community members. MINARET project will make efforts to create solutions for agricultural water use which supports food production, implement renewable energy and energy efficiency pilot actions, and start small initiatives that support the water and socio-economic sectors.

It is recommended that MINARET project includes more direct participation of women in the electrification programmes by ensuring that both women and men are involved in the design and implementation of projects and that they have access to modern energy technologies and credit facilities.

5.2.1 General Recommendations

From the assessment of gender-specific relationships to natural resources and of gender-differentiated impacts on energy, water and food we suggest the following recommendations, in no particular order, that can be addressed in the project implementation process to facilitate the development of effective pilot actions:

1. Access to credit for energy has to improve women's poverty status in any significant way. So improving access to credit through small initiatives should be done in an integrated and holistic approach.
2. Work with organizations such as Grand Blue and the municipality to promote and support income generation opportunities for small, women-owned businesses promoting water and energy saving technologies and to provide support in marketing the enterprises' products.
3. Create opportunities for women to enhance their technical competencies in energy, water and food management by conducting vocational trainings in partnership with national and local vocational centers (CREFOC training and development center, Monastir Sciences Palace) including supporting their education in science and social subjects to enable them to become water sector professionals.
4. Conduct awareness sessions and share success stories of men and women to engage more women in energy and water access programmes.
5. Make men aware of the importance of engaging women will support women in the technical fields such as energy, water and food.
6. Identify leaders from the community who may influence men's willingness to conserve water and engage them in reaching out to men.
7. Target men in motivational campaigns that highlight the importance of individual action.

8. Work with media outlets in setting up campaigns for disseminating information to female audiences on energy and water saving methods.
9. Involving the women in designing projects and educational materials to raise awareness on the benefits of transitioning to this new, more sustainable technology option.
10. Increasing social and economic inclusion by offering equal opportunities to both men and women, and reaching out to those in need.
11. Support the development of a network of women professionals to exchange experiences about overcoming the barriers they face in their work life in energy and water sectors.
12. Improving energy efficiency and switching to renewable energy technologies in water facilities, in order to decrease power consumption, protect the environment and reduce energy price instabilities in the water sector.
13. Create tools that will increase women involvement and participation in WASH activities.
14. Facilitate gender mainstreaming dialogue in energy, water and food sectors.
15. Assist national institutions to develop gender mainstreaming programs.

5.2.2 Checklist of Core Gender Indicators in Sectors - Issues and questions to help integrate gender equality programming into MINARET objectives, outputs and indicators:

The gender assessment points to continuing pressures on water services. In developing the sectoral objectives, outputs and project lists, the partners could consider the roles women traditionally play in water management. Also, the gender assessment points to high energy costs and increased demand for energy. A checklist was prepared, of core gender indicators in the various sectors and questions to help integrate gender equality through the project in the various sectors, see Table 8.

5.2.3 Capacity Building Needs

Technical training programmes can be designed in the following topics: gender equity and equality, climate change, energy and water resources management so that the community will be more sensitive to women's and men's needs, offered at times and locations compatible with women's family roles, and adapted to women's levels of skills and confidence. Locations need to also take into account women's access and specific constraints in reaching these locations. Trainers can be coached on gender concerns, or selected for their support of women's enterprises and social advancement. Trainers should also take under consideration that women would feel more comfortable learning new skills in an all-women classroom. It is important also to develop schemes for encouraging and preparing girls early for careers in science and technology.

At the project level, capacity building can mean learning new skills and gaining confidence in defining community problems and designing appropriate solutions. Courses can be given to improve managerial and financial skills, such as marketing and bookkeeping, or to get trainees better acquainted with new energy technologies and how to run them. In terms of policy changes, capacity building may mean promoting and facilitating the involvement of women's organizations in decision-making processes, and expanding development opportunities for their members, see Table 7.

TABLE 7: CAPACITY BUILDING NEEDS FOR MAINSTREAMING GENDER IN ENERGY AND WATER SECTORS

Target Group	Capacity building needs	Means
National policy makers and municipality	<p>Sensitization towards:</p> <ul style="list-style-type: none"> • Openness to try out new methods and tools. • Willingness to make space for and strengthen women staff in an organization's set up. 	<ul style="list-style-type: none"> • Gender sensitive communication and advocacy through media and print messages. • Well-structured sessions and focused interaction with the national policy makers, municipality mayor and staff.
Implementers of energy and water programmes	<ul style="list-style-type: none"> • Sensitization towards gender issues in energy and water sectors. • Practical tools and techniques to incorporate women's role in planning and implementation. 	<ul style="list-style-type: none"> • Workshops and field visits in local language. • Exchange visits and interaction with regional and national organizations working on gender issues.
Community	<p>For men:</p> <ul style="list-style-type: none"> • Sensitization and assurance that women can meaningfully participate in programmes while respecting their traditionally accepted space and roles. • Willingness to participate in a social women empowerment process. <p>For women:</p> <ul style="list-style-type: none"> • Technical and vocational training around climate change, energy, water and food management. 	<ul style="list-style-type: none"> • Workshops. • Exposure visits. • Focus group discussions. • Role models from men and women. • Social media outlets.
NGOs	<ul style="list-style-type: none"> • Tools and techniques to incorporate women's role in planning orientation towards new methodologies. 	<ul style="list-style-type: none"> • Local level workshops. • Interaction with researchers and policy makers.

TABLE 8: PERFORMANCE INDICATORS AND ISSUES IN THE WATER AND ENERGY SECTORS REGARDING GENDER

Sector			
Water		Energy	
Possible Performance Indicators	Issues and questions	Possible Performance Indicators	Issues and questions
<ul style="list-style-type: none"> • Percentage of men and women engaged in initiating, implementing and using WASH services. • Performance indicators are disaggregated by sex and age • Number of women, men, girls and boys who have access/make use of services. • Number of women and men involved in decision-making regarding the location, quality, and types of WASH services. • Number of women and men trained in water management and conservation. • Number of women and men employed in WASH. • Number and type of complaints filed/answered by gender/age. • Number of male and female community leaders who 	<ul style="list-style-type: none"> • Are the roles of women in water conservation and management addressed and supported in the interventions of the sector? • Are current and future assessments designed to disaggregate findings by gender, taking into account different activities and responsibilities and impact of shortages? • Is the link between water and sanitation, women's role in health and water management, and health outcomes specifically considered in relevant projects? • Do projects promoting community participation in water management specifically address how women and men will be integrated as beneficiaries and leaders? • Are efforts to increase job opportunities in the water sector linked to jobs for women and men – with specific strategies and targets to employ both within local communities? • Have gender analysis, support, and functions been integrated into projects providing support to the 	<ul style="list-style-type: none"> • Performance indicators are disaggregated by sex and age. • Energy resources are accessible and convenient to women and girls, taking cultural issues into account. • Providers collect data on women and girls' access to and use of energy resources. • Number of women involved in energy resource allocation and development decision-making. • Number of women trained in energy sector vocational training. • Number of women employed in the energy sector. • Number and type of complaints filed/answered by gender/age. • Number of male and female community leaders sensitized on the vital benefits of switching to clean energy. • Number of households using renewable, sustainable, and efficient household energy sources. 	<ul style="list-style-type: none"> • Do plans for developing and promoting sustainable energy sources take into account structured support for poor families, ensuring equitable access to new renewable energy sources? • Will assessments informing allocations for energy use include an analysis of male and female needs concerning continuous access to electricity? • Do assessments address the actions that need to be made to improve access to energy resources at the household level, including female-headed households? • Will efforts to expand access support expansion for domestic use and reach rural areas? • Are there elements that include efforts to recruit both women and men? • Do the project include vocational training for both

Sector			
Water		Energy	
Possible Performance Indicators	Issues and questions	Possible Performance Indicators	Issues and questions
<p>have been sensitized on the best practices of water resources management.</p> <ul style="list-style-type: none"> • Number of male and female headed houses that use water saving devices. • Number of cubic meters (m3) of water being daily consumed in a school that has an average number of 300 boy students. • Number of cubic meters (m3) of water being daily consumed in a school that has an average number of 300 girl students. • Number of male / female farmers that use water saving irrigation methods. 	<p>development/updating of policies, laws etc. pertaining to water and sanitation?</p>	<ul style="list-style-type: none"> • % of women and men in the targeted populations that benefit from using clean energy forms in their local community. • Number of targeted male and female Municipal staff demonstrated good level of understanding of the principles of energy efficiency and renewable energy technologies. • % of houses using energy saving lighting units. • % reduction in the electricity bill for the targeted female and male headed families using solar energy. • Number of women-centred NGOs and CBOs that developed community initiatives in energy management and efficiency. 	<p>men and women responding to energy sector labour needs?</p>

Annexes

Annex 1: Gender Needs and Roles – Monastir

Water sector		
	Women	Men
Needs	<ul style="list-style-type: none"> • Showering IIII • Housecleaning, dish washing, cooking IIII • Wash clothes • Drinking • Clean water (no bacteria) • Menstrual hygiene 	<ul style="list-style-type: none"> • Gardening III • Cleaning, shaving, showering II • Car washing • Drinking
Roles	<ul style="list-style-type: none"> • Ensure water savings regardless of usage II • Household care – women are instrumental for water and energy management II • Looking for new ways to save and reuse water • Make family aware of water usage and savings • Drive kids to school – this impacts them during floods in winter months 	<ul style="list-style-type: none"> • Managing expensive water bills • Careless about water usage at home (as long the bills are under control) • Agriculture • Responsible for finding ways to avoid water discharge into the sea • Maintenance of waste water channels • Responsible for connecting rain water channels to sewage channels at home •

Energy sector		
	Women	Men
Needs	<ul style="list-style-type: none"> • women control energy usage in the household; Ironing, cooking, hair -dryer, refrigerator, water heater, TV, radio, lighting, electronic devices, computer • Transportation • Manage energy usage at home • Lower electricity bills • Electricity in the city - every household has the right to it 	<ul style="list-style-type: none"> • Energy for water heating (bathing) II • Usage of Lights, TV, computers and all other electronic devices II • Transportation (fuel / energy) II • Smoking Shisha (carbon) • Men attend coffee shops that consume excessive electricity which may have an impact on households • Government to lower electricity bills as men are the ones paying it. Get devices for power saving at home
Roles	<ul style="list-style-type: none"> • Nagging to get the energy service / issue complaints • Energy management in the household for the benefit of the entire family (use only what is needed) III 	<ul style="list-style-type: none"> • Raise awareness and create good habits in the household about energy savings

- Maintenance and monitoring of equipment at home
- Be a Role model for their children at home regarding energy savings
- Install a power bank to avoid shortages at home

Ice breaker: How women and men would react if the sexes were switched?

	Women (if they were men)	Men (if they were women)
Savings	<ul style="list-style-type: none"> • Water desalination - Make sea water drinkable since water resources are scare. Use solar energy to make sea water drinkable (III) • Use solar energy, encourage solar energy • Produce sea wave energy • Good water management 	<ul style="list-style-type: none"> • Reduce and control usage of energy at home • Use less water to wash dishes • Usage of less electronic devices to reduce electricity bill
Traditional home roles	<ul style="list-style-type: none"> • Start work early without having to take care of family pressures • Review the priorities and roles in the household considering the needs of each family member 	<ul style="list-style-type: none"> • Use of traditional oven to bake bread • Use of bleach and rain water to wash clothes • Find ways to store and conserve food for long periods
Laws	<ul style="list-style-type: none"> • Modify laws to make them more applicable to practice • Give punishment/award depending on results <p>(actions)</p>	

Annex 2: SWOT Analysis - Monastir

Strengths

- Geographical location and climate.
- Educational services and universities.
- Political situation.
- Open to world.
- City infrastructure.
- Good investment environment.
- Family unity.
- Centers for families and children.
- Promising tourism sector.
- Good living conditions: technology, education, agriculture, textile, fishery, medical services, security.
- Equality laws.
- Freedom of speech.

Weaknesses

- Lack of economic empowerment.
- Electricity connection problems.
- Lack of large scale projects.
- Shops use the pedestrian area.
- The infrastructure needs improvement.
- Lack of green cover and green spaces.
- Drinking water quality is very low.
- Some areas and streets in Monastir don't have lights.
- Waste water discharge to the sea.
- Children nurseries are scarce and their prices are high.
- The participation in decision making at the municipality is mostly taken by men.

Opportunities

- Women prefer to work in small to medium scale projects like traditional handcrafts.
- Women have the ability and qualifications to lead and manage any kind of projects.
- Women accept to work in any kind of income generating activity (but men usually don't).
- Women and men have equal access to services and education.
- Monastir is a good city for projects and investment.
- Monastir has good services system and infrastructure.
- Equality in accessing job opportunities.
- Freedom of speech.
- Equal access to financial funds when women and men apply for private business support.
- Available job opportunities in the following sectors: crafts, textile, tourism.
- More than 90% of the city is covered by services (urban).
- The city is considered an education hub and attraction as it has several universities.

Threats

- The threat of: terrorism, drugs, illegal immigration.
- Society perspective on single and divorced women is not the same as their perspective on single and divorced men.
- Society expects women to be ideal.
- Lack of consideration to the disabled, their needs, and their ability to work and the community don't lay on them.
- Dark future for our children (job opportunities).
- The misconception of freedom and development.
- Too much responsibilities and less free time for women.
- New trend in education system: private schools and private education centers and this increases the gap and differences between poor and rich citizens.

Annex 3: Barriers Analysis 1 - Monastir

Problem: Women need more empowerment

External manifestation:

- No proper infrastructure available for the disabled (transportation and roads) to work and engage in their community.
- Bank procedures and papers to get loans are complicated.

Immediate causes:

- It is hard to get a loan to start a private project.
- Some men don't allow women to work.
- Work places don't have day care or nursery.
- Society norms: the woman sees herself as inferior to the man. This feeling is passed on to her kids and so inequality starts from an early age.
- The managerial positions are mostly dominated by men (ex. The Mayor position, the governor).

Underlying causes:

- The man controls the woman in daily life.
- Complicated procedures to start a project.
- Woman has more roles: child care, household, child care so she can't find the time to have a job.
- Married women are not allowed to work in another city by themselves.
- The man takes his wife's salary.
- Nurseries are not always near the workplace and sometimes the fees are high so in this case women prefer to stay at home to take care of their children.

Strategies to address barriers:

- The employers should provide day care services or nurseries for the working mom's and dad's kids especially for children between 2 months and 3 years of age.
- The relationship between partners should be based on empowering the women.
- Highlight the importance of economic empowerment among officials.
- Develop and adopt a simple high-tech system for providing financial services and loans.
- Encourage women to express themselves.
- Birth control.

Offer part-time /flexi-time arrangement for working mothers.

Annex 4: Barriers Analysis 2 – Monastir

Problem: Decision making processes

External manifestation:

Gender norms and culture.

Immediate causes:

- Living in the same house with the husband's parents.
- Raising between boys and girls is un-equal (inequality from childhood).
- The husband feels threatened if his wife's education level is higher than his.
- The intervention of the mother-in-law in all the husband's decisions in his own house.
- Men don't like highly educated women.
- Women don't participate in municipality meetings as much as men and don't participate in decision making processes as they have more responsibilities.
- Couples don't have good communication or relationship.
- In couple life, most of the time the man is the leader.

Underlying causes:

- Men love to have control over women and women are mostly peaceful (submissive) (by nature).
- The woman respects her family and any opposition to tradition on the woman's part is met with punishment.
- Bring up girls under the mentality that the decision must always come from the father and the mother
- Women always have more responsibilities.

Strategies to address barriers:

- Empower women to gain more self-esteem and be ready for decision making.
- Include gender equality in the education system to raise a generation that believes in it.
- Encourage females to participate in family decisions from early childhood so that they would be able to lead and make decisions in the future.
- Encourage respect and dialogue between women and men.
- Highlight the importance of seeking the truth and logical thinking to reach individual goals.
- Determine and challenge the difficulties that face both women and men to reach **their** goals.
- Teach children the importance of gender equality.
- Partners have the same education level.
- The independence from the extended family by living in a different house.
- Choose an educated partner that respects the woman, her responsibilities, and career.

Annex 5: Gender Vulnerabilities and Capacities – Monastir

Water sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	Tap water is non-potable, this translates into high prices of drinking water	Lack of physical strength Lack of economic independence Electricity cuts (kid)	Physical strength (go outside the house and clear floods) Ability to be in control in hard situations (kid)	During the winter months, responsible for flood management 'inside' the house
Social	Unemployment Social forces Low income	Caregiving Raised to obey Women can't meet outside workhours with their work colleagues (bad reputation) Women need to learn to delegate tasks at home (they want to do it all) Feeling of exclusion by not being able to voice an opinion (kid)	Social Interactions and relationships Analytical and technical skills Ability to achieve Leadership Men can communicate well in society	High level of education Determination Patience
Motivational	Negativity Men have more drive and motivation to Change	Lack of guidance (kid) Lack of self-esteem External and social pressures	Strong family structures Persuasion abilities	Being a role model at home Exchanging information and awareness
Risks	Lack of planning and strategy can lead to catastrophe and disaster	Reaction to risks is based on feelings	Risk planning and management More rational	Lack of analytical skills

Energy sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	Health problems, (electric shocks) high voltage at work	Electric shocks at home	Physical strength (ability to change lightbulbs, not afraid of heights or darkness)	Adaptation skills
		Lack of environmental awareness		Good for energy saving measures at home (put AC at 26C, turning off lights, use energy saving light bulbs, use manual blender instead of electric). Note: a woman left her iron on all day as a revenge to her husband for doing something bad (so he would pay the high bill)
		Lack of energy efficiency measures		Maintenance skills of equipment at home
Social		High prices for energy saving devices or renewable energy installation	Men are starting to become interested in renewable energy	Usage of gas heater instead of electric to save money
		Women get married very young, and are becoming breadwinners, so husbands take advantage		Social communication Skills
		Men prefer to marry women with less earning potential than themselves		She is willing to take on homecare, not forced into it.
				Encourages others to save energy at home.
				Persistence to get discounts if bills are too high

Motivational	Less Risk management expertise	Determination Energy saving. Trying to find alternatives Their family is a motivation
Risks	Lack of awareness High demand on traditional energy Renewable energy sources are more expensive than traditional energy sources	Willingness to use RE sources and safe sources The importance of finding solutions to face climate change Use risks as opportunities

Annex 6: Longwe: Access, Control and Participation – Monastir

Water sector

Men's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> • Able to access resources 		<ul style="list-style-type: none"> • Disabled access is an issue in Monastir (transportation and building access in non-existent)
Control	<ul style="list-style-type: none"> • Most engineers are men so women do not have access to decide or give an input on such decisions. • Controlling financial resources. • Men control the land in agriculture but workers are mostly women 	<ul style="list-style-type: none"> • Men build their homes before getting married and decide where the well (water harvesting) is going to be placed 	
Participation		equal	<ul style="list-style-type: none"> • Women think about family impact on water treatment men may not

Women's perspective

Level of engagement	Positive	Neutral	Negative
Access			
Control	<ul style="list-style-type: none"> • Women control water usage at home. • Most engineers are men. 		<ul style="list-style-type: none"> • In agriculture men control water
Participation			<ul style="list-style-type: none"> • Very few women in engineering, stem programs

Energy sector

Men's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> • Able to access resources 		
Control	<ul style="list-style-type: none"> • Men control more as there are more men engineers and technicians. 	equal	<ul style="list-style-type: none"> • Women control energy usage at home.
Participation	<ul style="list-style-type: none"> • Men participate 	equal	

Women's perspective

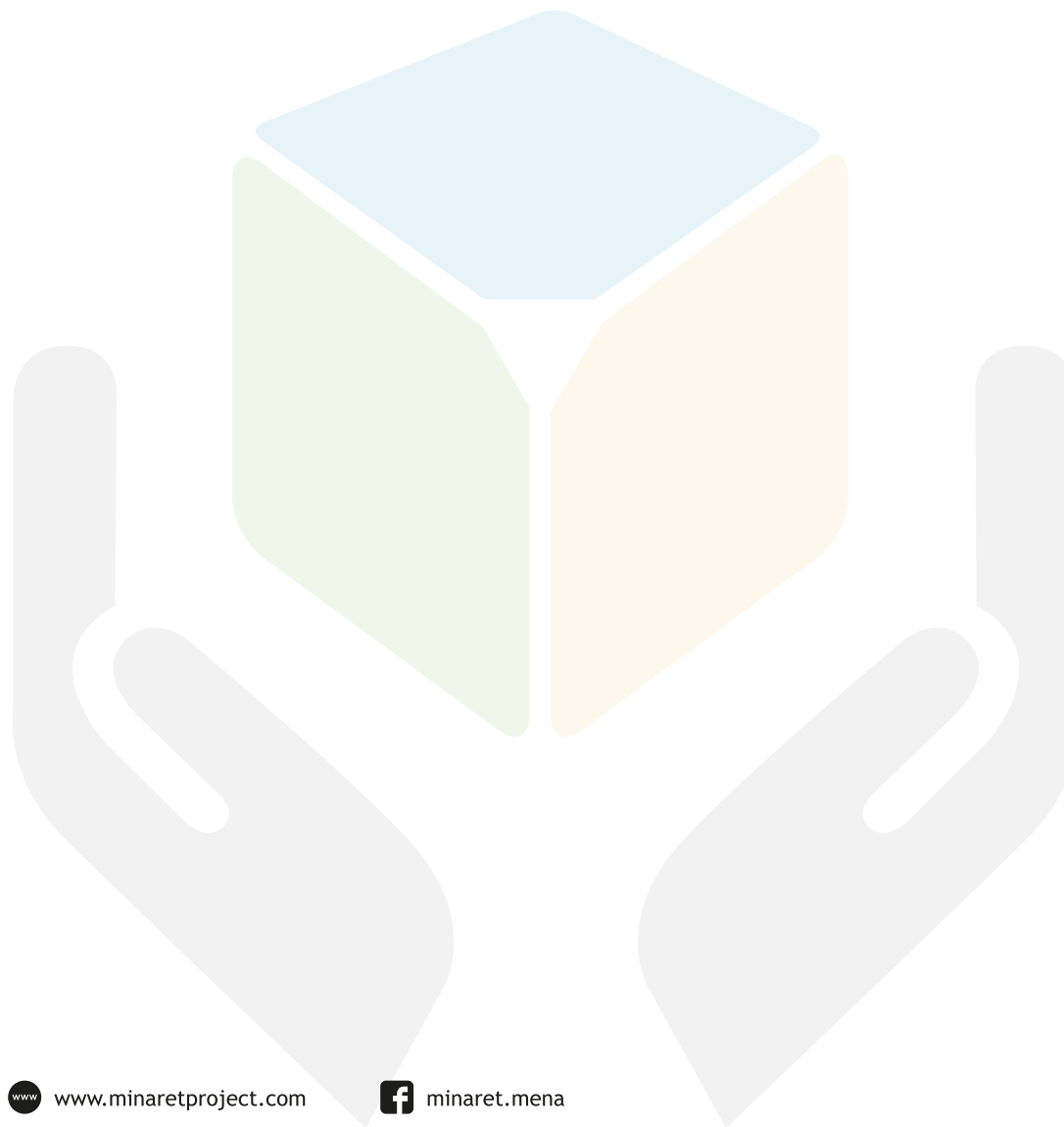
Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> • Able to access resources 		<ul style="list-style-type: none"> • Access to job opportunities is very limited as energy companies are dominant by men.
Control	<ul style="list-style-type: none"> • Women control energy usage at home. 	equal	<ul style="list-style-type: none"> • Minimum participation in decision making
Participation	<ul style="list-style-type: none"> • Women participate 		

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