

Welcome to our series of webinars "The world of PES"!

Today, we welcome the Tunisian Public Employment Service, ANETI

Bienvenue à notre série de webinaires « Le monde des SPE » !

Aujourd'hui, nous accueillons le Service Public de l'Emploi de Tunisie, l'ANETI

¡Bienvenidos a nuestra serie de webinarios "El mundo de los SPE"!

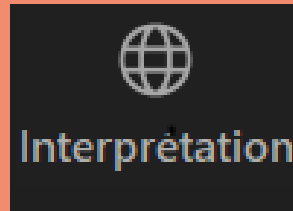
Hoy, damos la bienvenida al Servicio Público de Empleo de Túnez, ANETI.

28.05.2025



الوكالة الوطنية للتشغيل و العمل المستقل
Agence Nationale pour l'Emploi
et le Travail Indépendant

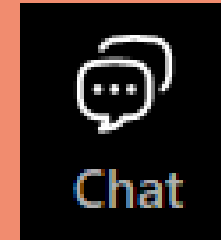




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Por favor, seleccione su idioma (inglés, francés, español) haciendo clic en el globo situado en la parte inferior de su pantalla.



Questions can be asked via the chat only. Only a few questions will be answered live, the remaining ones will be attended afterwards, in the follow-up of the event.

Les questions peuvent être posées uniquement via le chat. Seules quelques questions recevront une réponse en direct, les autres seront traitées ultérieurement, dans le cadre du suivi de l'événement.

Las preguntas sólo podrán formularse a través del chat. Solo se responderán algunas preguntas en directo, las otras se atenderán después, en el seguimiento del evento.



WAPES World of Public Employment Services

28/05/2025

"WAPES World of Public Employment Services" - Webinar A presentation by the Tunisian PES, ANETI



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Republic of Tunisia
Ministry of Employment and Vocational Training
National Agency for Employment and Self-Employment



NATIONAL AGENCY FOR EMPLOYMENT AND SELF-EMPLOYMENT



الوكالة الوطنية للتشغيل و العمل المستقل
Agence Nationale pour l'Emploi
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ANETI challenges

Market dynamics

- A changing market
- New emerging skills.

HR policy

- Developing in-house skills
- Adapting to innovation.

Efficiency

- Matching
- Overall support
- Customer relations



Governance

- Lack of stability and visibility
- Difficult economic and social context

Bureaucracy

- Demotivating
- Loss of efficiency, productivity and time
- Complexity

Generation Z

- Online
- Natively digital
- Realistic

ANETI Vision 2030

Quality

Digitalisation

Communication

Know-how

Entrepreneurship Space model

Model employment agency

CONTENTS

**VISION 2030
QUICK
OVERVIEW**

PROJECT PHASES

**THE 4 FOCUS AREAS OF
THE PROJECT**

**SERVICES AND TOOLS DEVELOPED
FOR EACH AREA**

RESULTS OF THE PILOT PHASE

**RESULTS OF THE ONGOING
GENERALISATION PHASE**



QUICK OVERVIEW EU4YOUTH & GO4YOUTH



01

The Tunisian labour market suffers from persistent unemployment and under-utilisation of the workforce. Unemployment is high (16%), with significant variations between regions and between population groups. The labour market is also characterised by a significant skills mismatch. 35% of Tunisian companies said that an insufficiently skilled workforce was a major constraint to their activities.



02

In response to the employment challenge, ANETI has proposed its Vision 2030, which aims to provide more young people with better quality employment services. The World Bank (WB) is supporting this reform through GO4YOUTH, funded by the European Union Delegation as part of their Eu4Youth programme.



03

The European Union Delegation has designed a €60 million programme to support young people in Tunisia (EU4YOUTH). A specific pillar of this programme focuses on strengthening the inclusion of young people by improving employability, creating decent jobs and supporting entrepreneurship (SO1).



04

The WB's overall commitment to employment with this EU programme aims to support intermediation services linked to the labour market in coordination with private and public players in line with the "ANETI 2030 Vision".

THE PHASES OF THE PROJECT



Finalised

SUCCESSFUL

42 NEW BETI SELECTED

ALREADY LAUNCHED

The fundamentals
(09/2021 - 06/2022)

Define the service offering in detail and work on/with support functions to its implementation

THE PILOT PHASE
(07/2022 - 02/2025)

Successful experimentation in **6 pilot BETIs** validated by a ministerial steering committee.

Generalisation OF THE PILOT PHASE
(09/2024 - 06/2027)

42 new BETIs selected in an initial phase to roll out the new services and tools while equipping ANETI.

Successful deployment in 19 BETIs at 15 May 2025

Full rollout planned by the end of summer 2025

Continuous improvement
(02/2024-+++)

Develop and deploy additional services and implement continuous improvement systems

THE 4 FOCUS AREAS OF THE PROJECT

ANETI ASSISTANCE

1



Overhaul of services for job seekers

+ McKinsey

Calibrate ANETI's efforts and services according to the needs of the works council. Segment then profile the jobseekers (5 Macro-Segments) to keep as much time as possible for those who need it most, with services tailored to each segment.

2



Development of business services

+ EY

Match our efforts to the company's recruitment potential and provide the most appropriate service. Because without companies satisfied by ANETI's services, there would be no job offers to fill for young people registered with ANETI.

3



Digital transformation

+ Deloitte

Via BETF and RETF, so that ANETI becomes better equipped, connected, and even more efficient in its procedures (dematerialisation) as well as in the implementation of its services for works councils and companies.

CROSS-DISCIPLINARY SUPPORT

Human Resources

To develop a repository of ANETI's professions and skills.

Communication

Support the various phases of the project, firstly through internal communication, and then externally.

4

ECOSYSTEM ASSISTANCE

+ EY

SERVICES AND TOOLS DEVELOPED FOR EACH AREA

ANETI ASSISTANCE

1



Overhaul of services for job seekers

+ McKinsey

- The profiling tool
- Job Search Techniques (JST) workshops
- Orientation guide for MS2
- SkillCraft (cross-disciplinary EC skills), scheduled for 1^{er} Semester 2025.
- PPAE activity launched.
- *Map of current training courses*

2



Development of business services

+ EY

- Job offer scrapping tool
- CRM to track BETI's efforts with companies
- Automatic VICP generation tool
- New Supply Management in pilot phase
- *Ongoing prospecting strategy*

3



Digital transformation

+ Deloitte

- Matching system activity launched.
- GEC-GED in progress.
- Project to connect all BETIs to fibre optics underway.
- Most of the equipment received.

Human Resources

Methodological and strategic note developed.
Launch on 21 January 2025.

CROSS-DISCIPLINARY SUPPORT

Communication

Diagnosis, benchmark and internal communication plan developed.
Production plan in progress.

4

ECOSYSTEM ASSISTANCE

+ EY

Main objectives of the overhaul of services for job seekers

Define a strategy for the services offered to job seekers.

1



3

Developing advisers' skills

Improve tools for segmentation, profiling, orientation and placement to ensure adequate service to the job seekers

2



4

Develop a change management strategy for jobseeker services

The new support approach: personalised services for the various job seekers

Online registration

Create an account

Automatic segmentation generation

a **statistical profiling** system which is a decision-making tool for personalising support for job seekers.

Generates an employability score and benefit recommendations

Diagnosis of the works council's situation

Validation of segmentation

Drawing up a personalised employment access plan

1

Customers with peripheral obstacles

2

Customers who need to define their career plans

3

Pre-validated customers for micro-businesses

4

Customers close to the market but not yet autonomous

5

Customers who are close to the market and autonomous

Main services required

An external partner to put the job seekers in touch with and take charge of it, to remove the barriers to employment.

Guidance services to help the job seekers draw up a career plan

Referral, guidance and entrepreneurial support services




Job search and placement support

Access to the work portal and self-service short courses

CORPORATE SERVICES

How does it work?

A categorisation of each company to provide a level of effort and a service tailored to the company's potential.

The stages of the process	Collection of 01 requirements and job offer data	02 Entering the job offer	03 Promotion and dissemination of job vacancies	04 Matching supply and demand	05 Monitoring progress and closing the offer
Services to be developed and controlled in the short term	<p>Management of the job offer (from identifying the need and drafting the offer, to matching and satisfying the offer)</p> <p>Help in defining the job and identifying the skills required</p>	<p>Assisting the employer in drafting the offer</p>	 <p>Proposal of several ways of disseminating the offer</p>	 <p>Pre-selection assistance of candidates</p> <p>Help with selection interviews</p>	 <p>Provision of a manual satisfaction form</p>

Setting up these services requires advisers to upgrade their skills.

STATUS SERVICES TO BUSINESS



Directed



In progress



Future

Status



Work on CIVPs



Online contract generation tool successfully implemented in the 6 pilot BETIs



Drawing up a risk matrix to target controls more effectively



Job Offer Management V0



Pedagogical training for MF



All content awaiting validation



Launch of the first technical training courses this summer



Amending CRM to manage customer relations



New prospecting methods



CRM developed for launching e-mail and SMS campaigns



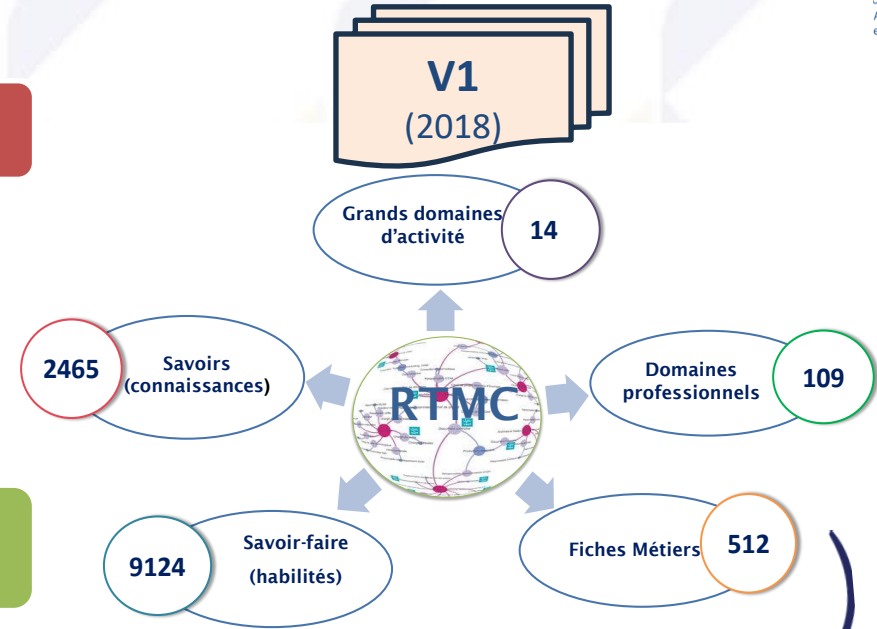
Content ready but to be discussed with ANETI (awaiting implementation of version V0 of job offer management)

RTMC :

**Tunisian Reference
of Professions and Skills**

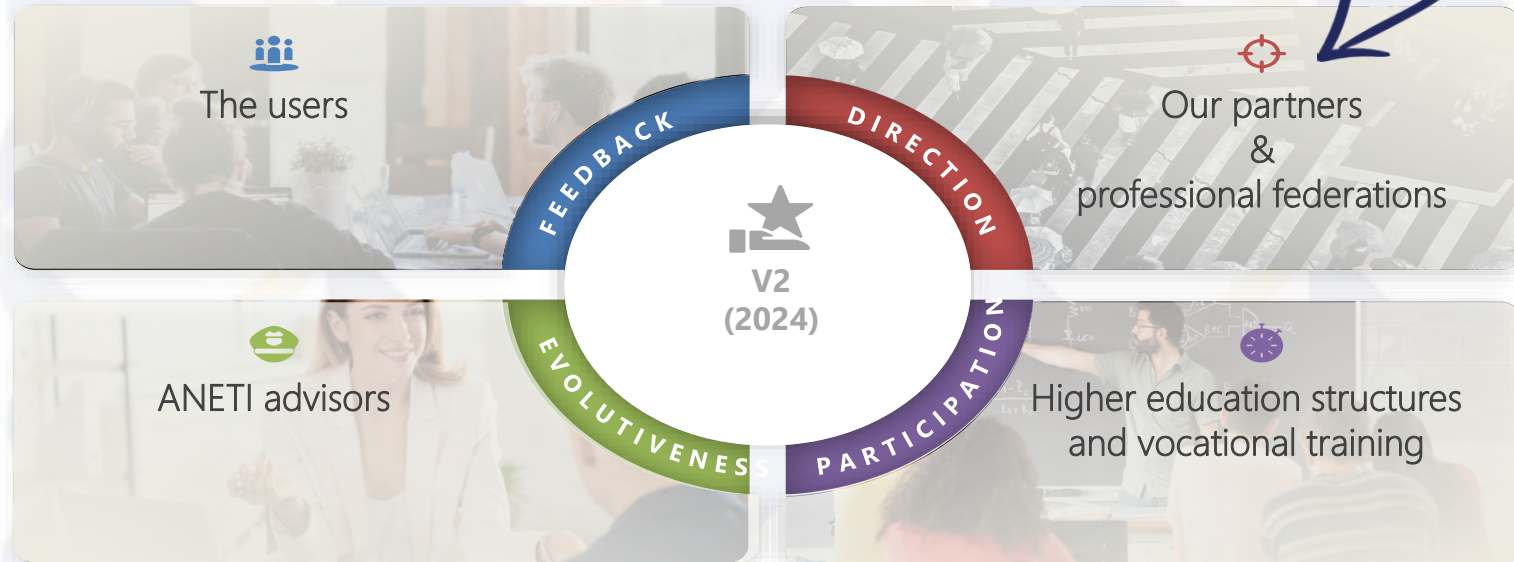
RTMC at the service of the Company

- Identify the skills profiles to be recruited
- Formalising job offers
- Analysing vacancies
- Diagnosing training needs
- Diagnosing skills requirements
- Matching acquired skills to required skills



RTMC at the service of job seekers

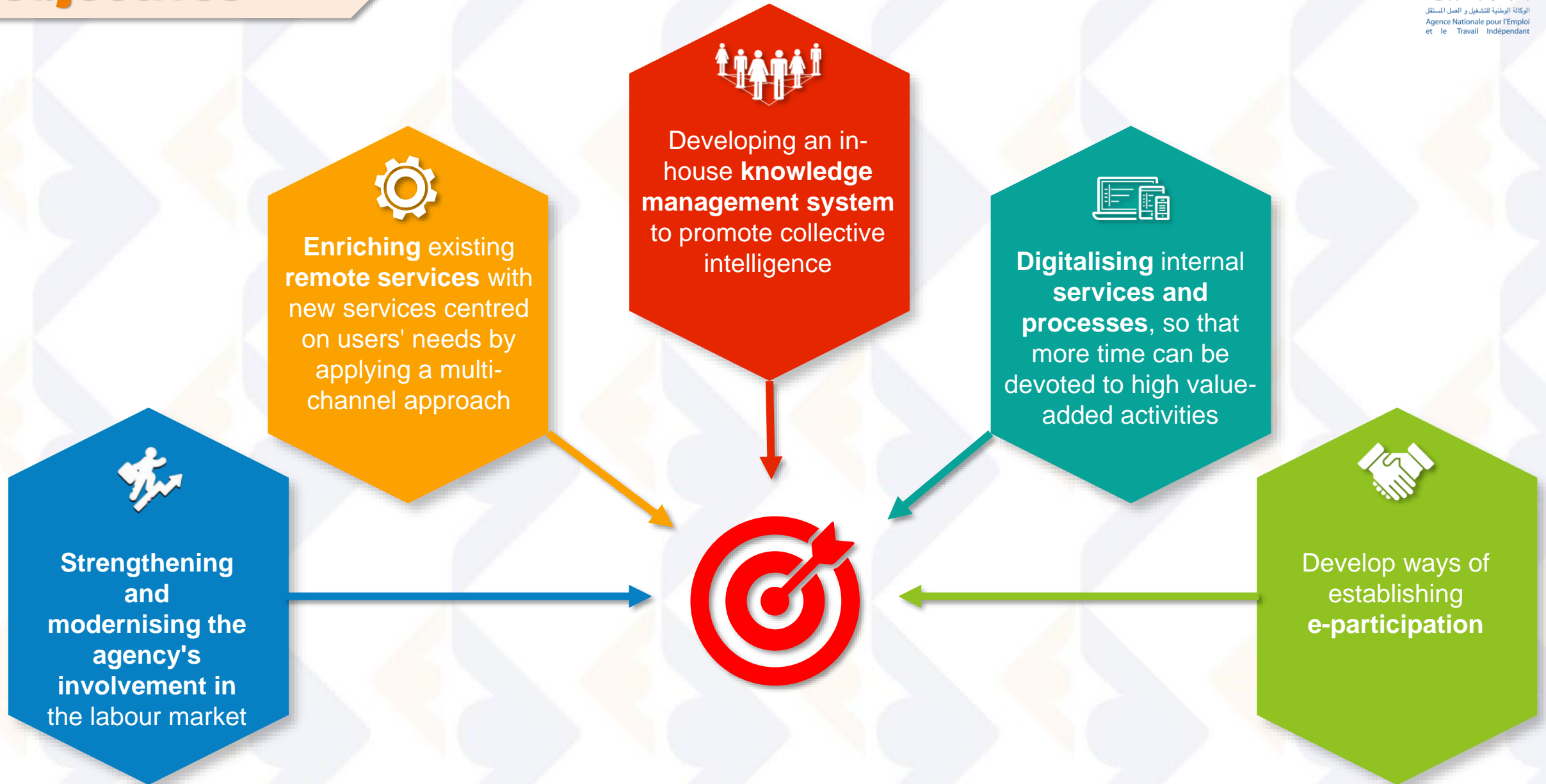
- Discovering the national and international job market
- Find out about careers
- Making the most of your skills
- Preparing job applications
- Career development or changing profession
- Analyse your training needs



ANETI's digital transformation

A connected branch

Objectives



The components of digitalisation

Matching System



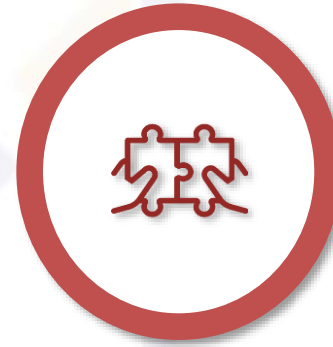
Identification needs

- > CE profile :
 - Education and training
 - Diagnosis
 - CV, professional and extra-professional experience,...
- > Job offers
- > Selection, elimination and bonus criteria



Search

- > Semantic search
- > Multi-criteria search
- > Search by keywords or tags



Matching

- > Cross-referencing of input variables
- > Specification of criteria (elimination, bonus, etc.)
- > Variable weighting
- > Short list / Scoring



Analysis differences

- > Gap analysis report
- > Suggestions for training and action plans to improve the employability of the job seekers
- > Dashboards (skills gaps, related professions, skills most in demand)

Listing

- > Scoring (weighting of search criteria)

Results expected in 2026

ANETI customers



- **Support for job seekers :**
 - From 10% to 100% of jobseekers will be profiled or diagnosed
 - From 25% to +50% will have personalised support
 - 3000+ distance learning beneficiaries
 - Increase satisfaction with remote services from 45% to +70
- **Business services :**
 - Increase the number of companies using the web portal from 30% to 80%.
 - +100,000 corporate customers
 - Cut from 42 to -30 days for supply satisfaction
 - Go from 20 to -5 attempts to satisfy a bid
- **Services for project developers :**
 - Increase the rate of transition from idea to installation from 8% to 15%.
 - Increase the rate of transition from business plan to financing agreement from 14% to 30%.
- **Notoriety :**
 - 1^{er} job site in Tunisia
 - At the top of the list of public administrations in terms of digitisation

Learning model: hybrid

Formal learning

- Tutored training (synchronous/asynchronous)
- With learning path
- Hybrid class
- Videoconferencing
- Micro Learning
- Badge/attestation/certification


Informal learning (social and collaborative)

- Learning from peers,
- Communities of practice,
- Wiki, forum,
- User-generated knowledge base ...

Performance support tools

- Mobile applications,
- Expert videos,
- Podcasts,
- Practical information sheets,
- Checklist...

Teaching toolbox

- 
1. **Reduced training costs**
 2. **Wider coverage**
 3. **A unique knowledge base**
 4. **Faster skills development**
 5. **Easier monitoring of learning progress**
 6. **Retaining new employees**



1453 employees
60% of whom are advisers

Expected results in 2026

Increased skills of agency staff



- Double the number of training days per agent
- +80% of agents will be trained in digital tools
- Save time, improve performance and efficiency
- Developing collaborative working
- Valuing agents

Results expected in 2026

Organisation and decision-making



- Better organisation and improved decision-making processes
- Reduce the budget allocated to printing and office equipment by 40%.
- Reducing the need to create employment offices
- Better management of activities
- Reducing expenditure

Digitisation roadmap



▲ Recruitment of an international consultant (Deloitte Tunisia)

Pilot tools



Knowledge management system and promotion of collective intelligence



EDM / ECM



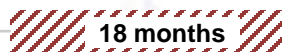
Overhaul of the business information system & Web portal



Matching System



BI (Business Intelligence)



Systems Infrastructure & Security :

- Acquisition of IT equipment
- Refitting and upgrading the Data-Center
- Infrastructure, network and security upgrades



Setting up a quality management system

➤ In order to ensure the continuity of our public service missions, ANETI has made quality a lever for the continuous improvement of its performance, and is following a path aimed at better serving job seekers, companies and project leaders alike.

➤ In this context, ANETI has begun to implement a quality management system in accordance with the ISO 9001: 2015 standard in its services offered to both BETIs and ESs. To this end, over the course of the year :

- 2022, 65 offices, including 45 BETI and 20 EE have been certified;
- In 2023, a plan to maintain BETI/EE certification and strengthen the implementation of the system is being implemented;
- 2024, a plan to roll out the QMS throughout the BETI and EE departments
 - *certification of 113 employment offices and espace entrepreneur
 - *strengthening the skills of the various stakeholders

Agence Nationale pour l'Emploi et le Travail Indépendant - ANETI

19 Rue Asdrubal
1002 Tunis
Tunisie

Bureau Veritas Certification certifie que le Système de Management de l'organisme susmentionné a été évalué et jugé conforme aux exigences de la norme :

ISO 9001: 2015

Domaine d'activité

Orientation et Accompagnement des Demandeurs d'Emplois, Gestion de l'Emploi Salaré, Promotion de l'Entreprenariat et l'Assistance des Micro-entreprises, Gestion de l'Emploi à l'International, Gestion des Relations avec les Entreprises & Traitement des mesures pour l'Emploi.

Date originale de certification :
Date d'expiration du cycle précédent :
Date d'audit de certification :
Date de début du cycle de certification :
Sous réserve du fonctionnement continu et satisfaisant du système de management de l'organisme, ce certificat est valable jusqu'au :

Affaire n° : 42 2019 0023

Version 01, Révision date :

Governance and management

STRATEGY AND
CHANGE
MANAGEMENT

Steering Committee

Composed of the Managing Director, the ANETI Directors, the donor focal points, the project manager from the project management unit and experts.

In charge of arbitrating on all strategic decisions and orientations, ensuring that everyone supports the reform, communicating on progress, etc.

COORDINATION
AND MONITORING

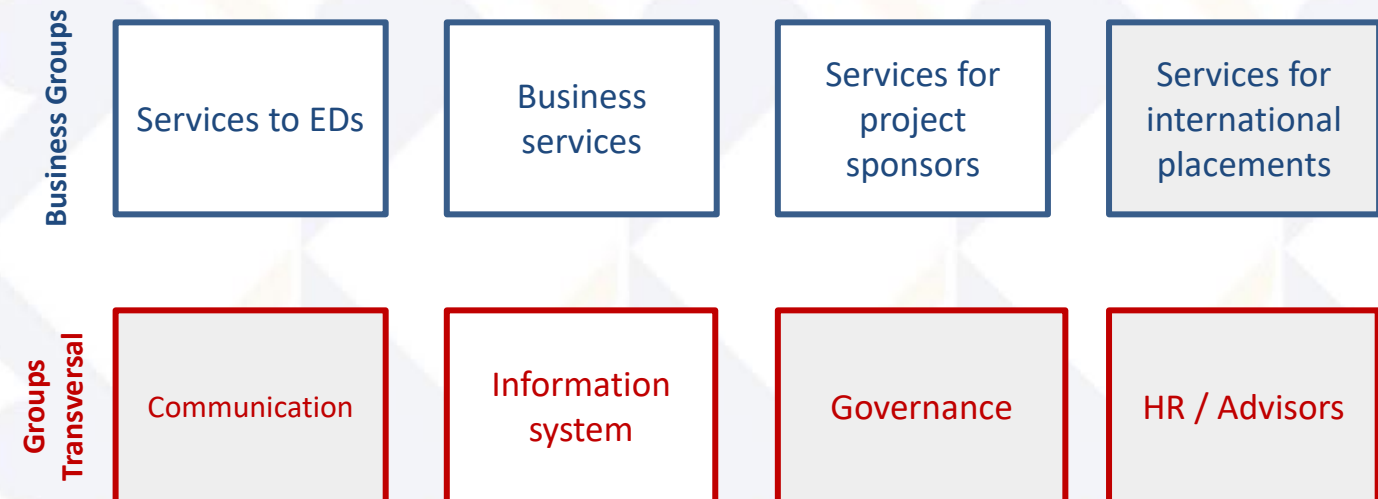
Project management unit

Comprising a project manager, ANETI staff and WB experts

In charge of monitoring the progress of PMOs' activities and coordinating work between committees

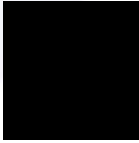
PRODUCTION

8 working groups

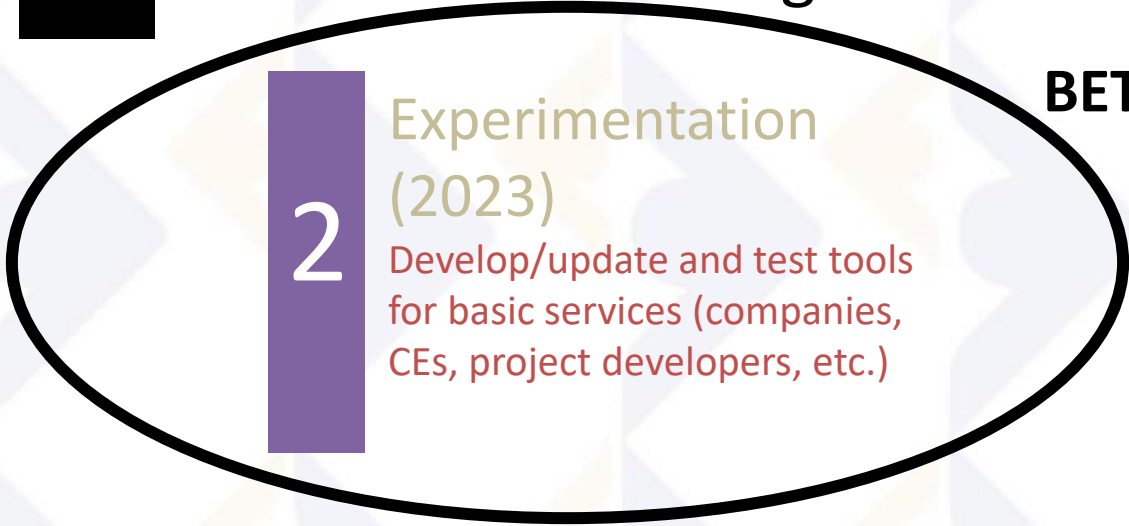


The working group is responsible for delivering the PMO's activities.

A working group is made up of ANETI staff (responsible for carrying out and/or monitoring an activity) and experts made available to ANETI by the donors.



Vision 2030 in 4 stages



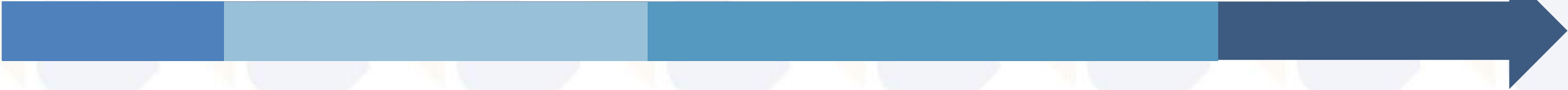
BETI Pilots

2

Experimentation
(2023)
Develop/update and test tools
for basic services (companies,
CEs, project developers, etc.)

4

Continuous
improvement
(2026)
Develop and deploy services++ and
implement continuous
improvement systems



1

The fundamentals
(2021 - 2022)
Define the service offering in
detail and work on/with the
support functions to implement
it

3

Generalisation
(2024 - 2026)
Equipping ANETI and its
staff for nationwide
deployment

Thank you for your attention

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الوكالة الوطنية للتشغيل و العمل المستقل
Agence Nationale pour l'Emploi
et le Travail Indépendant

ANETI's employment support services

Programmes and Services for Jobseekers Department

➔ **May 2025**

Mrs Imen GHELALA - Head of Specific Processing and Partnership Division

The Job Seeker Support Pathway

Support is a dynamic, interactive process made up of a number of services, organised into modalities, designed to help jobseekers find work.

The services provided take account of the new segmentation, the degree of maturity of the professional project, the needs of each job seeker and all this after a Profile-Diagnosis.

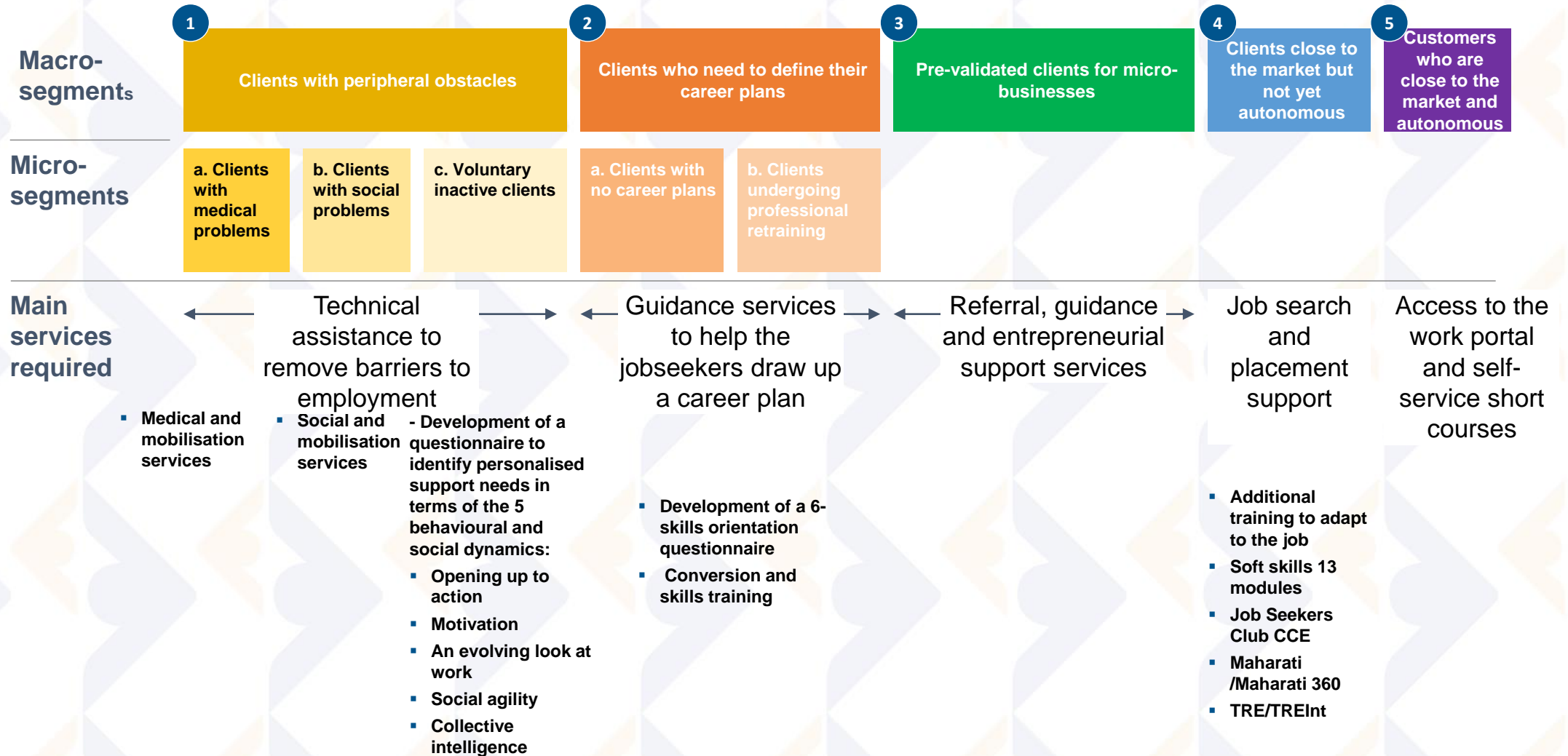
The New Segmentation

Pre-positioning questionnaire

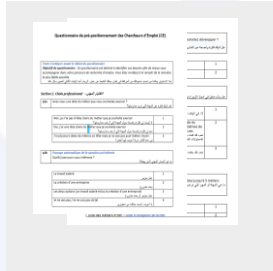
Automatic segmentation generation

Diagnosis of the jobseekers' situation

Validation of segmentation



Diagnostic interview - decision-making tools



Pre-positioning questionnaire

Automatic segmentation generation



a **statistical profiling** system which is a decision-making tool for personalising support for jobseekers
Generates an employability score and benefit recommendations



Diagnosis of the works council's situation

Validation of segmentation

These tools enable the advisor to concentrate on gathering key information during the diagnostic interview. They make it easier to reach a decision on the diagnosis of the works council's situation.

Drawing up the PPAE

the Personalised Plan for Access to Employment

It plays a central role in supporting jobseekers
It highlights the support methods and details of services by segment.

Support for special populations

Support for disabled jobseekers

- Development of a specific questionnaire for disabled people
- Adaptation of certain Softskills modules to meet the needs of disabled people



Support for returning migrants

- Ongoing development of specific modules and scales to support returning migrants
- Ongoing development of social and professional assessment tools (skills assessment)



Support for ex-prisoners

- Development of a support programme for ordinary prisoners in prisons



Intra- and extra-mural support for radicalised prisoners

- Development and adaptation of a specific support programme for this population group



THANK YOU FOR YOUR ATTENTION



Business services in Tunisia

a range of tailor-made solutions for better recruitment

Introduction



- In Tunisia, the services offered to companies represent a strategic pillar of tailor-made solutions to improve the recruitment process. These services are provided by ANETI, through its Business Programmes and Services Department, which is developing various tools and programmes for the benefit of businesses. Its main actions include the creation of an employers' space, the management of job offers, the strengthening of prospecting activities, as well as the implementation of active employment programmes, complementary training and professional adaptation.

Employers' area

ANETI provides employers with a free online tool enabling them to create a personal space and benefit from specific resources:

- Post, modify or delete job offers;
- Automatically search for skills that match job vacancy criteria
- Consult the CV library.
- Recruiting candidates who have applied for job vacancies,
- Consult the ANETI network (List of Independent Employment and Labour Offices)
- Find out more about Active Employment Programmes (AEP),

Managing job offers

- The management of job offers is a central pillar of ANETI's missions and is a strategic objective in line with the

ANETI 2030 Vision, one of the main thrusts of which is to strengthen the partnership with businesses.

Within this framework, a new process for managing job offers has been developed. Designed to be simple, clear and coherent, it comprises six stages, from defining the offer to monitoring customer satisfaction.

The aim of this process is to ensure an optimal, effective and efficient response to the recruitment needs expressed by companies.

- ANETI has adopted an innovative approach based on "levels of intensity" to ensure that it can be finely tuned to the specific needs of each company.

This approach is based on three levels of intervention by the job placement and integration advisor (basic, intermediate, advanced), enabling targeted mobilisation of efforts and resources. The aim of this approach is to offer tailor-made support, taking into account the level of complexity and the specific requirements of each company's request.

Managing job offers



ANETI guarantees universal services for all employers:

- registering job offers on the business application after contacting the employer and defining the employer's needs on the basis of the Tunisian Skills and Professions Repository (RTMC),
- help with writing job offers,
- Posting job vacancies on the BETI network, FB and LinkedIn pages,
- The match between supply and demand will be strengthened with the introduction of the matching solution, which will enable automatic pre-selection of applications.

ANETI also offers **enhanced** support **services** aimed primarily at employers experiencing recruitment difficulties (short-staffed occupations, small and medium-sized businesses without HR departments, very small businesses, etc.), as well as companies offering job prospects that could be filled by jobseekers.

These services include

- Planning and running information sessions for shortlisted candidates,
- Tailoring interview methods to the specific needs of the company,
- Planning, where appropriate, of measures to adapt to the job or the use of additional training to fill the position,

And if necessary, we call on another service, the recruitment consultancy service.

Prospecting: *the main lever for improving ANETI's market share*

ANETI provides companies with qualified employment advisers, who are responsible for a number of key canvassing tasks, including :

- Informing companies and raising their awareness of the services offered by ANETI;
- Identifying recruitment and skills requirements;
- Collecting and processing job offers;
- Promoting the profiles of available candidates, in line with companies' expectations;
- Dissemination of accurate information on Active Employment Programmes (AEP) and employment support schemes;
- Turning prospects into customers with job offers.

In order to carry out its missions more effectively, ANETI has put in place a Business Relations (BR) strategy based on an approach involving the segmentation and prioritisation of companies. This approach aims to achieve the following operational objectives:

- **Improving the service offering:** tailoring services to the specific needs of businesses, targeting the most relevant promotional activities and concentrating efforts on the most dynamic segments in terms of recruitment.
- **Building customer loyalty:** Developing long-term relationships with customers and potential customers, based on trust and expertise, as part of a long-term partnership approach.
- **Expanding the customer base:** Getting to know current and potential companies better, identifying their needs and specific characteristics, so as to effectively expand the customer portfolio.
- **Optimising management:** Using segmentation to improve internal organisation, adjust operations, define human resource requirements more precisely, refine processes and procedures, adapt the service offering and anticipate technical and logistical needs.

These operational objectives are ultimately aimed at achieving ANETI's strategic objective: to increase the number of job offers collected and filled.

Management of EAPs (120,000 beneficiaries on average per year)

The programme/instrument	objective	Target population	the advantages
The Contrat d'Initiation à la Vie Professionnelle (CIVP) (Introduction to Professional Life Contract)	to help beneficiaries acquire professional skills to facilitate their integration into working life.	<ul style="list-style-type: none"> - first-time jobseekers with a higher education or equivalent qualification - Level of education or vocational training 	<ul style="list-style-type: none"> -A monthly grant for 12 months -Social security cover -Coverage of additional training costs (400 hours at a maximum cost of D2000) -Coverage of certification costs up to a maximum of D1,200 -Employer contribution paid for two (2) years in the event of recruitment
The civil service contract :CSC	to enable jobseekers, on a voluntary basis, to complete work placements in work of general interest with a view to acquiring practical skills and professional attitudes, facilitating their integration into working life	First-time jobseekers with a higher education qualification	<ul style="list-style-type: none"> A monthly grant for 12 months -Social security cover -Coverage of additional training costs (400 hours at a maximum cost of D2000) -Coverage of certification costs up to a maximum of D1,200 -Employer's contribution covered for three (3) years in the event of recruitment
Training and adaptation to meet companies' HR needs	Filling identified job vacancies that are difficult to fill	<ul style="list-style-type: none"> -All job seekers - The new recruits 	Coverage of the following costs per beneficiary: <ul style="list-style-type: none"> - Further training and qualifications, up to a limit of 600 hours and a maximum amount of D2800. -Soft skills training, up to a maximum of 60 hours and 400 D -Certification, up to a limit of 1,200 D
adapting to improve the employability of CEs	organise adaptation sessions for jobseekers with the aim of improving their employability and facilitating their integration into companies requiring further training or adaptation	All job seekers	Coverage of the following costs per beneficiary: <ul style="list-style-type: none"> - Further training and qualifications, up to a limit of 600 hours and a maximum amount of D2800. -Soft skills training, up to a maximum of 60 hours and 400 D -Certification, up to a limit of 1,200 D

The first major changes to be undertaken in the coming months in line with the strategic orientations of the ANETI2030 vision

will cover :

- Widespread renovation of the management of company requests,
- The introduction of a new digital job offer; to simplify the life of companies with the deployment of the new IS,
- Full digitalisation of the management of active employment programmes (AEPs),
- The development of the canvassing axis to establish a lasting relationship of trust with companies in order to better support them in their recruitment needs. In particular, this will involve strengthening digital tools such as CRM and the use of scraping, enabling more targeted and proactive identification of opportunities for collaboration, and positioning the company as the leading public operator in the Tunisian employment market,
- the introduction of a dominant "business" activity for PI advisers, enabling them to be closer to and more available to these companies.



Merci de votre
attention!





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Agence Nationale pour l'Emploi
et le Travail Indépendant

The entrepreneur's journey and ANETI's support services

28-05-2025

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Process flow chart and support offer

Information sessions					
Soft-skills					
Why not set up my own business?					
	MORAINE				
		Organising your Creation project			
			CREE 😊		
			CEFE 😊		
		SPE 😊			
					GERME 😊
					Additional management training 😊
					Additional technical training 😊
					15 days expert
					Support grant
Inspiration	Ideation	Organisation of the entrepreneurial process	Development of business plans	Finding finance and setting up	Start
Pre-creation					post creation

Pre-creation support



Pre-creation support

- Why not set up my own business? (Motivation test and self-assessment)
- MORaine (Ideation)
- Organising your start-up project (Preparing your business plan)
- CREE / CEFE (Drawing up a business plan)
- Practical Work Experience



Post-creation support



Post-creation support

- GERME / Complementary Management Training
- Additional technical training
- Support grant
- Personalised support



Cross-functional departments



Information sessions

- Raise awareness of entrepreneurial culture and national entrepreneurship policy
- Present the various economic players, NGOs and GOs involved in self-employment



Soft Skills

- Self-confidence and self-esteem
- Communication and conflict management
- Decision-making
- Adapting to change
- Working in a team
- Creativity and innovation
- Leadership
- Negotiation techniques
- Adapting to change
- Stress management



Specific services



Organising and formalising your project

- Target: people operating in the informal sector
- The training enables beneficiaries to learn about their eco-system, the formalisation process, market access procedures, legal and tax aspects, social aspects and labour law.
- Duration: 5 days



Autoentrepreneur status

- Objective: Integrate entrepreneurs from the informal sector into the formal sector and reduce administrative procedures through a platform www.autoentrepreneur.tn
- Simplified scheme for Tunisians carrying on an individual business in the industrial, craft, commercial or service sectors (predefined list) and with a turnover not exceeding 70MD.
- Duration: 4 years + 3 additional years
- Social security cover + differentiated tax regime (a single contribution each quarter) (exemption in the first year)
- Support and assistance

ANETI's social networks



Facebook :

<https://www.facebook.com/ANETI.EMPLOI.NAT.TN/>



LinkedIn :

<https://fr.linkedin.com/company/agence-nationale-pour-l%E2%80%99emploi-et-le-travail-ind%C3%A9pendant-aneti>



Twitter : @ANETITUNISIE

<https://twitter.com/anetitunisie>



Instagram:anetitunisie

<https://www.instagram.com/anetitunisie/?hl=fr>



YouTube :Aneti.channel

<https://www.youtube.com/channel/UCy3lgI7gXhTqup-1LBiRdjg>

**Merci de votre
attention!**





Services of ANETI International

INTERNATIONAL MOBILITY

Who are we?

The National Agency for Employment and Self-employment (ANETI) is a public and official job agency under the supervision of the Ministry of Vocational Training and Employment.

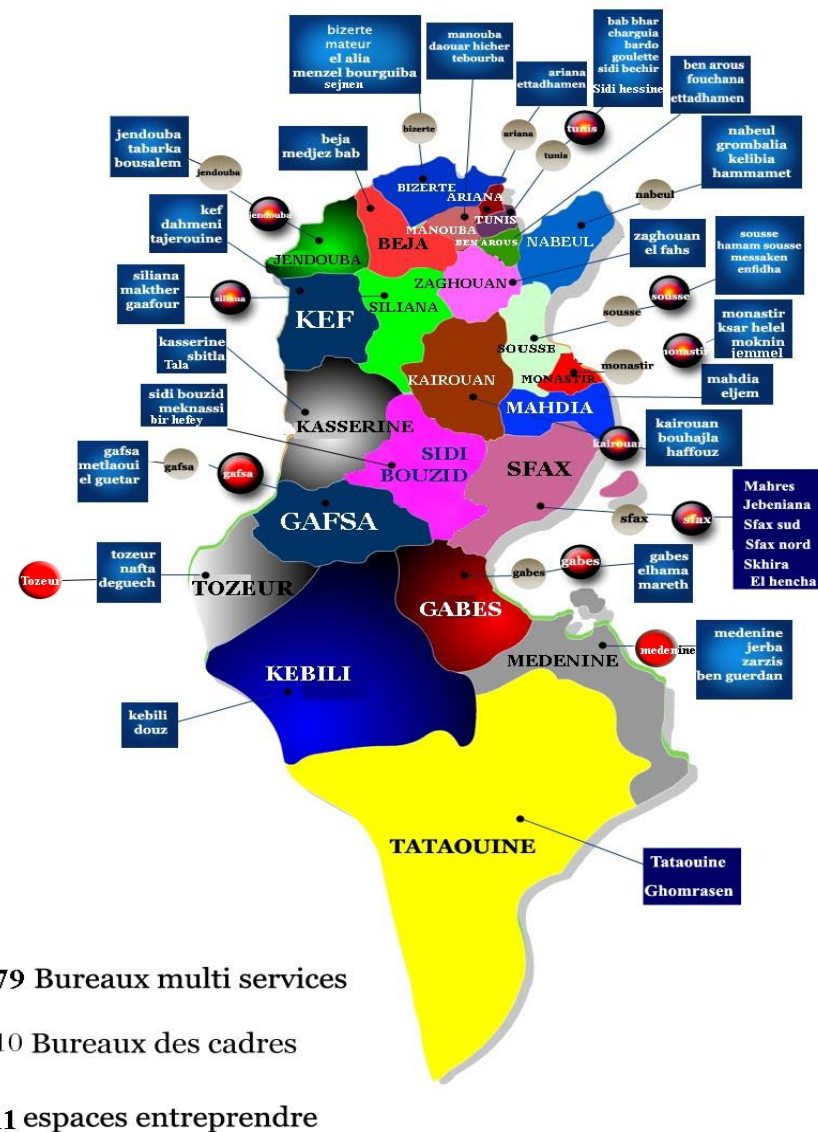
The agency has:

A network of 110 employment offices covering the whole country.

- 88 multi-service employment offices.
- 22 « entrepreneurship » spaces for promoting self-employment and small businesses.
- 1000 employment advisors

A continuously updated network linking all the employment offices and a dynamic website, one of the most visited in the country.

Répartition spatiale du réseau opérationnel de l' ANETI



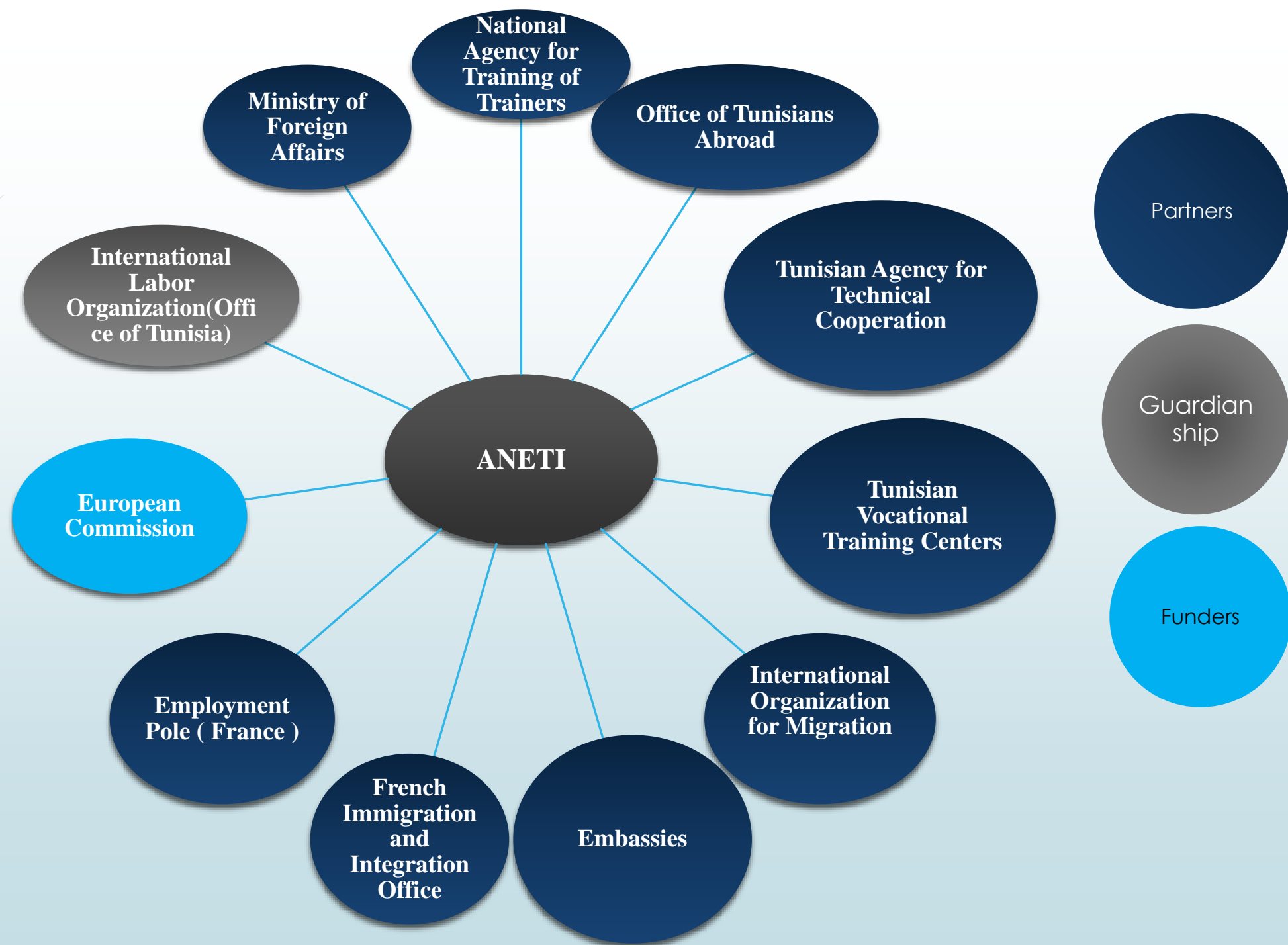
Our role...

- animating the national and international labor market.
- Implementing the strategies and employment programs set by the government for boosting national and international employment.

Our goals

- Help employers find their requirements of Tunisian workers.
- Ensure a personalized accompaniment of the job seeker to help him/her succeed in his/her professional mobility project.
- Develop partnerships with potential countries with employment opportunities as well as with international agencies and foundations working on international mobility.

The Agency environment:
we work with partners and actors who mainly contribute to our international employment activity



The ANETI Network

- International Employment Advisors at the central level, with one interlocutor for each geographical zone (Europe, Golf Countries, Canada...)
- 110 Employment advisors at the regional level.
- National Website: www.emploi.nat.tn (The first employment website in Tunisia)
- International employment space dedicated to employers to submit their job offers.: www.aneti-international.tn
- 2 representations abroad specially in Qatar and France

The screenshot displays the ANETI website interface. At the top, there are language options for English and Arabic, and a navigation menu with links like 'Accueil', 'Plan du site', 'FAQ', 'Liens utiles', 'Suggestions', 'Contact', and 'Etes-vous satisfaits?'. The main header features the ANETI logo and the text 'Agence Nationale pour l'Emploi et le Travail Indépendant'. Below this, there are navigation tabs for 'Offres et demandes d'emploi', 'Travail Indépendant', 'Orientation professionnelle', and 'L'ANETI', along with a '183 connectés' indicator. A search bar is present with a search button and a 'Recherche avancée' link. The main content area is titled 'Espace emploi international' and includes a login section with fields for 'Login' and 'Password', and radio buttons for 'Candidat' and 'Entreprise'. Below the login section is an 'Accès Rapide' menu with links to 'Offres d'emploi', 'Demandeurs d'emploi', 'Avis de concours', 'Annonces de presse', 'Offres à l'étranger', 'Handipass', 'Inventaire d'intérêt', 'Etes-vous satisfaits?', 'Outils et Flux RSS', and 'Emploi International'. A 'TÉLÉCHARGEZ NOTRE BARRE D'OUTILS' banner is also visible. The main content area displays 'Emploi International' and 'Offre de Service' sections. The 'Offre de Service' section includes a description of the agency's mission and a list of services: 'd'organiser les opérations de placement de la main d'œuvre tunisienne à l'étranger et de veiller à leur réalisation', 'de faciliter la réinsertion dans l'économie nationale des travailleurs émigrés après leur retour définitif', and 'Les prestations de l'Agence Nationale pour l'Emploi et le Travail Indépendant s'adressent essentiellement : aux personnes à la recherche d'un emploi, aux porteurs de projets cherchant à s'installer à leur propre compte, aux jeunes à la recherche d'une formation professionnelle, et aux entreprises cherchant à satisfaire leurs besoins en ressources humaines'. At the bottom, there are two large buttons: 'ENTREPRISE' with sub-links 'CVTHÈQUE', 'GESTION DES OFFRES', and 'INSERER UNE OFFRE'; and 'CANDIDAT' with sub-links 'INSCRIPTION' and 'RECHERCHE OFFRE'. The footer contains a date 'Dernière mise à jour 02/10/2013 à 17:07' and a navigation menu with links for 'Accueil', 'Plan du site', 'Imprimer', 'FAQ', 'Liens utiles', 'Suggestions', and 'Forum'.

République Tunisienne
Ministère de la Formation
Professionnelle et de l'Emploi

Agence Nationale Pour l'Emploi
et le Travail Indépendant
Emploi International

SE CONNECTER | S'INSCRIRE

EN FR AR IT

ANETI
الوكالة الوطنية للتشغيل و العمل المستقل
Agence Nationale pour l'Emploi
et le Travail Indépendant

À PROPOS DE NOUS ACTUALITÉS ESPACE CANDIDAT ESPACE RECRUTEUR RÉCLAMATION CONTACT

Rechercher ...

VOUS ÊTES CANDIDAT

L'ANETI RECHERCHE

L'EFFICACITÉ
LA FIABILITÉ
L'INTÉGRITÉ

➤ This website aims to:

- Deployment of the ANETI services abroad
- Improve the international mobility of the Tunisian skills
- Provide a space dedicated to the employers to submit their job offers
- Provide a space dedicated to the candidates to submit their applications
- Provide our candidates with all the updated news in relation to our activities

➤ This website offers three main categories of services:

- The administrative accompaniment of the candidates
- Consulting and information services
- Posting of the job offers
- Screening of the suitable applicants

Highly qualified skills

- A potential for skills and qualifications of young graduates in various sectors meeting the needs of companies.
- Multilingualism: Arabic, French and English.
- Highly skilled manpower in all specialties: TIC, welding, mechanic...



Services for employers

**Discover our range of services to succeed in your recruitment
From recruitment counselling to professional integration**

- ANETI puts at your disposal its infrastructure, qualified staff and efficient technologies:
 - Reception of the employers upon their arrivals.
 - Accompaniment during all the recruitment process.
 - Well-equipped rooms for job interviews on site or online.



Mode of implementation. – Your recruitment with one interlocutor

- ➔ One interlocutor to facilitate your recruitment process by:
 - Personalized professional accompaniment
 - An accurate and deep analysis of your requirements
 - A clear well detailed job description



Candidates selection. – Our advisors help you select the best profiles

- Preselection of applications according to your requirements
- ANETI offers you a team of psychologists specialized in psychotechnical tests
- Organizing the job interviews



Services for candidates before departure:

- Professional accompaniment of the pre-selected candidates.
- ANETI takes charge in all the complementary trainings, if needed, to better meet the needs of the employer.
- Pre-departure sessions (accompaniment, information sessions, facilitation of the administrative procedures (Travel documents)).
- Information on the host country

All ANETI services are free of charge for the employers and candidates



Companies – Start a recruitment

- Do you have a recruitment project?
- Contact the ANETI services immediately.
- You will get the best services
- **Contact the person in charge :Rym Beltaief :rim.beltaief@emploi.nat.tn**

ANETI – International Employment
19 asdrubal Street -Tunis 1002
www.emploi.nat.tn

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- Fax : +216 71 841323
- inter.anei@emploi.nat.tn
- www.anei-international.tn



All documents will be sent to the participants afterwards.

Tous les documents seront envoyés aux participants à la fin du webinaire.

Mandaremos todos los documentos a los participantes al final del webinar.



All questions will be summarized after the webinar. If you have any additional questions, please contact Nicole Clobes.

Toutes les questions seront traitées à la fin du webinaire. Pour toutes questions additionnelles, merci de contacter Nicole Clobes.

Todas las preguntas serán atendidas después del webinar. Para cualquier otra pregunta, pueden contactar con Nicole Clobes.



nicole.clobes@wapes.org



A short survey will be available at the end of the webinar. We thank you in advance for your feedback.

Une courte enquête sera disponible à la fin du webinaire. Nous vous remercions d'avance pour vos commentaires.

Se compartirá una breve encuesta al final del evento. Les agradecemos de antemano sus comentarios.



Merci !

¡Gracias!

Thank you!



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