

PUBLIC POLICY NOTE:
**Towards Effective Socio-Economic
Inclusion of LGBTQIA++
Individuals in Tunisia:
A Human Rights-Based Approach**

july 2025

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The background features a series of overlapping, semi-transparent silhouettes of human heads and profiles in various colors (grey, pink, purple, yellow). A large, light-colored hand is positioned in the upper right, appearing to hold or support the silhouettes. At the bottom, a thick, wavy grey line curves across the page, with a small sprig of leaves on the left side.

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Executive Summary

In Tunisia, individuals from the LGBTQIA++ community—lesbian, gay, bisexual, transgender, queer, intersex, asexual, and all other gender identities or sexual orientation; face systemic and multidimensional exclusion, at the intersection of social, legal, and economic discrimination. This marginalization is beyond simply a matter of isolated cases of stigmatization or personal rejection: it is deeply rooted in social structures, state institutions, and current laws, particularly through Article 230 of the Penal Code which criminalizes same-sex relations.

The consequences are dramatic and well-documented: difficulty or even impossibility of accessing formal employment, discrimination in workplaces, persistent obstacles to accessing professional training and entrepreneurial opportunities, almost total absence of social protection, and widespread family rejection. For many, these barriers translate into situations of extreme poverty, social isolation, and enduring marginalization. The unemployment rate, school dropout rate, and exclusion from economic circuits are significantly higher among LGBTQIA++ individuals than in the general population. A large number of them are hence forced to resort to the informal economy, with all the risks that entails: exploitation, violence, absence of rights, and exposure to police and legal repression.

In this context, this policy brief aims to provide a rigorous assessment of the structural obstacles to the socio-economic empowerment of LGBTQIA++ individuals in Tunisia. It draws on both qualitative data (interviews, life narratives, field testimonies) and analyses from local and international organizations engaged in defending the rights of sexual and gender minorities. These voices, long invisible, are at the heart of the approach. Through their concrete experiences, a reality marked by constant fear, financial instability, a feeling of abandonment, but also by resilience and collective initiatives to create safe and supportive spaces arise.

Methodology

To enrich this analysis, a total of 14 interviews and phone calls were conducted with various key actors:

- 2 phone interviews with private sector employers;
- 3 interviews with managers responsible for human resources within associations;
- 4 in-depth interviews with individuals from the LGBTQIA++ community;
- 2 calls with members of the LGBTQIA++ community to supplement testimonies;
- 1 interview with a gender specialist consultant;
- 1 call with a second gender consultant;
- 1 interview with a representative of an association committed to LGBTQIA++ rights.

These interviews allowed for the collection of direct testimonies, evaluation of perceptions and obstacles encountered, and identification of the most urgent and appropriate avenues for improvement within the Tunisian context. The note also provides an analysis of current public policies, or their absence, which deliberately ignore the specificities and needs of LGBTQIA++ individuals. Faced with this inertia, it proposes concrete, inclusive, and human rights-based alternatives: integration of the fight against discrimination into employment and training policies, support for inclusive entrepreneurship, legislative reform to decriminalize homosexuality, and official recognition of violence and discrimination based on sexual orientation and gender identity.

In essence, the aim is to promote a truly inclusive and equitable development approach, in which LGBTQIA++ individuals are recognized as full actors in society, rights holders, and solution providers. Ensuring their socio-economic empowerment is not only an ethical and legal obligation but also a factor of social cohesion and progress for the entire country.

Context and Scope of the Problem

The marginalization of LGBTQIA++ individuals in Tunisia is part of an institutional framework, where legal, social, cultural, and political factors combine to perpetuate and maintain their exclusion and reinforce their vulnerability.

One of the central elements of this marginalization is the existence of Article 230 of the Tunisian Penal Code, which criminalizes same-sex sexual relations. This legal provision, far from being a mere text, acts as means for institutionalized discrimination, legitimizing practices of harassment, arbitrary arrests, and even physical violence against members of LGBTQIA++ communities. Furthermore, it creates a general climate of fear and distrust, which discourages these individuals from asserting their rights or defending themselves against abuse.

In addition, other articles of the Tunisian Penal Code are abusively used to target LGBTQIA++ individuals:

- Article 226 , which punishes "public indecency" and is often used to criminalize behaviors deemed non-conforming to dominant hetero-patriarchal norms.
- Article 226 bis , which punishes "offenses against public morals" through gestures, words, or exhibition in a public place, leaving a wide margin of interpretation for law enforcement to punish non-normative gender expression.
- Article 121 (paragraph 3) , which prohibits the dissemination or possession of content deemed against public morals, potentially used to censor publications or works related to LGBTQIA++ rights.

◦ The absence of strict legal supervision and monitoring also allows for inhumane practices such as forced anal examinations , conducted under the veil of "medical expertise" during investigations based on Article 230, although these practices are considered torture by international conventions.

This punitive legal framework, combined with the absence of protective anti-discrimination laws, immunity for police violence, and social stigmatization, contributes to maintaining LGBTQIA++ individuals in a situation of fragility, invisibility, and permanent fear.

Beyond this repressive legal framework, the marginalization of LGBTQIA++ individuals is largely amplified by a socio-cultural environment marked by conservative norms, deeply rooted prejudices and stereotypes, and strong religious pressure. The media, often complicit or passive, contributes to stigmatization through the diffusion of negative or sensationalist narrative. Within family and community circles, rejection is frequent and sometimes violent, leading to emotional breakdowns and social isolation. Moral and religious pressures reinforce this rejection, making it difficult to recognize diverse identities and contributing to keeping these individuals in hiding or concealing their sexual orientation or gender identity.

As well, the police and judicial authorities often exert direct violence, abusing their power in a context where legal protections are almost non-existent. The testimonies collected highlight humiliating and traumatizing practices, such as forced medical examinations, as well as unfair judicial procedures. These institutional violences only aggravate distrust towards public institutions, whose primary mission should be the protection of fundamental rights.

Socio-economically, the effects of this marginalization are dramatic and multifaceted. According to a recent report by the DAMJ association (2023) , approximately 70% of LGBTQIA++ individuals interviewed experienced some sort of discrimination during a job interview, revealing the extent of obstacles to employment access. This exclusion from the formal labor market is interrelated with a very high poverty rate, affecting more than half of LGBTQIA++ individuals, well above the national average. This observation is also explained by limited access to public support mechanisms, such as employability programs, professional training, or social security coverage. These programs do not take into account the specific realities of LGBTQIA++ individuals and remain largely inaccessible, therefore accentuating inequalities.

Faced with these challenges, the Tunisian associative network plays a crucial role. Many organizations, often originating from civil society and led by committed activists, work with determination to offer psychosocial support, promote human rights, and create spaces for solidarity and mutual aid. However, despite their commitment and resilience, these associative actors lack sufficient resources and the necessary institutional recognition to effectively compensate for the absence of a structured and inclusive public policy.

Consequently, the absence of clear political will and a national strategy dedicated to the inclusion of LGBTQIA++ individuals in Tunisian social, economic, and political life, constitutes a major obstacle to their empowerment and equal opportunities. Public authorities continue to ignore the specific needs of these populations, keeping them in institutional invisibility that deprives them of access to fundamental services such as health, education, employment, or social protection. Without a protective legal framework that would guarantee non-discrimination based on sexual orientation, identity, or gender expression, LGBTQIA++ individuals remain vulnerable to stigmatization, violence, discrimination in the workplace, and exclusion from public development policies. The absence of official recognition of their rights, including the right to protection against hate speech, freedom of association, or a legal identity consistent with their gender, prevents any progress towards real and egalitarian inclusion. Furthermore, no specific measures are planned to promote their socio-economic integration, such as training programs, professional integration, psychological support, or protection against violence. This political deficiency exacerbates structural inequalities, fuels a vicious cycle of precariousness, and pushes many of them into exile, marginalization, or clandestinity. This situation not only compromises the dignity and fundamental rights of the individuals concerned; it also harms social harmony by reinforcing fractures within Tunisian society, and constitutes a brake on sustainable development, which is based on the principles of inclusion, equality, and justice for all. In a context of deep social and economic crisis, leaving an entire segment of the population on the margins constitutes a considerable human, social, and economic loss.

Critical Analysis of the Current Approach

An analysis of Tunisian public policies reveals a glaring lack of recognition and consideration for the specific realities of LGBTQIA++ individuals. This systematic invisibilization or erasure is not accidental, but the result of a deliberate institutional position which, by omission or negligence, maintains the exclusion of these communities. To date, no major governmental program explicitly mentions the particular needs of LGBTQIA++ individuals, whether in the areas of health, education, employment, or social protection. This systematic exclusion results in a void in support mechanisms, leaving these populations marginalized from social inclusion and poverty reduction policies.

Furthermore, the absence of collection and diffusion of detailed or segmented statistical data by sexual orientation or gender identity contributes to maintaining LGBTQIA++ individuals in institutional invisibility. Without reliable and recognized data, it is difficult for public decision-makers to measure the extent of inequalities, evaluate the effectiveness of existing interventions, or develop adapted and targeted public policies. This gap reinforces marginalization by masking the reality experienced by these populations and preventing any evidence-based strategic planning.

When observing the rare initiatives or projects addressing, even indirectly, issues related to the rights or inclusion of LGBTQIA++ individuals in Tunisia, it is clear that they are predominantly driven by the influence of international actors, whether funders, cooperation agencies, or foreign NGOs. These interventions, often well-intentioned and providing relevant tools, are neither conceived nor supported by clear national will, let alone a coherent or inclusive public strategy. Consequently, these programs suffer from a lack of local ownership, both from public institutions and traditional civil society. They are perceived by some segments of the population as "imported projects," disconnected from local social and cultural realities, and therefore sometimes rejected or misunderstood. This lack of roots results in low participation from potential beneficiaries, increased social resistance, and difficulty in institutionalizing achievements.

Moreover, these initiatives are often temporary, dependent on short funding cycles or project durations, which limits their scope and sustainability. They also lack monitoring mechanisms, participatory evaluation, and capitalization, which prevents drawing lessons to inform public policies or strengthen lasting local coalitions.

This disconnection between the implemented projects and the real-life experiences of LGBTQIA++ individuals in Tunisia, marked by fear, clandestinity, precariousness, and isolation, considerably reduces the impact of these actions. By not addressing the structural roots of exclusion (discriminatory legality, social stigmatization, lack of inclusive services, impunity for violence), these interventions struggle to initiate systemic change or strengthen the resilience of LGBTQIA++ communities. For real change to emerge, it is essential that international initiatives are linked to authentic local dynamics, co-constructed with the individuals concerned, and integrated into a national strategy to combat all forms of discrimination, based on human rights and equality.

Legally, the situation is particularly worrying. The Tunisian legal framework neither explicitly recognizes nor protects LGBTQIA++ individuals against discrimination based on their sexual orientation or gender identity. In the absence of appropriate anti-discrimination laws, victims have no real recourse against the discrimination they suffer, whether in the professional world, in access to public services, or in the private sphere. This institutional impunity contributes to strengthening a climate of insecurity and exclusion, where discriminatory acts remain unpunished and sometimes even tolerated.

Thus, far from being a mere lack of attention, the exclusion of LGBTQIA++ individuals appears as a phenomenon deeply rooted in the very structure of Tunisian public policies. It is a reflection of a social and political construct which, under the guise of preserving supposed "morals," keeps these communities on the margins of fundamental rights. To overcome this situation, it is urgent to rethink the state's approach by explicitly and systematically integrating issues related to sexual orientation and gender identity, both in legislation and in social protection and economic integration mechanisms.

Testimonies and Analysis

The testimonies collected from LGBTQIA++ individuals in Tunisia powerfully illustrate the reality of systemic, violent, and deeply entrenched exclusion in social and institutional practices. They do not merely reflect isolated cases of discrimination, but reveal a global mechanism of rejection, structured and recurrent, which hinders every stage of the life journey of the individuals concerned.

The names of the individuals cited in this note are fictitious and have been chosen to protect the anonymity and safety of the witnesses. This precaution is essential given the sensitive context and the risks associated with the visibility of LGBTQIA++ identities in Tunisia.

Ali's testimony, a graduate engineer, highlights a subtle but impactful form of discrimination during job interviews. His description of a recruiter questioning his "normality" and rejecting his profile in the name of a stereotypical image of a "serious" employee exposes a common phenomenon: sexual orientation or gender expression is deemed incompatible with professional "norms." This type of discrimination is particularly insidious because it manifests through implicit rejections, subjective prejudices masked behind vague criteria such as "compatibility" or "company image." Consequently, qualified and competent talents are systematically excluded from the formal market, reinforcing their economic and social precariousness.

Manel's story, a trans woman, illustrates the double penalty suffered by this category within LGBTQIA++ communities. Beyond immediate professional rejection—dismissal related to non-conformity to an "acceptable" image—she evokes the extreme precariousness that results, exacerbated by the absence of social protections and constant fear of law enforcement. Her journey also demonstrates the necessity of resorting to informal, often insecure and unregulated jobs, which expose her to new risks of exploitation and violence. This situation reveals a vicious cycle where social stigmatization fuels economic marginalization, which itself perpetuates vulnerability.

Finally, Nabil's testimony, who was rejected by his family in adolescence, highlights the fragility of the social fabric and the central role that family support plays in individual stability. His journey, marked by extreme precariousness, precarious work, and even homelessness, illustrates the weight of social factors in the reproduction of inequalities. Associative support appears here as a last resort, indispensable but insufficient to offer a real prospect for the future.

These narratives do not only reflect individual experiences but outline a recurring and worrying pattern: social and family stigmatization, coupled with institutional and professional discriminatory practices, traps LGBTQIA++ individuals in a spiral of multidimensional exclusion. This complex cycle includes several phases: family breakdown, rejection in employment, informal work, increased exposure to violence and insecurity, legal marginalization, and lack of recourse.

An in-depth analysis of these testimonies reveals, however, a fundamental dimension too often forgotten: that of the resilience and creativity of the individuals concerned. Despite multiple obstacles, these individuals demonstrate a remarkable capacity to adapt, invent survival strategies, and build spaces of autonomy, sometimes through cooperatives, informal networks, or community initiatives. This potential unfortunately remains largely hampered by a system that continues to ignore or deny their fundamental rights.

Taking these testimonies into account is essential for understanding the complexity of the problem and for developing truly inclusive public policies. It also emphasizes the need for a global approach, combining legal recognition, social support, vocational training, and awareness-raising to deconstruct stereotypes and enable full economic and social participation of LGBTQIA++ individuals.

Public Policy Alternatives

To effectively address the many barriers faced by LGBTQIA++ individuals in Tunisia, it is necessary to adopt a series of ambitious, integrated, and coherent policy measures. These alternatives must correct current shortcomings while providing an inclusive, protective framework that fosters their full socio-economic participation.

1. Explicit Integration of LGBTQIA++ Individuals into Economic Development Programs:

It is essential that public mechanisms dedicated to employment, vocational training, and access to funding specifically take into account the needs and constraints of individuals from LGBTQIA++ communities. Indeed, these individuals often face systemic discrimination, social stigmatization, and institutional obstacles that hinder their socio-economic integration. To remedy these inequalities, public policies must integrate an inclusive and intersectional approach that recognizes the diversity of paths and experiences within these communities. This includes the creation of targeted programs, designed in consultation with LGBTQIA++ associations and the individuals concerned. These programs must be adapted to the specific realities experienced by these marginalized groups, combining several components: personalized psychosocial support, technical and vocational training in line with individuals' aspirations and skills, as well as facilitated access to credit, salaried employment, and entrepreneurship. Microfinancing schemes, mentoring, or even LGBTQIA++-friendly incubators could also be considered.

For example, professional integration support centers could be established in different regions of the country, with an inclusive approach or specifically dedicated to LGBTQIA++ publics. These centers would offer not only counseling and career guidance services but also a safe space where users are neither judged nor exposed to discrimination. Staff in these structures should be rigorously trained in issues related to diversity, inclusion, and the fight against violence based on sexual orientation or gender identity.

Moreover, the integration of diversity and non-discrimination awareness modules into standard vocational training programs is essential to prepare a workplace environment that respects everyone. This approach would contribute to changing mindsets in economic sectors, reducing discrimination in hiring, and fostering better social cohesion.

In summary, ensuring real and lasting inclusion of LGBTQIA++ individuals in employment and economic development policies requires a strong commitment from the State, mobilization of civil society actors, and a transformation of existing mechanisms towards greater social justice, equity, and dignity for all.

2. Adoption of a Clear and Protective Anti-Discriminatory Legal Framework:

The promulgation of a specific law formally prohibiting all discrimination based on sexual orientation, gender identity, and gender expression in all areas of life, including employment, training, housing, health, education, and access to social services, constitutes a major legislative priority. Such legislation would fill a worrying legal void that currently fuels impunity for discrimination and contributes to the systemic marginalization of LGBTQIA++ individuals in Tunisia.

This new legal framework must be based on a holistic approach that articulates prevention, protection, redress, and sanction. It is essential to integrate:

- effective, accessible, and safe recourse mechanisms for victims;
- dissuasive sanctions against perpetrators of discrimination or violence;
- prevention mechanisms through education, professional training, and awareness campaigns.

Beyond the creation of new norms, existing legal texts should also be revised to remove any discriminatory provisions, whether explicit or implicit. This notably implies:

- the repeal of Article 230 of the Tunisian Penal Code, which criminalizes consensual same-sex relations, in blatant contradiction with Tunisia's international human rights commitments;
- the modification of articles relating to civil status, to allow for legal recognition of felt gender by transgender individuals, without disproportionate medical or judicial conditions;
- the harmonization of sectoral laws (labor code, health code, public service code, etc.) to explicitly include sexual orientation and gender identity among the grounds protected against discrimination.

The spirit of this legislative reform must be guided by the fundamental principles enshrined in the Tunisian Constitution, particularly those of human dignity, equality, non-discrimination, and respect for privacy. It aims to give concrete effect to the civil, political, economic, social, and cultural rights of all individuals, without exception, in accordance with Tunisia's international commitments, notably the International Covenants on Human Rights, the Convention against Torture, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the recommendations of the Universal Periodic Review (UPR).

Adopting such a law would not only be a legal gesture: it would be a strong political act, marking a real will to build a society based on equality, justice, and respect for diversities. It would send a clear signal to Tunisian society and the international community, affirming that the rights of LGBTQIA++ individuals are not privileges, but fundamental human rights.

3. Targeted Support for LGBTQIA++ Entrepreneurship:

Faced with exclusion from the formal labor market, entrepreneurship represents a major path to empowerment. It is therefore appropriate to create seed funds specifically dedicated to project leaders from LGBTQIA++ communities, as well as inclusive incubators offering training in project management, marketing, and financial management. Psychosocial support must also be integrated, recognizing the specificities related to experienced discrimination. These measures would encourage the creation of viable economic activities while strengthening community networks and positive visibility.

4. Reform of Social Protection Systems to Ensure Equitable Access:

Access to healthcare, social security, social benefits, and public assistance programs is a fundamental right, essential for the dignity, security, and well-being of LGBTQIA++ individuals. Yet, in the Tunisian reality, these rights are often hampered by discriminatory practices, explicit or implicit, within the very institutions supposed to guarantee them. Health establishments, in particular, are regularly reported as places where LGBTQIA++ individuals suffer verbal violence, denial of care, stigmatizing or infantilizing attitudes, and even violations of their privacy and bodily integrity.

It is therefore urgent to reform health and social protection systems to ensure equitable and respectful access to all services, regardless of the sexual orientation, identity, or gender expression of the beneficiaries. This requires the establishment of reporting and recourse mechanisms for victims of discrimination, but also a structural transformation of the entire system.

This transformation involves several key areas:

- Systematic, compulsory, and continuous training of all medical, paramedical, administrative, and psychosocial staff on issues related to gender identities, sexual orientations, intersectionality, and the fight against discrimination;
- The development and adoption of inclusive and respectful care protocols that take into account the specific health needs of LGBTQIA++ individuals, particularly transgender and intersex individuals;
- Ethical and professional awareness-raising for the medical profession to deconstruct prejudices, normative biases, and stigmatizing practices still widely prevalent in initial training curricula and in the dominant medical culture;
- The integration of adapted psychological support, provided by trained professionals, allowing LGBTQIA++ individuals to benefit from mental health support in a benevolent, confidential, and non-judgmental setting.

The lack of specific psychological support, combined with persistent stigmatization in medical circles, contributes to the deterioration of the mental health of affected individuals, exacerbated by social isolation, family or societal violence, and self-exclusion. Offering access to affirmative and culturally competent mental health services is therefore an undeniable priority.

Finally, national awareness campaigns must be conducted among health professionals and the general public, in order to normalize diversity, combat taboos, and promote a care approach based on equality, respect, and non-discrimination. Ensuring inclusive health means recognizing that LGBTQIA++ bodies and identities have the right to the same dignity, respect, and care as any other person. It is a social justice imperative, but also a fundamental pillar of any credible and equitable public health policy.

5. National Awareness Campaigns and Inclusion in Educational Programs:

Changing mindsets constitutes a fundamental lever for lasting action against stigmatization, discrimination, and violence experienced by LGBTQIA++ individuals. It cannot be achieved without strong and structural state commitment to promoting a culture of human rights, diversity, and equality. As such, national awareness campaigns must be designed and deployed, highlighting positive and representative narratives of the reality of LGBTQIA++ individuals, while promoting the principles of human dignity, respect, and social justice.

But for profound cultural change to take root over time, it is crucial to intervene from an early age. The introduction of inclusive sexuality education modules and training in combating discrimination in school and university curricula, as well as in the continuing education of public agents, educators, medical personnel, and businesses, is a priority. This education must be adapted to each age group, ensuring the use of accessible language that respects child development. From childhood, children can understand essential notions such as tolerance, respect for differences, freedom to be oneself, and the injustice of discrimination. It is not about "sexualizing" content, as some wrongly claim, but about addressing human realities in a pedagogical and benevolent manner, explaining, for example, that different types of families exist, that everyone can love whomever they want, and that no one deserves to be mocked or rejected for who they are. This approach not only helps prevent school bullying but also protects LGBTQIA++ children or those questioning their identity, by offering them benchmarks, positive role models, and an environment where they can feel safe and recognized.

In parallel, continuous training for teachers, educators, and social workers is essential to provide them with the necessary tools for inclusive, benevolent, and informed care. These professionals play a crucial role in transmitting values and creating an educational climate free from discrimination. Finally, to guarantee the legitimacy and effectiveness of these actions, it is essential to co-construct these contents with the communities concerned, notably local LGBTQIA++ associations, young people themselves, psychologists, pedagogues, and education specialists. Their active participation ensures an approach rooted in lived realities and strengthens the relevance of the messages conveyed.

Investing in inclusive and egalitarian education means investing in a more just, peaceful, and respectful society for everyone's rights from an early age. It is about preventing hatred rather than having to repair its consequences.

In sum, these alternatives do not only constitute remedial measures but a comprehensive strategy for the inclusion and recognition of LGBTQIA++ rights. Their implementation requires clear political will, coordination between various public and private actors, and constant mobilization of civil society.



Recommendations

To Public Authorities:

Abolishing Article 230 of the Tunisian Penal Code, which criminalizes consensual same-sex relations, is a priority and urgent measure. This article, inherited from French colonial law, constitute today one of the main legal foundations for the stigmatization, humiliation, and repression of LGBTQIA++ individuals in Tunisia. Its retention not only fuels police violence, judicial arbitrariness, and human rights violations, but also creates a climate of social lack of accountability where hatred and discrimination are tolerated, even encouraged. The rescission of this article is therefore an indispensable prerequisite for any societal project that respects human rights, and forms a necessary step towards the decriminalization of private life and the diversity of sexual orientations, pursuant to Tunisia's international commitments and constitutional principles.

However, this reform cannot be limited to Article 230. Other articles of the Penal Code or related laws must also be reviewed or repealed, as they permit, directly or indirectly, the criminalization of gender identities and non-conforming sexual expressions:

- Article 226 relating to "offense against public decency;" used vaguely and arbitrarily against individuals perceived as LGBTQIA++ in public spaces;
- Article 231 which punishes "prostitution," but is regularly used against trans women and non-normative individuals on discriminatory basis;
- Provisions of the Law of Criminal Procedure, which allow forced medical examinations (notably anal tests) in disrespect of consent and the dignity of the individuals concerned, in total contradiction with international human rights protection norms.

These articles, by their content or their abusive application, flagrantly violate the principles of the Tunisian Constitution of 2014, in particular:

- Article 23, which guarantees protection against torture, cruel, inhuman or degrading treatment;
- Article 24, which establishes the right to respect for private life;
- Article 38, relating to the right to health, violated by forced medical practices inflicted on LGBTQIA++ individuals;
- And Article 21, a fundamental foundation, which establishes the principle of equality between citizens and prohibits all discrimination.

Furthermore, there is the essence of modern criminal law, which should only punish what disturbs public order, others, or society. However, the criminalization of relations between consenting adults or the gender identity of an individual does not meet any imperative of social protection, but purely concerns moral control over bodies and identities. By maintaining these articles, the Tunisian State violates not only its own Constitution but also ratified international treaties, such as the International Covenant on Civil and Political Rights, the Convention against Torture, and the recommendations resulting from the Universal Periodic Review (UPR). The repeal of these laws is therefore not an ideological impulse but a requirement for constitutional conformity and respect for international law. It is essential to restore human dignity, guarantee individual freedom, and build a society based on true equality and non-discrimination.

- Explicitly recognize LGBTQIA++ individuals as a priority target group in social, economic, and development policies. This implies integrating their specific needs into national action plans, particularly in the employment, health, training, and social protection sectors.
- Establish a National Observatory on Discrimination and Violence against Sexual and Gender Minorities, responsible for collecting reliable data, analyzing discriminatory practices, making recommendations, and monitoring the evolution of the situation. The establishment of such an entity would help shed light on this phenomenon and guide public policies with concrete data.

To the Ministries of Employment and Vocational Training:

- Launch a pilot program dedicated to the training and professional integration of LGBTQIA++ individuals, offering personalized and secure support, as well as psychosocial follow-up. This mechanism should be designed in partnership with specialized associations to adapt responses to on-the-ground realities.
- Systematically include anti-discrimination clauses in all calls for projects and public contracts financed by the State, to encourage companies to adopt inclusive practices and guarantee equal opportunities in access to employment. These terms or conditions must be accompanied by monitoring and disciplinary framework in case of non-compliance.

To Municipalities and Local Structures:

- Actively support LGBTQIA++ community centers that play a central role as spaces for protection, socio-economic support, and cultural development. These centers are places for meeting, training, and mobilization, essential for strengthening the social structure and the empowerment of the individuals concerned.
- Encourage and promote innovative local inclusion initiatives, such as the creation of safe spaces, the organization of solidarity markets promoting the LGBTQIA++ social and solidarity economy (SSE), or cultural and social projects in neighborhoods, which enhance visibility and acceptance within communities.

To the Private Sector:

- Adopt and uphold inclusion, diversity, and anti-discrimination charters, with a clear commitment to valuing skills regardless of sexual orientation or gender identity. These charters must be visible, disseminated internally, and accompanied by regular staff capacity building.
- Establish mechanisms for the prevention, reporting, and processing cases of harassment and discrimination at work, ensuring confidentiality and protection of victims. These mechanisms must also include awareness-raising actions aimed at dismantling prejudices and stereotypes in professional environments.

To Civil Society and International Partners:

- Reinforce sustainable and adapted funding for initiatives led by and for LGBTQIA++ communities, to support their economic, social, and cultural empowerment. Sustained financial support ensures the continuity of actions and strengthens local intervention capacity.
- Facilitate coordinated advocacy, both nationally and internationally, for the decriminalization of homosexuality and the promotion of effective inclusion policies. This joint action increases pressure on decision-makers while promoting good practices.
- Document and diffuse successful experiences and good practices resulting from local community work, to encourage their reproduction and adaptation in other regions or sectors. This also contributes to raising awareness throughout society and changing negative perceptions and interpretations.

These recommendations form a coherent set of actions which, implemented in a coordinated and inclusive manner, can constitute an effective tool for breaking systemic exclusion and building a more just, respectful, and inclusive Tunisian society.

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