



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



Agility: ANETI's management in a crisis situation

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I. About ANETI

Our missions:

- Stimulate the labour market;
- Develop information on employment and vocational qualifications for companies, jobseekers and promoters;
- Implement employment promotion and youth integration programmes;
- Ensure that jobseekers have access to information and vocational guidance;
- Develop entrepreneurship and promote micro-enterprises;
- Organise foreign placement schemes for Tunisian labour;
- Facilitate the reintegration of migrant workers into the national economy on their return.

ANETI's target audience

ANETI's services are of primary interest to:

- jobseekers;
- potential and established promoters;
- companies seeking to meet their human resources needs;
- returning migrants.



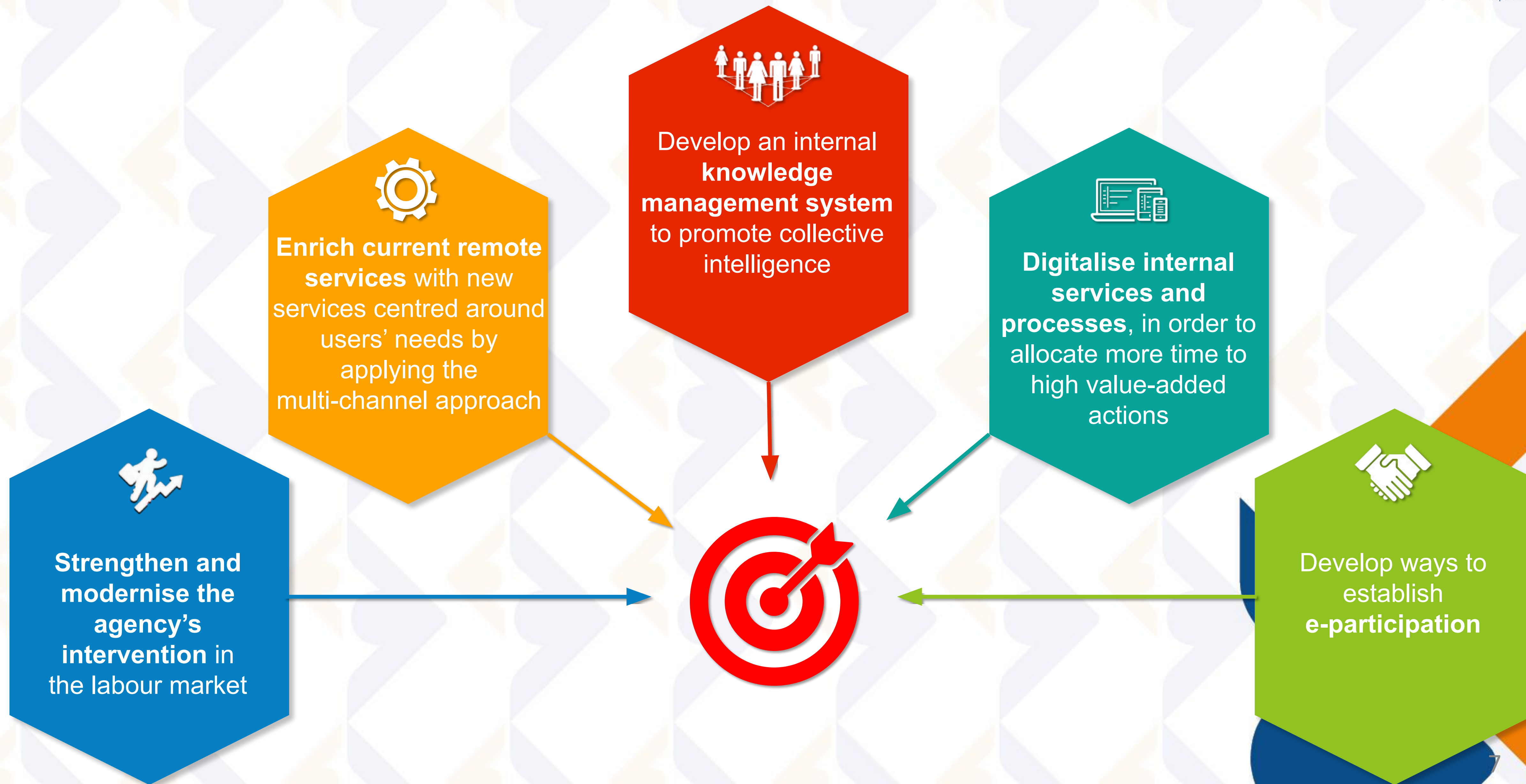
Le Réseau de l'ANETI

- **90 Bureaux de l'emploi et du travail indépendant**
- **21 Espaces Entreprendre**
- **7 Maisons de service**
- **2 Représentation à l'étranger**

ANETI's strategic guidance



Challenges in the 2030 Vision



II. An agile cycle to address the COVID-19 situation

- Observe and analyse the data from the situation



- Adapt and use the (Vision 2030) strategy to respond to the challenges.

- Learn from the experience

- Mobilise teams to rapidly deploy measures

■ *Observe and analyse the data from the situation*

A study carried out in close collaboration between the United Nations Development Programme (UNDP) and the Ministry of Development, Investment and International Cooperation on “the Impact of the COVID-19 pandemic on the Tunisian economy in 2020” reveals:

- an unemployment rate of 21.6%, i.e. around 274 500 new unemployed people;
- a certain precariousness within certain sectors which have seen their activities impacted, notably non-manufacturing industries (-29%), tourism (-23%), transport (-19.6%), and textiles (-17.7%);
- a fall in income accompanied by a rise in unemployment following a “sudden” halt in activity or temporary lay-offs affecting wages in April 2020:
 - 34.4% did not receive their salary and 13.1% received only part of their salary;
- an increase in the number of lay-offs to 161 000.

■ *Observe and analyse the data from the situation*

ANETI data

	October 2018	October 2019	October 2020	IMPACT
Jobseekers at EOM	128 970	122 514	249 646	+ 104%
Job offers	50 700	49 900	25 500	-49%
Economic Action Clusters (Pôles d'action économiques - PAE)	128 000	133 500	101 000	-24%
Micro-Enterprises	3 574	3 500	2 266	-35%

- ***Adapt and use the (Vision 2030) strategy to respond to the challenges.***
- ANETI is committed to stepping up reforms, programmes, mechanisms and initiatives, with the objective of identifying innovative ways of adapting to and addressing the COVID-19 crisis.
- The implementation of ANETI's Vision 2030 has supported and boosted this approach through several measures.
- ANETI's management mobilises the potential of its teams.

- *Adapt and use the (Vision 2030) strategy to respond to the challenges.*

The measures implemented

- Temporary and urgent employment measures: maintaining grants to promote employment and improve employability.
- ANETI has accelerated its digital transformation.
- Financial aid for SMEs and micro-enterprises.
- Preparation of a draft decree on a new support mechanism for the reintegration of redundant workers into working life “Programme for reintegration into working life”.

• *Learning from the experience*

Keys to our success

Three principles of ANETI's organisational agility:

- pragmatic human resources incentives (cooperation, commitment, trust, collective intelligence);
- the optimal use of new technologies (personalisation, easier access to services, search for added value, etc.);
- expertise in continuous adjustment of service delivery processes.



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