

**Consultation on Human Rights Indicators for Migrants and their Families in  
Tunisia “\*  
March 16-17, 2016  
Tunis, Tunisia**

**- Summary Report -**

**KNOMAD Thematic Working Group on  
Migrant Rights and Social Aspects**

\* The workshop was organized by William Gois, Kerry Neal, and Pia Oberoi, Chair and Co-Chairs, and Hanspeter Wyss, Focal Point of KNOMAD’s TWG on Migrant Rights and Social Aspects, as well as Chokri Arfa, National Migratory Observatory, Tunisia. The workshop report, prepared by Sarra Hanafi, does not express the views of the World Bank and its affiliated organizations, or those of the Executive Directors of the World Bank or the governments they represent.

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## 1. Context and aims of the seminar

In partnership with KNOMAD ([www.knomad.org](http://www.knomad.org)), the National Monitoring Center for Migration organized a consultation seminar on the 16th and 17th March 2016 on indicators for the rights of migrants in Tunisia, on the basis of a document distributed to the various stakeholders for the purpose of selecting and adapting the indicators proposed in [KNOMAD working paper No. 5 on human rights indicators for migrants and their families](#).

This consultation on indicators for migrants' rights represents the second phase of the project undertaken jointly as a pilot project by the Global Knowledge Partnership on Migration and Development (KNOMAD "the global alliance for knowledge on migration and development") and the National Monitoring Center for Migration in Tunisia, with a view to holding discussions with the various stakeholders in the field of migration and migrants' rights on the feasibility of adopting indicators for the rights of migrants and their families in Tunisia, and on the challenges as regards informing and ensuring access for migrants to basic rights in the areas of health, education and decent work.

A basic document had previously been circulated to stakeholders, reviewing the current situation as regards sources and data collection on the access of migrants to various rights, and proposing a set of indicators to be discussed and evaluated in terms of relevance and feasibility of adoption.

The seminar brought together representatives of various Ministries, government bodies, union and employers' representatives (UGTT and UTICA), representatives of organizations active in the areas of migration, human rights and the defense of migrants, as well as relevant international organizations with offices in Tunisia.<sup>1</sup> The debate on the indicators proposed for each specific right was preceded by a presentation by a representative of the relevant Ministry.

## 2. The discussions

The consultation seminar took place over two days divided into eight sessions. The opening session was followed by a general session on the national planning process, the integration of Sustainable Development Goals, and the indicators for migrants' rights, supported by representatives of the Ministry of Development, Investment and International Cooperation and the National Statistics Institute. Two sessions were devoted to indicators for the right to health, with presentations from an expert in the field of public health in Tunisia and from a representative of the National Office for Family and Population Affairs who focused on the relevance of the proposed indicators and the challenges relating to their adoption.

The first two sessions on the second day were devoted to a discussion of the indicators for the right to education, with a representative of the Ministry of Education and another from the Ministry of Social

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<sup>1</sup> Cf. attached list of participants and program for the seminar.

Affairs who spoke about the information system on the access of migrants to the right to education and the access of migrants to social programs in the school environment, respectively.

The discussions in the two final sessions focused on indicators for the right to decent work, with representatives from the Ministry of Vocational Training and Education and from the Labor Inspectorate, whose presentations opened the debate on the proposed indicators. The seminar concluded with a statement from the KNOMAD representative and a closing speech by the Director-General of the National Migration Observatory.

### 3. Migration, development and data sources in Tunisia

The representative of the Ministry of Development, Investment and International Cooperation, Ms. Raoudha Jaouani, explained the process of drawing up the five-year development plan (2016-2020) and highlighted its main areas of focus.

Ms. Jaouani also emphasized the rights-based approach, the importance of the human development dimension and the concept of inclusiveness, that characterize this development plan and that are specifically referred to in the Guidance Note. The main characteristics of the social and development program described in the Note include the objective of “embedding democracy and the respect for human rights” which implies “instilling respect for human rights and protecting the dignity of persons”. She presented the human development and social inclusion objectives defined in the Note, specifically those regarding human and social development, which involve reducing the rate of absolute poverty and improving the health of the general population of Tunisia. She also reported on the shift in the Tunisian approach to migration towards a more comprehensive approach, taking account not only of Tunisians living abroad but also of foreign nationals living in Tunisia, and the increasing attention being paid to the latter. In answer to a question on the possibility of integrating the Sustainable Development Goals, which relate to the elimination of all forms of inequality and exclusion, and more specifically, to the rights of all migrants, both men and women, into the national statistics program and the planning process, she responded by saying that the question was premature, since indicators for the SDGs would first have to be adopted, but that the concepts and objectives of inclusive growth, human development and social inclusion were already included in the Guidance Note to the five year Development Plan.

The representative of the National Statistics Institute, Ms. Nadia Touihri, on the issue of sources of data about migrants in Tunisia, listed the sources available to the NSI, more particularly the 2014 Population and Housing Census, stressing the importance of the Mobility and Internal and International Migration module. This Census not only provides socio-demographic data but also records variables such as previous country of residence, year of arrival in Tunisia and reasons for migrating.

While identifying the limitations of this source of data - the Census is carried out every ten years, and is based entirely on responses by interviewees – Ms. Touihri stressed the importance of this exhaustive survey which covers the entire country, and is extremely representative as well as highly disaggregated.

Ms. Touihri also provided the NSI's international migration figures and statistics for Tunisia, at the same time raising the issue of the definition of "migrant", since an international migrant is generally considered to be a person who has changed his/her place of habitual residence during a given reference period (for the purposes of the NSI Census, the 5-year period from April 2009 to April 2014), which means that the term "migrant" refers both to non-nationals having migrated to Tunisia and Tunisians who have returned to the country.

The issue of definition and the need for harmonization of the various concepts gave rise to an interesting debate and discussion, which highlighted on the one hand the need to distinguish between the flow of migrants and the pool of migrants in the interests of comparability and a proper understanding of the figures, and on the other, the need to establish a national terminology profile for migration, which could then be adopted and shared by the various stakeholders in this area, since the phenomenon of migration is necessarily a multi-faceted one. On this subject, the IOM Office in Tunis informed the seminar that it was currently in the process of finalizing a project to produce a glossary, in partnership with the National Office for Migration, to be shared with stakeholders within the framework of the project on Mainstreaming Migration in National Development Strategies.

Ms. Touihri further stressed the importance of government administration sources and the need to expand these, as well as to strengthen capacity and improve training for all those working in the area of statistics in the various government bodies collecting data on migrants.

#### 4. Discussion and evaluation of indicators for the right to health

In his presentation, the former Director of the National Public Health Institute (INSP) and national expert in the field of public health, Prof. Nouredine Achour, concentrated on the validation of the proposed indicators in the context of Tunisia, raising the question of the extent to which they could be applied and adopted.

Prof. Achour took as his point of departure the fact that the indicators had been designed to monitor a specific objective, viz. universal health care provision, which should be measured in terms of access to health care services by the most vulnerable. Stating that he felt that it was necessary first of all to define the concept of universal health care provision in order to be able to discuss the indicators intended to allow its efficacy to be monitored, Prof Achour reminded the seminar that universal health care provision required that three factors be determined in advance: the health care services covered, the percentage of the population able to benefit, and the cost to the beneficiaries. Prof. Achour pointed out that in Tunisia no specific package of health care services had been defined, but rather, the criterion was access to a certain number of health care facilities. There are therefore two major categories, members of the CNAM (National Health Insurance Scheme) with the right of access to public and private health care facilities subject to certain conditions, and beneficiaries of Free Medical Assistance (FMA1 and FMA2) who have right of access, not to specific types of health care services, but to all services provided by public health care facilities. Therefore, measuring the access of migrants and particularly the most vulnerable to the universal health care system would imply that, theoretically, migrants would have access at the very least to the services provided to the categories covered by FMA2.

Now, while it is easy to monitor the coverage of legal migrants (and of students, besides), since they are members of the CNAM, the problem with migrants in an irregular situation is that they are difficult to identify. Prof. Achour felt that there would be no problem adopting and implementing the structural and process indicators, nor did he see major difficulties with including migration parameters in data entry applications processing information on health care users. Regarding the outcome indicator, “rate of migrants’ access to each public health facility, in relation to nationals,” he felt that that was practically impossible to calculate as things currently stand, since the denominator is not known (i.e. number of undocumented migrants). Moreover, adopting this indicator so as to measure the access of “irregular” migrants not only to public facilities, but also to services provided free of charge by these facilities (under the FMA scheme), it would be necessary not only to include migration parameters in input data tables but also to find of way of identifying users by providing them with a document granting them access, otherwise they would be systematically counted as paying users by the hospital information system.

While the current hospital information system also comprises a medical/administrative management module capable of identifying socio-demographic characteristics, particularly social security coverage status, migrants - especially those who are in an irregular situation - are neither members of the CNAM nor covered by the social security system, so that even if parameters were to be added which would identify them as migrants, the health services manager would not be able to place them in either of the two categories, which means that they would be recorded as paying users.

So much for the hospital information system: as regards treatment and basic health care, and particularly access to national health programs which should be free for everyone, the problem was one of access to drugs. As regards measuring access, in addition to the migration variables which would need to be added for the data collection process, the difficulty of identifying “irregular” or vulnerable migrants remained.

While highlighting the need to identify particularly vulnerable migrants and the role that civil society could play in this regard, Prof. Achour also stressed the challenges posed by efforts at identification and the need to settle first the legal status of these migrants, who may well decide not to register for any social security scheme for which they may be eligible, despite the best efforts of civil society organizations in this regard, for fear of coming to the notice of the authorities.

Prof. Achour raised two additional problems: the need to provide the necessary funding, and even more importantly, the need to act on the results of the indicators. In this context, he highlighted the role of the Observatory for New and Emerging Diseases, as well as that of civil society organizations, particularly those active in combating social inequality in the field of health care.

The representative of the National Family and Population Office (ONFP), Ms. Zaineb Saidani, a research statistician at the Center for International Training and Research on Sexual and Reproductive Health, Population and Development, began by reviewing the various services offered free of charge by the ONFP, in areas such as sexual and reproductive health, medical and psychological assistance for women who are victims of violence, and the medical management of adolescents and young adults,

before going on to analyze the obstacles preventing migrants from accessing these services, whether due to shortcomings on the part of the service providers or failures by the migrants themselves.

Ms. Saidani also focused on the main legal obstacle, i.e. the fact that there are no clear, specific legal provisions governing this area, which means that medical staff are often reluctant to intervene. There are other obstacles of a legal nature, as well as obstacles due to the lack of information for migrants about services available to them, language and cultural problems, and problems due to a lack of social integration, particularly stigmatization and lack of security.

Ms. Saidani concluded that the concept of “accessibility” was therefore of prime importance in making the right to health a reality, as was the need to *“pay particular attention to discrimination indicators” and to adapt data generation tools so as to be able to gather, compile and present the information in the form of appropriate indicators.*”

Moreover, she emphasized the particular vulnerability of migrant women, especially those who were undocumented, and their exposure to the risk of violence.

With respect to her assessment of and recommendations regarding the indicators proposed for adoption, Ms. Saidani confirmed the relevance of indicators for a specific legal recognition of the right of migrants to have access to health care and of an indicator regarding judicial decisions and therefore also complaints regarding the right of migrants to health care, and made the following recommendations:

- to disaggregate the continuing education indicator by type of beneficiary;
- to disaggregate the outcomes indicator by type of health service, region, gender and age group;
- to add an indicator on women’s access to support services in cases of domestic violence;
- to make visible cases which tend to disappear from the radar (number of pre-/post-natal examinations, follow-up examinations for cancer diagnosis etc.)

More generally, Ms. Saidani made the following recommendation as regards data collecting systems to measure the access of migrants to health care:

Harmonize the basic concepts and format of technical data collection documents as well as the methods used by all those involved in the migration data gathering and processing chain, so that there is consistency across all government data sources.

Strengthen the capacity of human resources in the various information gathering bodies by organizing training workshops on techniques and methods of processing and analyzing statistical data specifically.

Establish an operational framework for the preparation of an annual report on migration and development so as to provide decision makers with easy access to data and other information on migration which can be taken into account when drawing up policies and planning development programs.

During the discussions, the following points were raised:

The Director of the INSP (National Public Health Institute), Dr. Skhiri, stated that, in her opinion, there was no discrimination between Tunisian nationals and migrants as regards access to health care, but that the real discrimination factor was financial. Addressing indicator 4, *Mechanism for gathering and publishing periodic data on health conditions and health services, disaggregated by migration or residence status*, she confirmed that all epidemiological studies exclude non-Tunisians, or rather, that there are no variables enabling the migrant population to be identified. Indeed, by stating that a specific data collecting mechanism did not exist amounted to applying the indicator and allocating to it the value 0, since the indicator was in fact intended to provide information as to whether or not a given mechanism exists, and if it does not exist, then that very fact signifies that government policy pays scant attention to the right of migrants to health care.

On indicator 7, *Number of campaigns directed at disseminating migrants' right to health within the migrant population*, Dr. Skhiri pointed out that there is no national health program targeting this specific category of the population. It should therefore be made clear that use of the indicator does not necessarily mean that there is a national program specifically directed at this segment of the population, but that what is being measured is the effort to inform the population as a whole about their rights. As Prof. Achour had pointed out in his statement, the existence of a national health program (e.g. vaccination) is to the benefit of all, including migrants. Taking up the discussion, Dr. Garbouj, the representative of Medecins du Monde, made the point that, within the context of the project to improve migrants' access to health care, it had been observed that migrants were largely unaware of health care programs for which they were eligible. Moreover, in her statement about obstacles faced by different categories of migrants, Dr. Garbouj had stressed that for a number of years now migrants have been excluded from access to anti-HIV treatment (which is currently reserved for Tunisian nationals only).

Regarding Indicator 8, *Rate of migrants' access to each public health facility, in relation to nationals*, Dr. Garbouj suggested that it should be replaced by an indicator for rate of access to health care facilities, public, private or neither. However, on examination, it appeared that such an indicator would not specifically show the accessibility of public health care facilities, particularly for the most vulnerable, nor would it be able to measure discrimination. Moreover, without a weighting factor, a high rate of recourse to private health care establishments could be due to the presence of a large number migrants of high socio-economic standing (Libyans, cooperation workers, other documented migrants). The indicator as proposed (no. 8), however, aims to measure the effective access of migrants to the various services offered by public health care facilities compared with that of nationals. The objection to this indicator raised by Prof. Achour and by Dr. Souha Bougatef, representing the Observatory for New and Emerging Diseases, because of the current non-availability of figures for the undocumented migrant



population—the denominator needed for the calculation of the indicator—does however constitute a challenge standing in the way of adoption. Ms. Zaghdoudi, representing the ILO-Tunis office, suggested that this indicator be replaced by one recording the rate of change in the number of migrants having access to various health care services and establishments on an annual basis.

However, the problem would still not be solved, because if that rate of growth could not be correlated with the rate of growth in the number of migrants, the indicator's capacity to measure changes in the level of accessibility for migrants of various health care services would remain limited, implying that - certainly in the long term - some means would have to be devised for producing a reliable estimate of the number.

Ms. Zaghdoudi also drew attention to the need to set different deadlines for the different categories of indicators, taking account of the inter-dependence between facilities, resources or efforts and the achievement of the relevant results.

## 5. Discussion and evaluation of the indicators proposed for the right to education

In his presentation, the representative of the Ministry of Education, Mr. Bouzid Nsiri, from the Directorate General for Studies, Planning and Statistics, analyzed the legislative and institutional framework in Tunisia as regards the right to education and the guaranteeing of that right to all without discrimination, on the basis of statistics on access to education in Tunisia. Regarding the access of migrants to education, Mr. Nsiri also provided statistics collected by the Ministry on the number of migrants' children registered at the different levels of the education system and their distribution, broken down by nationality and by educational level.

Ms. Saidha Boudhina, representing the Ministry of Social Affairs, described the social outreach program for schools and explained how it applied to migrants' children in Tunisia, the means of intervention, cases taken in charge and the services provided as a result of the intervention.

Ms. Boudhina also gave some Ministry statistics on the roll-out of the program, e.g. increase in the number of social support units in schools, comparative statistics on the number of interventions, and even statistics comparing the number of officially recorded drop-outs and the number of cases taken up by the authorities. Intervention takes the form of identifying children with social, psychological or learning difficulties, either within the school environment subsequent to notification from one of the social support units, or as a result of referral by the Ministry of Education or the Child Protection Ombudsman, or as a result of notification by a civil society organization active in this area or by the local branches or centers of the social outreach program. Based on this intervention, the case is taken up by means of concerted action involving three Ministries (Health, Education and Social Affairs) as well as the relevant civil society organizations and international bodies.

Ms. Boudhina stressed the fact that there was no reporting system, nor was there any quantitative or qualitative information on the services provided to this category of persons, although there are instances where intervention benefiting migrants' children has taken place under this program, notwithstanding

the fact that there is no specific provision for this particular category. The SALEMM project (Solidarity with the Children of the Mashrak/Maghreb) was the point of departure for social support to the families of migrants, intended to culminate in their being taken into account in future reporting on the project under the social outreach program.

The discussion based on these presentations focused on the problems encountered in practice by migrants' children in terms of access to education, and highlighted the lack of clear procedures to support the access and the integration of this category of children into State schools, any initiatives in this area being of an *ad hoc* nature.

As for the proposed indicators, the representatives of the Ministries of Social Affairs and Education had no reservations; the latter in fact expressed interest in adapting the current data collection system so as to incorporate the indicators. The participants suggested that qualitative indicators be designed to monitor the social outreach program in schools and that the indicator for the program be disaggregated by region. The importance of civil society organizations in gathering data on children's access to the program was stressed. The crucial issue of the need for cooperation and exchange of data between the various bodies keeping statistics on migration, so that the indicators can be adopted and put to use, was also addressed.

## 6. Discussion and evaluation of decent work indicators

The representative of the Ministry for Vocational Training and Employment, Mr. Mohammed Zribi, gave a presentation on the conditions which must be met in order for non-nationals to have access to the labor market in Tunisia, and shared Ministry statistics on foreigners granted work permits (or holding a document certifying that they have been exempted from the work permit requirement).

Mr. Chokri Ouali, representing the Labor Inspectorate, made a presentation on the founding principles and the international legal framework within which the concept of the right to decent work is enshrined, as well as the legal framework applying to foreigners working in Tunisia. He then went on to provide Labor Inspectorate statistics on non-nationals on the Tunisian labor market.

The discussion then addressed the evaluation of the proposed indicators for measuring and monitoring decent work. The participants noted the ILO indicators on the right to decent work.

It was quite true that the ILO model for the design of indicators differs from that of the KNOMAD indicators, in that it distinguishes between statistical indicators and indicators/information on the right to work and on the legal framework for decent work, as opposed to structural, process and outcomes indicators. However, in terms of content and method of conceptualization, the proposed indicators were quite similar. Moreover, the KNOMAD list of indicators for these rights is based on and refers to the ILO indicators which are founded on the strategic objectives of the ILO agenda for decent work, while the methodology adopted is that of the OHCHR general framework for the measurement of human rights.

Hence, if one were to take the ILO indicator measuring workers' access to "adequate earnings and productive work" — an example given by Ms. Naima Zaghoudi (ILO Tunis office)—based on the low wage rate (i.e. the percentage of wages amounting to less than half of the median hourly wage, or a given absolute figure calculated in the light of conditions prevailing for a specific occupation, whichever is higher), in reality it would be no different from proposed indicator 9, "proportion of migrant workers among all workers suffering violations of their labor rights," in the context of the right to equal pay, the concern being to measure—in the case of the migrant worker—not only the adequacy of earnings but the existence of discrimination. Therefore, this indicator should reveal the extent of "under-payment" in the case of Tunisian workers (ILO indicator, low wage rate), and in the case of migrant workers, it should measure the extent of discrimination regarding pay.

The ideal approach for the measurement of discrimination would be to calculate the indicator on the basis of the ratio between the two low wage rates, for Tunisian workers and migrant workers respectively, broken down by occupation. However, even assuming that this rate was available or could be calculated for Tunisian workers, it would be difficult to obtain for migrant workers, especially the least qualified, hence the approach adopted.

The outcome indicator proposed to measure discrimination in the area of basic labor rights is disaggregated by individual right; it should therefore be broken down into an indicator for discrimination regarding pay, working hours (ILO decent work indicator: excessive number of working hours), safety in the workplace, discrimination in the workplace and forced labor.

One crucial point was also made during the discussion of the indicator for a mechanism to monitor compliance with the labor rights of all migrants via the number of inspection campaigns targeting sectors of the labor market where migrant labor is most prevalent and the rate of coverage of these sectors by the Labor Inspectorate.

An objection was raised with respect to this indicator, given that, under current legislation in Tunisia, the number of inspection campaigns was no indication that the rights of workers in an irregular situation were being protected, since the Labor Inspectorate was obliged to take measures against them to penalize them for working illegally.

It is a fact that current legislation regarding labor inspections in the case of undocumented workers (Art. 266 of the Labor Code) is such that it would not be helpful to call for expanded inspections in sectors where there is a high prevalence of migrant workers, as recommended in the ILO multilateral framework. This measure would have the effect of penalizing migrant workers rather than protecting their right to work. Indeed, this Labor Inspectorate regulation would make it practically impossible to use any process or outcome indicator, since this would require data - on effective compliance with the rights of all workers including the most vulnerable - which the Labor Inspectorate would be in the best position to supply. Therefore, the adoption of this indicator must be contingent on the (necessary) reform of Labor Inspectorate rules: the recognition and effective existence of basic labor rights for undocumented workers in Tunisia will depend on this reform. Obviously, one cannot measure that which does not exist, and if there is no reform of the role of the Labor Inspectorate vis-a-vis this category of

worker, it must be concluded that equal basic rights for all workers, including undocumented workers, are not a reality in Tunisia.

Participants also stressed the importance of monitoring the participation of migrant workers in the social dialogue and in collective bargaining, and, more generally, of measuring the extent to which this category of workers has the right to join a trade union, a factor which must be taken into account in assessing the level of protection of migrant workers' rights guaranteed by the Tunisian legal system, including the right to trade union membership (indicator 3).

Trade unions and the reports they produce continue to be a vital source of data on violations of basic labor rights experienced by migrant workers, as are organizations which defend the rights of migrants. The latter could be a useful source of data, particularly with respect to the assessment of indicator 8 (efforts made to inform migrant workers of their rights), since various diagnostic studies on migrant workers in Tunisia have revealed that such information is woefully lacking.

## 7. Recommendations

The recommendations which emerged from this consultation seminar relate to two crucial areas: the proposed indicators and the programming of their implementation.

### **7.1 Regarding those indicators which can be adopted, the proposals made during the consultation process are as follows:**

-Replace the outcome indicator for the right to health (rate of access) by an indicator for rate of increase in the number of migrants having access to public health care and services broken down by type of service offered, region and establishment and disaggregated by nationality;

-disaggregate the indicator for training of health care personnel (right to health indicator 6) by beneficiary profile;

-provide an indicator for the number of victims of trafficking broken down by nationality;

-provide an indicator on the number of unionized migrant workers;

-establish different deadlines for the adoption of the various indicators taking account of their inter-dependence. More specifically, the right to decent work indicator, as far as the obligation to extend labor inspections to workplaces where migrant workers are prevalent is concerned (indicator 7: number of inspections targeting these sectors), can only be adopted if legislation relating to the role of the Labor Inspectorate vis-a-vis migrant labor (structural indicator 3) is reformed).

## **7.2 Use of the indicators**

During the discussions on the proposed indicators, participants stressed the need to look beyond the design of the indicators to their effective use for monitoring, and made recommendations as to measures needed to enable the required data to be collected, as well as for an action plan for the adoption of the indicators:

## **7.3 Pre-requisites for the adoption of the indicators**

-The process of adopting a national migration policy and of reforming the laws relating to the role of the Labor Inspectorate in respect of migrant labor needs to be accelerated, so that the Inspectorate can play its role as an effective tool for the protection of the rights of all workers and as an essential mechanism for collecting data on the right to decent work;

-the capacity of human resources in all information-gathering and processing bodies should be strengthened by organizing training workshops on techniques and methods specific to the processing and analysis of statistical data;

-information on migration must be shared between the various stakeholders, concepts need to be harmonized, and the National Office for Migration (ONM) together with its inter-ministerial committee has a crucial role to play in the coordination process.

## **7.4 Bodies particularly concerned with and responsible for using the indicators**

In his closing speech to the seminar, the Director of the ONM, Mr. Chokri Arfa, laid emphasis on his organization's intention to monitor the use and adoption of the indicators which have been agreed and to mobilize and coordinate the work of the various stakeholders and bodies concerned.

### *Ministry of Health*

-DSSB: the format for the technical data collection documents used by hospitals and for patient records in cases of notifiable diseases needs to be revised, to add sections on nationality and on residence in Tunisia so as to disaggregate the statistics on national public health care programs by nationality and by status of beneficiary;

-ONFP: the international training and research center within the Office is involved in the integration of these variables and the training of health service managers connected with the Office, so as to ensure that the data required for the adoption of indicators on access to its services is collected;

-INSP: data collected during epidemiological surveys should be disaggregated to take account of the nationality and status of migrants, and there is need to coordinate with other stakeholders (DSSB, ONFP,



Observatory for New and Emerging Diseases), as well as with organizations active in this area, e.g. Medecins du Monde, the Tunisian Red Crescent;

#### *Ministry of Education*

-The Directorate-General for Studies, Planning and Statistics should revise forms distributed in educational establishments at the beginning of the school year, so as to disaggregate the data collected by nationality of the children registered. Protocols for the sharing of data between the Ministry, the INS and the Ministry of the Interior need to be drawn up to enable the indicators to be adopted.

#### *Ministry of Social Affairs*

-Directorate responsible for social outreach needs to ensure that information contained in the reports on interventions within the school environment is disaggregated by nationality of the beneficiary child.

#### *Labor inspectorate*

The nationality variable needs to be included in reports on working conditions and compliance with basic rights.

Until such time as the law on the role of the Labor Inspectorate is reformed (allowing for disaggregation of information on working conditions by migrant status), the reports published by the UGTT should provide the data needed to establish indicators for working conditions and effective protection of the labor rights of the various categories of workers. Organizations that defend migrants' rights are also a source of data on violations of the labor rights of migrant workers in an irregular situation.



## Annex I List of Participants

Abdallah Zribi	Ministry of Vocational Training and Employment (MFPE)
Abdelazziz Sebei	National Health Fund (CNAM)
Achour Noureddine	National Expert in Public Health
Afef Chaabane	Ministry of Justice
Ahlem Saidi	National Migration Observatory (ONM)
Anais El Bassil	Tunisia – Terre d’Asile
Assia El Bahri	Ministry of Finance
Ben Jeddri Houda	General Directorate for International Cooperation on Migration
Ben Slimen Rym	Ministry of Vocational Training and Employment
Bouarrouj Reem	Doctors of the World (MAM)
Boudhina Saida	Ministry of Social Affairs (DGPS/MAS)
Bouzzid Ensiri	Ministry of Education (DEPS)
Chebbi Monia	National Migration Observatory (ONM)
Chokri Arfa	National Migration Observatory (ONM)
Chokri Welli	General Labor Inspectorate
Djebbi Awatef	National Youth Observatory
Dridi Abderrazek	Office of Tunisians Overseas (OTE)
Faker Driss	National Family and Population Office (ONFP)
Faouzia Ben Saleh	Center for Social Research and Studies

Fathi El Ayyachi	Ministry of Foreign Affairs
Fatten Fazzeni	National Statistics Council
Frayen Ben Mostpha	UNICEF
Garofalo Francesco	IOM
Genevieve Sauberli	KNOMAD & OHCHR
Hajar Aouan Allah Esskhiri	National Public Health Institute (INSP)
Hajar Ben Hamza	General Inspectorate for Labor
Hammadi Sidhom	University Professor, INTES
Hammami Ahlem	Ministry of Social Affairs
Hamrouni Mongi	Ministry of the Interior, D GAR
Hamzaoui Nadra	General Directorate for Labor Inspections
Hanen Ben Belgacem	IMO
Hanspeter Wyss	KNOMAD Secretariat, World Bank
Hbib Elouizi	Scientific Council of ONM
Helene le Goff	IMO
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Hassan Boubakri	Professor of Higher Education, Faculty of Sousse CeTuMA
Imen Naija	IMO
Kamel Kallel	Ministry of Social Affairs (MAS)
Kerry Neal	KNOMAD & UNICEF
Lamia Tourki	Office of Tunisians Abroad (OTE)



Lamloum Ayda	Doctor with the Labor Inspectorate, Department of Inspections MAS, DIMST
Lassaad Labidi	Instructor, INTES
Latifa Rahmani	Tunisian Social Solidarity Union (UTSS)
Leila Garbouj	Doctors of the World
Lorena Lando	IMO /Chief of Mission
Mnassri Kais	House of Law and Migration, Land of Asylum
Mahar El Ouerfelli	Ministry of the Interior
Mayoufi Monia	Tunisia Land of Asylum
Mizouri Salem	National Migration Observatory (ONM)
Mohamed Aouini	National Social Security Fund (CNSS)
Mokhtar Triki	National Migration Observatory (ONM)
Mouheddine El Hemzaoui	Tunisian General Labor Union (UGTT)
Mounia Echhabi	National Migration Observatory (ONM)
Mourad Saadi	General Directorate for International Cooperation on Migration, Ministry of Social Affairs
Nadia Hamzaoui	General Inspectorate for Labor
Nadia Touihri	National Statistics Office
Nadra Maiza	Ministry of Social Affairs
Ouahchi Anissa	Doctor, National Family and Population Office
Oueslati Mohamed	Doctor, National Family and Population Office
Raoudha Jaouani	Ministry of Development, Investment and International Cooperation



Sadok Bel Haj Hassine	Tunisian General Labor Union (UGTT)
Salma Layouni	UNICEF
Sameh Ben Omar	Tunisian Red Crescent
Samia Ben Romdhane	Interpreter, ILS
Samia Jlassi	National Order of Lawyers of Tunis
Sarra Hanafi	KNOMAD
Sassi Khaoula	National Family and Population Office (ONFP)
Sawssen Touati	Director of Protection, Tunisian Red Crescent (CRT)
Sellami Ahlem	Ministry of Education
Selma Bel Haj Khelifa	Tunisian Social Solidarity Union
Selma Hafsia	Tunisian Association for the protection of the Right of the Child.
Sirine Bouderbala	Instructor
Sondes Khelifi	Project Director, IMO
Souha Bougatef	National Observatory on New and Emerging Disease.
Taieb Ennafati	Interpreter
Tajouri Latifa	Ministry of Women, Family and Children (MFFE)
Taoufik Zrelli	National Migration Observatory (ONM)
Tijani Ebdelli	Ministry of Women, Family and Children (MFFE)
Zaghdoudi Naima	ICO
Zeineb Saidani	National Family and Population Office (ONFP)



## Annex II Seminar Program

Wednesday, March 16, 2016

### 9.00– 10.00: Opening

- Opening address and remarks:  
Chokri Arfa, Director of the National Migration Observatory
- Remarks by Kerry Neal, KNOMAD & UNICEF
- Remarks by Genevieve Sauberli, KNOMAD & OHCHR

### 10.00 – 10.30: Coffee break

### 10.30 – 12.30: Migration and Development

- Remarks by the representative of the Ministry of Development and Planning: Ms. Raoudha Jaouani: integration of SDGs into the national planning process and the rights of migrants.
- Remarks by the INS representative: statistics and data sources on migrants and their access to rights: Ms. Nadia Touihri –Director of statistics in the department of demographic social statistics, and Head of the Migration unit.
- Discussions and recommendations

### 12.30 – 13.30: Lunch

### 13.30 – 15.00: Indicators on the right to health of migrants

- Sarra Hanafi: presentation of the proposed indicators.
- Remarks by Prof N. Achour on mechanisms for collecting data on migrants' access to health
- Discussions and recommendations on the proposed indicators.

### 15.00 – 15.30: Coffee break

### 15.30 – 17.00: Indicators on the right to health of migrants (continued)

- Intervention of the representative of the National Family and Population Office:  
Ms. Zeineb Saidani –CEFIR /ONFP researcher.  
Access of migrants to health: challenges and opportunities in the area of information.
- Discussions and recommendations

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**Thursday, March 17, 2016 9.00 – 10.30: Indicators on the right of migrants to education**

- Sarra Hanafi: presentation of proposed indicators
- Remarks by the representative of the Ministry of Education: Mr. Bouzid Nsiri  
Information system in relation to education in Tunisia and measurement of the access of migrants to this right: relevance of indicators.
- Discussions and recommendations

**10.30 – 11.00: Coffee break**

**11.00 – 12.30: Indicators on the right of migrants to education (continued)**

- Remarks by the representative of the Ministry of Social Affairs: Ms. Saida Boudhina  
Information on integration of child migrants in school social action programs
- Discussions and recommendations

**12.30 – 13.30: Lunch**

**13.30 – 15.00: Indicators for the right of migrants to decent work**

- Sarra Hanafi: presentation of the proposed indicators
- Remarks by the representative of the Ministry of Vocational Training and Employment: M. Abdallah Zribi –General Directorate for Emigration and Foreign Labor.  
Data and information on migrant workers in Tunisia.
- Discussions and recommendations

**15.00 – 15.30: Coffee break**

**15.30 – 16.30: Indicators for the right of migrants to decent work (continued)**

- Remarks by the representative of the Labor Inspectorate: M. Chokri Wali



Challenges and outlook in relation to reliable information on the status of labor rights for all migrant workers.

- Discussions and recommendations

**16.30 – 17.00: Summary report**

- Remarks by Hanspeter Wyss, KNOMAD and World Bank
- Remarks by Chokri Arfa, Director of the National Migratory Observatory

