



Mobile ESS unit cost vs benefit calculation in Tunisia

What benefits do companies have to provide when hiring in Tunisia?

We've included below the mandatory employee benefits that companies must provide when hiring in Tunisia: Social Security contributions allow Tunisian employees to benefit from privileges such as pensions, health insurance, and family benefits.

What is Social Security in Tunisia?

Social Security contributions allow Tunisian employees to benefit from privileges such as pensions, health insurance, and family benefits. The Social Security rate in Tunisia currently stands at 25.75% and is payable by both employees and employers.

How can a business comply with Tunisia's labor law?

Businesses must comply with the Labour Code, which involves providing mandatory benefits to employees such as paid leave, parental leave, and adhering to the national minimum wage. Companies should seek legal advice from professionals who have high levels of experience with Tunisian labor law to ensure compliance when hiring in Tunisia.

Are employees entitled to severance pay in Tunisia?

As of January 2014, employees in Tunisia are entitled to severance pay if they are dismissed after their probation period. This is calculated as one day per month for the same employer, based on the employee's final wage.

How many hours can an employee work in Tunisia?

The maximum number of hours an employee can work in Tunisia is 48 hours per week. Employees are expected to work a minimum of 40 hours per week, generally over 5 days. Employees in Tunisia who work over their regular contracted hours are entitled to increased overtime pay. Overtime pay is calculated via the following proportions:

Are employees entitled to annual paid leave in Tunisia?

Employees in Tunisia are entitled to annual paid leave from their employers under the following conditions: Annual leave increases by 1 working day per 5-year period of service with the same employer. Public holidays and sick leave are separate from annual leave.

The Tunisia Tax Calculator below is for the 2025 tax year, the calculator allows you to calculate income tax and payroll taxes and deductions in Tunisia. This includes calculations for Employees in Tunisia to calculate their annual salary ...



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