



FACTOR COSTS IN TUNISIA



INVEST IN TUNISIA
THE NEXT OPPORTUNITY



October 2019

EMPLOYMENT

1. Minimum wages

The Guaranteed Inter-Professional Minimum Wage (**SMIG**) and the Guaranteed Agricultural Minimum Wage (**SMAG**) are established by Decree No73-247 of May 26th, 1973.

The salary applies workers of both sexes aged 18 years at least.

The transportation allowance for SMIG–paid employees in non-agricultural sectors governed by the Labour Code is set at 36.112 TND per month as established by Decree No. 82–503 of 16 March 1982 and supplemented by Decree No. 2015–1764 published in JORT No. 91 of November 09, 2015.

SMIG

SCHEME	MONTHLY WAGE	HOURLY WAGE
40 HOURS	343,892 TND	1 984 millimes
48 HOURS	403,104 TND	1938 millimes

Source: Governmental Decree No. 454–2019 of May 28th, 2019

SMAG

SCHEME	DAILY WAGE
Rate (common)	15.504 TND
Specialized Workers	16.330 TND A technicality premium of 826 Millimes is included
Skilled Workers	17.059 TND A technicality premium of 826 Millimes is included

Source: Governmental Decree No. 455–2019 of May 28, 2019

WAGE INCREASE

In non-agricultural activities subject to the Labor Code and not governed by sectoral collective agreements or special statutes of public enterprises, the basic salaries of workers are increased as follows:

CATEGORIES OF AGENTS	48-HOUR WORK WEEK		40-HOUR WORK WEEK	
	Hourly Increase	Monthly Increase	Hourly Increase	Monthly Increase
Executing agents, excluding SMIG-paid employees	199 millimes	41.392 dinars	199 millimes	34.493 dinars
Supervising agents	228 millimes	47.424 dinars	228 millimes	35.013 dinars
Managers	298 millimes	61.984 dinars	298 millimes	51.652 dinars

Source: Governmental Decree No. 456-2019 of May 28, 2019

2. Overtime Compensation

The hours worked beyond the normal weekly hours are considered as overtime.

These overtime hours are paid with reference to the basic hourly wage increased according to the sector of activity based on the following rates:

■ Agricultural Sector

The hours worked beyond the daily working time

25%

■ Non-agricultural sector

Part time work scheme 50%

Full time work scheme of 48-hour work week: 75%

Full time work scheme below 48 hours per week: ≤ 48 hours per week: 25%

Full time work scheme below 48 hours per week: beyond 48 hours per week 50%

Source: Art. 90-94 of the Labor Code amended by Act No. 96-62 of 15 July 1996.

ELECTRICITY

1. Characteristics

Frequency of the alternating current	50 Hz
Low voltage	220 / 380 V ($\pm 10\%$)
Medium voltage (2 nd category)	30 kV ($\pm 7\%$) in general (10 kV and 17 kV in some regions)

Source: STEG as of September 1, 2019

2. Electricity rates (excluding taxes)

VOLTAGE LEVEL HIGH VOLTAGE					
<i>Rates</i>	Fee ⁽¹⁾	Energy prices ⁽¹⁾⁽²⁾ (millimes/kWh)			
	Voltage Mill/kW-month	Day	Morning Peak	Evening Peak	Night
Four hourly sections	10.000	207	309	279	160
Emergency	3.000	225	350	315	168

Source: STEG as of September 1, 2019

ABBREVIATIONS


Mill : Tunisian millimes

VAT : value added tax

kW : kilowatt

kWh : kilowatt-hour

(1) VAT is applied at the following rates:

 19% of all fees and on energy price (excluding taxes) for uses other than irrigation

 13% on energy price (excluding taxes) of irrigation use.

(2) To be increased by the municipal surcharge: 5 Mill / kWh

VOLTAGE LEVEL MEDIUM VOLTAGE					
<i>Rates</i>	Power Fee ⁽¹⁾ (Mill/kW/month)	Energy Prices (millimes/kWh) ⁽¹⁾⁽²⁾			
		Day	Morning Peak Summer	Evening Peak	Night
Uniform	5 000 ⁽³⁾	251			
Hourly Sections	11 000	240	366	329	188
Pumping for irrigation ⁽⁴⁾	–	279	NA	Load Managemen	225
Agricultural irrigation	–	189	Load manageme	195 ⁽⁵⁾	138
Emergency	6 000	264	407	365	200

Source: STEG as of June 1, 2019

ABBREVIATIONS

Mill : Tunisian millimes

VAT : value added tax

kW : kilowatt

kWh : kilowatt-hour

(1) VAT is applied at the following rates:

- 19 % of all fees and on energy price (excluding taxes) for uses other than irrigation
- 7 % on energy price (excluding taxes) of irrigation uses.

(2) To be increased by the municipal surcharge: 5 mill/kWh

(3) (Mill/kVA – month)

(4) This rate no longer applies

(5) Load management (DSM) for winter evening peaks (September to May). Every kWh consumed during the summer evening peak is charged 195 millimes.

VOLTAGE LEVEL GENERAL LOW VOLTAGE								
Rates	Sector	Power fee ⁽¹⁾ (Mill/kVA/ month)	Energy price for each time band of monthly consumption (mill/kWh) (1) (2)					
			1 – 50	51–100	101–200	201–300	301–500	500 and +
Economy time bands (1 and 2 kVA and C°≤100 kWh/month)	Residential ⁽³⁾	700	62					
	Residential ⁽⁴⁾		108					
	Non–residential ⁽⁵⁾		162					
Economic time bands (1 and 2 kVA & C°> 100 kWh/month)	Residential	700	176			218	341	414
Normal time bands (> 2 kVA)	Non–residential		176			240	333	391

Source: STEG as of June 1, 2019

VOLTAGE LEVEL “SPECIAL” LOW VOLTAGE						
Rates		Fee		Energy price ⁽¹⁾⁽²⁾ (Mill/kWh)		
		Subscription (Mill/Sb/month)	Voltage (Mill/kVA/month)	Day	Morning Peak Summer	Evening Peak Night
Public Lighting		–	900	234		
Water heating ⁽⁶⁾		500	–	341	Load management ⁽⁷⁾	Load management ⁽⁷⁾ 341
Heating and air conditioning ⁽⁶⁾		–	700	414		
Irrigation	Uniform ⁽⁶⁾	300	700	164		
	Three Hourly Sections	1 000	–	121	NA	391 106

Source: STEG as of June 1, 2019

ABBREVIATIONS**Mill** : Tunisian millimes**VAT** : value added tax**NA** : Not Applicable**Sb** : Subscription

(1) VAT is applied at the following rates:

- 19 % of all fees and on energy price (excluding taxes) for other than residential and irrigation uses
- 13 % on energy price (excluding taxes) of residential and irrigation uses
- 7 % on energy price (excluding taxes) of irrigation use.

- (2) To be increased by the municipal surcharge: 5 Mill/kWh
- (3) If consumption does not exceed 50 kWh/month for residential sector
- (4) If consumption is between 51 and 100 kWh/month for residential sector
- (5) If consumption does not exceed 100 kWh/month for non-residential sector
- (6) This rate no longer applies
- (7) Load management in "summer morning peak" during the summer months (June to August) and "evening peak" during the winter months (September–May). Any kWh consumed during the "evening peak" in summer (June–August) is charged 341 millimes.

NATURAL GAS

- The Level 1 low Pressure rate (BP1) is intended for domestic customers and small commercial and industrial businesses consuming low pressure.
- The Level 2 low Pressure rate (BP2) is intended for large commercial and industrial customers consuming low pressure.
- The "medium pressure" contract is subscribed for a power supply from the medium pressure network, transformed into low pressure by a transformer station owned by the customer. The transformer station is the property of the customer and operation and maintenance of the station is at the expense of the customer.

Low Pressure		Sector	Subscribed flow (Therm/hour)	Flow fee ⁽¹⁾ (Mill/th-h-month)	Energy Price ⁽¹⁾	
					Mill/th	Mill/m³
BP1	C ≤ 300 th/month 1 to 300 th/ month (1 to 30 m³ / month)	Residential	50 et 100	15	24.3	231
		Non-residential			25.5	243
	300<C≤600 th/ month 1 to 600 th/ month (1 to 60 m³ / month)	Residential	50 et 100	15	35.8	341
		Non-residential			37.5	357
	600<C≤1 500 th/ month 1 to 1 500 th/ month (1 to 150 m³ / month)	Residential	50 et 100	15	47	447
		Non-residential			51.1	486
	C>1 500 th/ month 1 to 1 501 th/ month and + (1 to 151 m³ / month)	Residential	50 et 100	15	58.6	557
		Non-residential			66.2	629
BP2		Residential	160 to 8 000	40	50	475
		Non-residential			56	532

Source: STEG as of June 1, 2019

ABBREVIATIONS

Th : therm

Mill : Tunisian millimes

VAT : value added tax

(1) VAT is applied at the rate of 19% on energy fees and prices excluding taxes

Increase of Subscribed flow: in case of increase in the subscribed flow (with or without rate change), the reinforcement cost is calculated on the additional flow.

Rates		Subscribed flow rate (Therm/hour)	Fee ⁽¹⁾		Energy Price ⁽¹⁾ (Mill/th)
			Subscription (DT/sb– month)	Flow (Mill/th– h– month)	
Medium Pressure	MP1	1.000 to 4.000	20	300	
	MP2	6.000 to 30.000	20	450	
	Cement manufacturing (gray cement)	1.000 to 30.000	20	600	1.032 x Pg 58.8173 ⁽⁵⁾

Source: STEG as of June 1, 2019

ABREVIATIONS

h	: hour
Sb	: subscription
Th	: therm
Mill	: Tunisian millime
DT	: Tunisian Dinar
VAT	: value added tax
Pg	: Supply price of natural gas (millimes/therm)

(1) VAT is applied at the rate of 19% on energy fees and prices excluding taxes

Increase of Subscribed flow: in case of increase in the subscribed flow (with or without rate change), the reinforcement cost is calculated on the additional flow.

Rates			Subscribed flow rate (Therm/hour)	Fee ⁽¹⁾		Energy Price ⁽¹⁾ (Mill/th)
				Subscription (DT/sb- month)	Flow (Mill/th-h- month)	
High Pressure	HP1		1.000 to 4.000	300	700	52,2
	HP2	≤2.000 Tep/month	>30.000	300	700	58
		>2.000 Tep/ month				70
	Cement manufacturing (gray cement) ⁽²⁾		>10.000	300	700	1 x Pg
						56.9935 ⁽²⁾

Source: STEG as of September 1, 2019

ABREVIATIONS

Tep : 10 000 therms

h : hour

Sb : subscription

Th : therm

Mill : Tunisian millime

DT : Tunisian Dinar

VAT : value added tax

Pg : Supply price of natural gas (millimes/therm)

(1) The VAT is to be applied at the rate of 19% on energy fees and prices excluding taxes

(2) From June 1st 2018:

- Adjustable tariffs during the month of June of each year based on the compatible STEG data of the previous year
- Energy price set based on the purchase price of natural gas equal to 56.9935 mill/therm


In case of increase in the subscribed flow (with or without rate change), the reinforcement cost is calculated on the additional flow.

OIL DERIVATIVES

Applicable rates from March 2019

PRODUCT	RETAIL PRICE
Premium unleaded gasoline	2.065 dinars / liter
Premium gasoline	2.065 dinars / liter
Kerosene	0.810 dinars / liter
Diesel	1.570 dinars / liter
Diesel 50 PPM	1.825 dinars / liter
Heavy Fuel–oil n° 2	510 dinars / ton
LPG for Vehicles	0.698 dinars /Kg
Liquefied petroleum gas (LPG) for domestic use	
Load of 3 kg	1.860 dinars
Load of 5 kg	3.015 dinars
Load of 6 kg	3.590 dinars
Load of 13 kg	7.700 dinars
Liquefied petroleum gas (LPG) for industrial use	
Load of 25 kg	32.925 dinars
Load of 35 kg	46.095 dinars
Bulk LPG for non–domestic use	1,106.750 dinars/ton
Bulk liquid propane	1,138.416 dinars/ton

Source: Ministry of Industry and SMEs – September 2019

-  The rate for Value Added Tax is reduced to 13% for the following products:
 - Paraffin oil
 - Gas oil
 - Petrol, propane and butane gas conditioned in bottles weighing no more than 13 kg.
 - Petrol, propane and butane gas in bulk or processed in bottles with a net weight exceeding 13 kg.

TELECOMMUNICATIONS

The National Telecommunications Authority (INT) is the body that manages the national numbering and addressing plans, sets the conditions and methods for activating number portability, including the procedures for their introduction and use and sets out the conditions and procedures for granting domain names.

The Ministry of Communication Technologies and Digital Economy proposes the general policy in information and communication technologies and ensures its implementation in order to consolidate the role of the sector in the economic and social development.

It has the following missions:

- Defining the national sector strategy; and
- Preparing the programs and procedures for ICT development and consolidation.

1. Telephone

In Tunisia, the national telecommunications market includes three operators: Tunisie Telecom, Ooredoo and Orange Tunisie as well as a virtual mobile operator: Lycamobile.

The minimum rates of mobile telephony in Tunisia vary between 0.035 dinar and 0.090 dinar depending on the operator, its offer, and the periods of the year...

For more information, please refer to the complete price guides available on the following web links:

- Tunisie Telecom: www.tunisietelecom.tn
- Ooredoo: www.ooredoo.tn
- Orange Tunisie: www.orange.tn
- Lycamobile Tunisie: www.lycamobile.tn

Useful Addresses

Ministry of Communication Technology and Digital Economy

88 Avenue Mohamed V - Belvedere - Tunis 1002

Tel: (+216) 71 359 000

Fax: (+216) 71 352 353

Web: www.mincom.tn

National Telecommunications Authority

Rue Echabia (Ex 8003) – Montplaisir – Tunis 1073

Tel: (+216) 71.90.08.68 / 71.90.15.26 / 71.90.26.58

Fax: (+216) .71.90.94.35

Web: www.intt.tn

Tunisie–Telecom

Rue Asdrubal

1002 Tunis–Belvedere

Tel: (216) 71 801 717

Fax: (216) 71 800 777

Web: www.tunisitelecom.tn

Ooredoo

Les Jardins du Lac – Les Berges du Lac – Tunis 1053

Tel: (216) 22 12 00 00

Fax: (216) 22 12 10 09

Web: www.ooredoo.tn

Orange Tunisie

Immeuble Orange – Centre Urbain Nord – Tunis 1003

Tel: (216) 71 167 900

Fax: (216) 71 961 808

Web: www.orange.tn

Lycamobile Tunisie

Compose 1232 from a Lycamobile line

Compose 43 00 12 32 from other operator

Web: www.lycamobile.tn

2. Internet Service Providers

The public organization managing the Internet nationally is the Tunisian Internet Agency (ATI). Its mission is to promote Internet in the country and to allow the interconnection between Internet Service Providers (ISPs), as well as the management of Internet messaging gateways for ISPs, IP addressing in Tunisia. It also promote content through the management of national domain names.

Subscriptions to Internet access are made with the commercial agencies of ISPs.

In Tunisia, there are several public and private ISPs.

The minimum rates of the Internet vary from one ISP to another depending on the required speed and the proposed offer.

Useful Addresses

Tunisian Internet Agency – ATI

22, rue de Médine, Belvedere, 1 002 Tunis

1002 Tunis – Tunisie

Tel: (+216) 71 843 843

Fax: (+216) 71 846 600

Web: www.ati.tn

CNI, National Computing Center

17, Rue Belhassen Ben Chaabane, 1 005, El-Omrane

Tel: (+216) 71 78 30 55

Fax: (+216) 71 781862

e-mail: webcni@cni.tn

Web: www.cni.tn

Orange Tunisie

Immeuble Orange, Centre Urbain Nord, 1 003 Tunis

Tel: (216) 30 013 001

Fax: (216) 71 106 197

Web: www.orange.tn

3S Globalnet

53, Rue des Minéraux, La Charguia 1, 2035 Tunis

Tel: (216) 70 132 132

Fax: (216) 70 014 041

e-mail: sales.3s.@gnet.tn

Web: www.gnet.tn

Hexabyte

4 rue ibn Bassem 1082 Tunis

Tel: (216) 71 23 20 00

Fax: (216) 71 751 300

e-mail: info@hexabyte.tn

Web: www.hexabyte.tn

Topnet

Immeuble Topnet, Centre Urbain Nord, Bloc B, Mezzanine 1 082

Tel: (216) 71 770 770

Fax: (216) 71 951 031

e-mail: commercial@topnet.tn

Web: www.topnet.tn

Tunet

16, Rue de Syrie Bloc C, 1 001 Tunis

Tel: (216) 71 835 235

Fax: (216) 71 831 643

Web: www.tunet.tn

Bee

22, Rue Om Elbenin, Mutuelleville, El Menzah, 1 082, Tunis

Tel: (216) 71 100 440

Web: www.bee.tn

DRINKING WATER

1. Applicable consumption rates (Excluding taxes)

The organization of water supply is the National Water Exploitation and Distribution Company (SONEDE).

Submission of applications is made at the SONEDE office in the district where the project is located.

Industrial Use		Tourism Use (Hotel industry)
Quarterly consumption	Price in TND / m ³	Price in TND / m ³
$C \leq 20 \text{ m}^3$	0.200	1.190
$21 \text{ m}^3 < C \leq 40 \text{ m}^3$	0.325	
$41 \text{ m}^3 < C \leq 70 \text{ m}^3$	0.450	
$71 \text{ m}^3 < C \leq 100 \text{ m}^3$	0.770	
$101 \text{ m}^3 < C \leq 150 \text{ m}^3$	0.940	
$151 \text{ m}^3 < C \leq 500 \text{ m}^3$	1.260	
$C > 500 \text{ m}^3$	1.315	

Source: JORT (Official Journal of Tunisia) No. 65, May 31st, 2016

Standpipes (price in TND/m ³)	0.200
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Source: JORT No. 65, May 31, 2016

Tourism(price in TND / m ³)	1.315
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Source: JORT No. 65, May 31, 2016

2. Fixed charges for subscriptions to drinking water (Excluding taxes)

Diameter of water meter	Fixed charge (TND / quarter)
12 – 15 mm	5.050
20 mm	9.370
30 mm	17.310
40 mm	31.800
60 mm to 80 mm	80.800
100 mm	130.000
150 mm	338.700

Sources: JORT No. 65, May 31, 2016.

SANITATION

The national sanitation utility is ONAS.

Submission of applications is made with ONAS agencies in the district where the project is located.

The quarterly sanitation fees are as follows:

Industrial Use	Rates (TND)	
	Variable	Permanent
Industries with discharges in compliance with the standards of the public sewerage system	1.215/ m ³	12.425
Industries with discharges in compliance with the discharge environmental standards	0.880/ m ³	12.425
Industries with discharges exceeding standards of public sewerage system	1.215 + (Q *585)	12.425
Polluting industrial activity unconnected to the sewerage system	0.880/ m ³	12.425
Tourism Use		
General Rates	1.540	12.425

Note: Q is a pollution coefficient representing the pollution exceeding the discharge standards in the public sewerage system. It is determined according to the results of the tests performed on a sample of the user's discharge into the system.

Source: Order of the Minister of Finance and the Minister of Local Affairs and Environment of April 13, 2018 setting the amounts of sewerage charges.

Freight transport ⁽¹⁾

1. Railway Transport

Transport rates of 20-foot containers leaving the Port of Radès to the customer's plant are approximately as follows:

Containers going out loaded and coming back empty (in TND)

Distance in Km	150	300	450
Container ≤ to 12 T	160	210	260
Container > to 12 T	300	400	500

Containers loaded inbound and outbound (in TND)

Distance in Km	150	300	450
Container ≤ 12 T	190	250	310
Container > 12 T	350	470	590

Rates of freight transport from station to station are calculated according to the distance:

Distance in Km	Price in TND
Up to 50 km	$3.100 + 0.0295 * D$
From 51 to 110 Km	$2.180 + 0.0282 * D$
From 111 to 200 Km	$2.290 + 0.0272 * D$
More than 200 Km	$2.150 + 0.0309 * D$

*D = distance in Km

2. Road Transport

Land transport being privatized in Tunisia, each company of the sector has its own rates.

The average rate is between 0.070 and 0.080 TND per ton and per kilometer. These rates decrease when the distance increases

¹ Rates are presented for information purposes only. They are an approximation based on calculations made by the editorial team. They apply for 2017.

3. Maritime Transport

Shipping rates (free-in-and-out) from Tunis to Mediterranean ports are as follows:

Lines	20 feet Container	40 feet Container
France (Marseille)*	620 TND	1,200 TND
Italy (Livorno)*	780 TND	1,550 TND
Spain*	750 TND	1,500 TND
Northern Europe	780 TND	1,550 TND
Morocco	1,850 TND	3,700 TND

* Shipping rates (free-in-and-out) from Tunis to Mediterranean ports.

4. Air Freight

More than 100 airports around the world are served from Tunisia.

Lines	Price
Tunis – Paris	0.650 TND/kg
Tunis – Brussels	0.680 TND/kg
Tunis – Rome	0.610 TND/kg
Tunis – Frankfurt	0.690 TND/kg
Tunis – Munich	0.690 TND/kg
Tunis – Milan	0.620 TND/kg
Tunis – Marseille	0.470 TND/kg



USEFUL ADDRESSES

Ministry of Industry and SMEs

Immeuble Beya, 40 Rue Sidi El Hani, Montplaisir – 1 002, Tunis

Tel.: (216) 71 904 216

Fax: (216) 71 902 742

Web: www.industrie.gov.tn

National Social Security Fund (CNSS)

49, avenue Taïeb M'Hir, 1 002 Tunis

Tel.: (216) 71 796 744 / (216) 71 849 833 / (216) 71 846 583

Fax: (216) 71 783 223

Web: www.cnss.nat.tn

National Health Insurance Fund (CNAM)

12 Rue Abou Hamed El Ghazeli, Montplaisir BP 77, 1 073 Tunis – Cedex 1 080

Tel.: (216) 71 104 200

Fax: (216) 71 104 350

Toll-free number: 80100295

Web: www.cnam.nat.tn

National Company of Electricity and Gas (STEG)

38, rue Kamel Atatürk

BP 190, Tunis 1 080 Cedex

Tel.: (216) 71 341 311

Fax: (216) 71 349 981

Web: www.steg.com.tn

National Company of Oil Distribution (AGIL)

Av. Mohamed Ali Akid

Cité Olympique, 1 003 El Khadra

BP 762 – Tunis

Tel.: (216) 71 707 222 / (216) 71 703 222

Fax: (216) 71 704 333

Web: www.sndp.com.tn

National Water Distribution Company (SONEDE)

2, Avenue Slimen Ben Slimen, El Manar 2, 2 092 Tunis

Tel.: (216) 71 887 000

Fax: (216) 71 871 000

Web: www.sonede.com.tn

National Tunisian Railway Company (SNCFT)

67 Avenue Farhat Hachad

1 049 Tunis

Tel: (216) 71 345 511 / 71 254 440

Fax : (216) 71 345 378

Web : www.sncft.com.tn

Tunisian Navigation Company (CTN)

5 Avenue Dag Hammarskjöld

1001 Tunis

Tel : (216) 71 322 802

Fax : (216) 71 345 736

Web : www.ctn.com.tn

TUNISAIR

Immeuble Tunis Air, Charguia II, 2035 Tunis

Tel: (216) 70 837 000

Fax: (216) 71 941 916

Web: www.tunisair.com.tn

TUNISAIR– FRET

2035 Aérogare fret – Tunis

Export : (216) 71 754 000 Ext. 4692 / 4694 / 4695

Import : (216) 71 754 000 Ext. 3105 / 3108 / 3012

FRET TUNISAIR MONASTIR

Tel : (216) 73 520 000 – extension : 77321/77324

FRET TUNISAIR SFAX

Tel: (216) 74 278 000 – extension: 44442/44443

FRET TUNISAIR DJERBA

Tel: (216) 75 653 530 – extension: 289