

FACTOR COSTS IN TUNISIA...

June 2017

EMPLOYMENT

1. Minimum wages

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

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

The transportation allowance for employees paid the guaranteed minimum wage (SMIG) 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 n ° 2015-1764 published in JORT No. 91 of November 13, 2015.

SMIG

SCHEME	MONTHLY WAGE	HOURLY WAGE
40 HOURS	305.586 TND	1,763 millimes
48 HOURS	357.136 TND	1,717 millimes

Source: Governmental Decree No. 668-2017 of June 5th , 2017

SMAG

SCHEME	DAILY WAGE
Rate (common)	13. 736 TND
Specialized Workers	14. 468 TND A technicality premium of 732 Millimes is included
Skilled Workers	15. 113 TND A technicality premium of 1, 377 is included

Source : Govermental Decree No. 669-2017 of June 5th , 2017

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 SYSTEM / WEEK		40 HOUR WORK SYSTEM / WEEK	
	Hourly Increase	Monthly Increase	Hourly Increase	Monthly Increase
Executing agents, excluding employees earning the guaranteed minimum inter-professional wage	From 138 millimes To 176 millimes	from 28.704 dinars to 36.608	from 138 millimes to 176 millimes	from 23.920 dinars to 30.507
Supervising agents	202 millimes	42.016 dinars	202 millimes	35.013 dinars
Managers	264 millimes	54.912 dinars	264 millimes	45.760 dinars

Source : Decree No. 670-2017 of June 5th, 2017

2. Overtime Compensation

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

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

- Agricultural Sector

The hours worked beyond the daily limit: 25%

- Non-agricultural sector

Part time work scheme: 50%
Full time work scheme of 48 hours per 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 (± 10%)
Medium voltage (2nd category)	30 kV (± 7%) in general (10 kV and 17 kV in some regions)

Source : STEG as of January 1st, 2017

2. Electricity rates (excluding taxes)

VOLTAGE LEVEL HIGH VOLTAGE					
Rates	Fee(1)	Energy prices (1)(2) (millimes/kWh)			
	Voltage Mill/kW-month	Day	Morning Peak Summer	Evening Peak	Night
Four hourly sections	7,500	148	233	212	111
Cement manufacturing (gray cement)	6,000	170	300	261	123
Emergency	3,000	168	290	255	120

Source : STEG as of January 1st, 2017

ABREVIATIONS

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

(1) Value Added Tax (VAT) is to be applied at the rates of:

- 18% of all fees and on energy price (excluding taxes) for uses other than residential and irrigation;
- 12% on energy price (excluding taxes) of residential and irrigation uses.

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

VOLTAGE LEVEL MEDIUM VOLTAGE					
Rates	Fee (1)	Energy Prices (1)(2) (millimes/kWh)			
	Voltage Mill/kW-month	Day	Morning Peak	Evening Peak	Night
Uniform	2,600(3)	167			
Hourly Sections	8,000	152	238	218	115
Cement manufacturing (gray cement)	6,500	177	311	268	129
Pumping for irrigation (4)	-	160	NA	Load Curtailme	115
Agricultural irrigation	-	114	Load Curtailme	132(5)	88
Emergency	3,700	170	295	258	123

Source : STEG as of January 1st, 2017

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- 18% of all fees and on energy price (excluding taxes) for uses other than residential and irrigation;
- 12% on energy price (excluding taxes) of residential and irrigation uses.

(2) To be increased by the municipal surcharge: 5 mill / kWh
(3) (Mill/kVA – month)
(4) This rate is no longer granted.
(5) Peak rate for winter evening peaks (September to May). Every kwh consumed during the summer evening peak is charged 132 millimes.

VOLTAGE LEVEL GENERAL LOW VOLTAGE								
Rates	Sector	Power fee(1) (mill/kVA/month)	Energy price for each segment of monthly consumption (mill/kWh) (1) (2)					
			1 – 50	51-100	101-200	201-300	301-500	500 and +
Economic Segment (1 and 2 kVA and C°≤200 kWh/ month)	Residential (3)	500	75					
	Residential and Non Residential (4)		108					
	Residential and Non Residential (5)		162					
Economic Segment (1 et 2 kVA & C°> 200 khw/ month) (3)	Residential	500	167			198	285	350
Normal Segment (> 2 kVA)	Non Residential	500	167			198	260	295

Source : STEG as of January 1st, 2017

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		–	700	224			
Water heating(6)		500	–	285	Load Curtailment(7)	Load Curtailment(7)	285
Heating and air conditioning(6)		–	500	350			
Irrigation	Uniform (6)	300	500	150			
	Three Hourly Sections	1, 000	–	113	NA	295	103

Source : STEG as of January 1st, 2017

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- 18% of all fees and on energy price (excluding taxes) for uses other than residential and irrigation;
- 12% on energy price (excluding taxes) of residential and irrigation uses.

(2) To be increased by the municipal surcharge: 5 mill / kWh
(3) If consumption does not exceed 50 kWh / month
(4) If consumption is between 51 and 100 kWh / month
(5) If consumption is between 101 and 200 kWh / month
(6) This rate is no longer granted
(7) Load curtailment 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 period "evening peak" in summer (June-August) is charged 280 millimes.

NATURAL GAS

- The Level 1low 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, which is the property of the customer. Operation and maintenance of the station is at the expense of the customer.

Pressure Level		Class of subscribed flow rate (in Therm/hour)		Flow Fee excluding VAT (1) (mill/th-h-month)	Energy Price (1)	
					mill/th excluding VAT	mill/m³e xcluding VAT
Low Pressure	BP1	50 and 100 th/h	C≤ 300 th/month	10	24.30	231
			300<C≤600 th/month		30.50	290
			300<C≤1 500 th/month		39.40	375
			C>1 501 th/month		46.20	439
	BP2	160 to 8,000 th/h		40	41	390
Medium Pressure (2)	MP1	1, 000 to 4,000 th/h		200	37.60	-
	MP2	6, 000 to 30,000 th/h		325	37.10	-
	Cement manufacturing (gray cement)	1, 000 to 30,000 th/h		325	58	
HighPressure (3)	HP1	10, 000 to 30,000 th/h		500	35.80	-
	HP2	≤2, 000 TOE/ month	>30,000 th/h	500	39.10	-
		>2, 000 TOE / month			52.50	
	Cement manufacturing (gray cement)	≥ 10,000 th/h		500	58.35	-

Source : STEG as of January 1st, 2017

ABBREVIATIONS

C: Consumption
Sb: Subscription
TOE: Tonne of Oil Equivalent = 10,000 tonnes
Th: therm
Mill: Tunisian millimes
VAT: value added tax

(1) The VAT is to be applied at the rate of 18% on energy fees and prices excluding taxes
(2) A monthly subscription fee is applicable: 20 TND / month
(3) A monthly subscription fee is applicable: 300 TND / month

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.

OIL DERIVATIVES

Applicable rates from January 2017.

PRODUCT	RETAIL PRICE
Premium unleaded gasoline	1.750 dinars / liter
Premium gasoline	1.750 dinars / liter
Kerosene	0.810 dinars / liter
Diesel	1.230 dinars / liter
Diesel 50 PPM	1.510 dinars / liter
Heavy Fuel-oil n° 2	510 dinars / tonne
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/tonne
Bulk liquid propane	1,138.416 dinars/tonne

Source: Ministry of Industry and Trade July _ 2017

- The rate for Value Added Tax is reduced to 12% for the following products:
  - paraffin oil
  - Gas oil
  - Petrol, propane and butane gas processed in bottles weighing no more than 13 kilograms
  - Petrol, propane and butane gas in bulk or processed in bottles with a net weight exceeding 13 kilograms

TELECOMMUNICATIONS

1. Telephone

The public service provider is the Office National des Telecommunications (ONT) whose trade name is Tunisie Telecom.
The applications for subscription are made with the sales offices of Tunisie Telecom for fixed and mobile lines.
In Tunisia, the national telecommunications market has three operators: Tunisie Telecom, Ooredoo or 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 and its offer.
For more information, please refer to the complete price guides available on the web sites of:

- **Tunisie Télécom:** 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
3 bis, rue d'Angleterre – 1030 Tunis
Téléphone : (+216) 71 359 000
Fax : (+216) 71 352 353
Web : www.mincom.tn

Tunisie-Télécom
Rue Asdrubal
1002 Tunis-Belvédère
Tel.: (216) 71 801 717
Fax: (216) 71 800 777
e-mail:actel.virtuelle@ttnet.tn
Web:www.tunisietelecom.tn

Ooredoo

Les Jardins du Lac – 1053
Les Berges du Lac
BP n° 641, 1080 Tunis Cedex
Tel.: (216) 22 12 00 00
Fax: (216) 22 12 10 09
Web:www.ooredoo.tn

Orange Tunisie

Immeuble Orange, Centre Urbain Nord, 1003 Tunis
Tel: (216) 71 167 900
Fax: (216) 71 961 808
Web:www.orange.tn

Lycamobile Tunisie

Compose le 1232 depuis un Lycamobile,
Composer le 43 00 12 32 depuis un autre téléphone.
Web : www.lycamobile.tn

2. Internet Service Providers

The public organization managing the Internet at the national level is the Tunisian Internet Agency (ATI). It also manages the national domain ".tn", according to the regulations in force.

Subscriptions to Internet access are made with the commercial agencies of Internet Service providers (ISP) or with their dealers.

In Tunisia, there are several public and private ISP.

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

Useful Addresses

ATI, Agence Tunisienne d'Internet
13, rue Jughurta, Mutuelleville, 1002 Tunis-Belvédère
Tel.: (216) 71 846 100
Fax: (216) 71 846 600
e-mail:com@ati.tn
Web:www.ati.tn

CNI, Centre National de l'Informatique
17, Rue Belhassen Ben Chaabane, 1 005, El-Omrane
Tél. : (+216) 71 78 30 55
Fax : (+216) 71 781862
e-mail : webcni@cni.tn
Web : www.cni.tn

Orange Tunisie Internet
Immeuble Orange, Centre Urbain Nord, 1003 Tunis
Tel: (216) 71 167 900
Fax: (216) 71 961 808
Web:www.orange.tn

3S Globalnet
53, Rue des Minéraux – La Charguia I, 2035 Tunis
Tél.: (216) 70 132 146
Fax: (216) 70 014 040
e-mail:sales.3s.@gnet.tn
Web:www.gnet.tn

Hexabyte
Av. Kheireddine Pacha, Pacha centre, 1er étage, Bloc B, 1073 Tunis
Tél.: (216) 71 188 400
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

Tél.: (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
Tél.: (216) 71 835 235
Fax: (216) 71 831 643
Web:www.tunet.tn

DRINKING WATER

1. Applicable consumptionrates (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	Pricein TND / m³	Pricein TND / m³
C≤ 20 m³	0.200	1.190
21 m³ <C ≤ 40 m³	0.325	
41 m³ <C ≤ 70 m³	0.450	
71 m³ <C ≤ 100 m³	0.770	
101 m³ <C ≤ 150 m³	0.940	
151 m³ <C ≤ 500 m³	1.260	
C >500 m³	1.315	

Sources: Official Journal of Tunisia JORT No. 65, May, 31, 2016.

Bornes Fontaines (price in TND/m³)	0.200

Sources: Official Journal of Tunisia JORT No. 65, May, 31, 2016.

Tourism(price in TND / m³)	1.315

Sources: Official Journal of Tunisia JORT No. 65, May, 31, 2016.

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

Diameter of water meter	Fixed and charge (TND / quarter)
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: Official Journal of Tunisia JORT No. 65, May 31st, 2016.

SANITATION

The organization in charge of sanitation is the National Sanitation Authority (ONAS).
Submission of applications is made with ONAS offices in the district where the project is located.

The quarterly sanitation fees are as follows:

Industrial Use	Rates (VAT exemption for industrial use)	
	Connected to the public sewerage network	Not connected to the public sewerage network
General Rates	8.688 TND + 0.845 TND / m^3	-
Industries with pretreatment facility or other treatment means	8.688 TND + 0.617 TND / m^3	-
Industries with highly polluting effluent	8.688 TND + 0.845 TND / m^3 + 0.410 TND per kilogram of pollution exceeding the amount specified in aforementioned discharge standards for each m3 of water consumed	8.688 TND + 0.617 TND / m^3
Tourism Use		
General Rates	8.688 TND + 1.080 TND / m^3 of water consumed	

Source: Order of the Minister of Finance and the Minister of Infrastructure and Environment of August 15th, 2013 setting the amounts of sewerage charges. – JORT No. 67 of August 20th, 2013

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 loaded in one direction and empty in the other (in TND)

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

Containers loaded in two directions (in TND)

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

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

Distance in Km	Pricein 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.

3. Maritime Transport

Shipping rates (from Bord to Bord) 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 (from Bord to Bord) 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 Trade

Immeuble Beya, 40 Rue Sidi El Hani, Montplaisir – 1 002, Tunis
Tel.: (216) 71 905 132 / (216) 71 904 216
Fax: (216) 71 902 742
Web:www.industrie.gov.tn

National Social Security Fund (CNSS)

49, avenue Taïeb M'Hir
1002 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, 1073 Tunis
Tel.:(216) 71104200
Fax:(216) 71104385
Numéro vert: 80100295
Web:www.cnam.nat.tn

National Company of Electricity and Gas (STEG)

38, rue Kamel Ataturk
BP 190, Tunis 1080 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 – 1003 El Khadra
BP 762 – Tunis
Tel.:(216) 71 707 222 / (216) 71703222
Fax:(216) 71 704 333
Web:www.sndp.com.tn

National Water Distribution Company (SONEDE)

Avenue Slimen Ben Slimen,
El Manar 2, Tunis 2092
Tel.:(216) 71 887 000
Fax:(216) 71 871 000
Web: www.sonede.com.tn

National Tunisian Railway Company (SNCFT)

67 Avenue Farhat Hachad
1049 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 Hammarskjoeld
1001 Tunis
Tel:(216) 71 341 777
Fax:(216) 71 345 736
Web: www.ctn.com.tn

TUNISAIR

Avenue 7 Novembre 1987
2035 Tunis Carthage – Tunisie.
Tel:(216) 71 700 545 / 71700100
Fax:(216) 71700008
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) 73520000 – extension: 77321/77324

FRET TUNISAIR SFAX

Tel:(216) 74 278000 – extension: 44442/44443

FRET TUNISAIR DJERBA

Tel:(216) 75653 530 – extension: 289