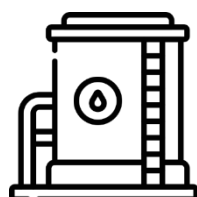
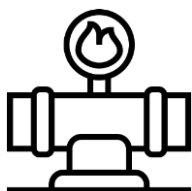
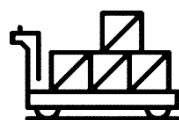


# Factor Cost in Tunisia 2025



## FOREWORD

This document aims to provide an overview of certain selected costs in Tunisia. Prepared on a periodical basis by 'Invest in Tunisia Agency', a FIPA-Tunisia team, its main objective is to provide readers with information on the various basic costs involved in setting up a business.

It should be noted that the data presented in this document is indicative and may be subject to change.

The first section outlines specific costs as of **January 2025**, including a part focusing on renewable energy tariffs, while the second section compares Tunisia with a sample of countries in terms of production costs. The data is taken from fDi Benchmark<sup>®</sup>, an international database owned by the Financial Times<sup>®</sup>.

## EMPLOYMENT

### 1. Minimum Wage

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

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

For employees paid at the minimum wage in non-agricultural sectors governed by the Labour Code, the transport allowance is fixed at TND 36.112 per month as established by Decree No. 82-503 of 16 March 1982 and supplemented by Government Decree No. 2015-1764 published in the JORT (Official Journal of the Tunisian Republic) No. 91 of 09 November 2015.

#### SMIG

SCHEME	MONTHLY WAGE	HOURLY WAGE
<b>40 HOURS</b>	448.238 TND	2.586 TND
<b>48 HOURS</b>	528.320 TND	2.540 TND

Source : Decree No. 2024-419 of 9 July 2024

#### SMAG

SCHEME	DAILY WAGE
<b>Rate (common)</b>	20.320 TND
<b>Specialized workers</b>	20.996 TND Including a technicality premium of 1 084 millimes
<b>Skilled workers</b>	22.838 TND Including a technicality premium of 2 038 millimes

Source : Decree No. 2024-420 of 9 July 2024

## 2. Wage Supplement

In non-agricultural activities subject to the labour code and not governed by sector-specific collective agreements or by special statutes of public enterprises, workers' base salaries are supplemented as follows:

CATEGORIES OF AGENTS	48-HOUR WORK / WEEK		40-HOUR WORK / WEEK	
	Hourly supplement	Monthly supplement	Hourly supplement	Monthly supplement
<b>Executing agents, excluding SMIG-paid employees</b>	0.166 to 0.213 TND	44.304 TND	0.166 to 0.213 TND	36.919 TND
<b>Supervising agents</b>	0.244 TND	50.752 TND	0.244 TND	42.293 TND
<b>Managers</b>	0.319 TND	66.352 TND	0.319 TND	55.292 TND

Source : Government Decree No. 2023-161 dated February 17<sup>th</sup> 2023

## 3. 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 hours per week 75 %

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

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

Source: Article 90 (new) of the Labour Code amended by Act No. 96-62 dated 15 July 1996

## ELECTRICITY

The National Company for Electricity and Gas ([STEG](#)) is a Tunisian non-administrative public law company. Created in 1962, its mission is the production and distribution of electricity and natural gas on the Tunisian territory.

### 1. Characteristics

Frequency of alternating current	50 Hz
Low voltage	220 / 380 V ( $\pm 10\%$ )
Medium voltage (2 <sup>nd</sup> category)	30 kV ( $\pm 7\%$ ) in general (10 kV et 17 kV in given regions)

Source : STEG as of 1<sup>st</sup> January 2025

### 2. Electricity Rates (excluding taxes)<sup>(1)</sup>

VOLTAGE LEVEL HIGH VOLTAGE					
Rates	Power fee <sup>(1)</sup> (Mill. /kW/month)	Energy price <sup>(1)(2)</sup> (millimes/kWh)			
		Day	Morning peak summer	Evening peak	Night
Four hourly sections	10 000	238	364	332	179
Back-up	5 200	260	395	358	187

Source : STEG as of 1st May 2022

#### ABBREVIATIONS

**Mill** : Tunisian millimes  
**VAT** : Value added tax  
**kW** : Kilowatt  
**kWh** : Kilowatt-hour

- (1) Value Added Tax is applicable at the following rates :
- 19% on all charges and on the price of energy (excluding taxes) for uses other than irrigation
  - 7% on energy price (excluding taxes) for irrigation use
- (2) Rates are to be increased by:
- The contribution to communal authorities: 5 mill/kWh
  - The tax for the Energy Transition Fund (FTE): 1 mill/kWh

VOLTAGE LEVEL MEDIUM VOLTAGE					
Rates	Power fee <sup>(1)</sup> (Mill/kW/month)	Energy price <sup>(1)(2)</sup> (millimes/kWh)			
		Day	Morning peak	Evening peak	Night
Uniform	5 000 <sup>(3)</sup>	291			
Hourly sections	11 000	290	417	377	222
Pumping for irrigation <sup>(4)</sup>	-	374	N/A	Load management	301
Agricultural irrigation	-	283	Load management	339 <sup>(5)</sup>	217
Back-up	6 000	330	462	421	256

Source : STEG as of 1st October 2022

#### **ABBREVIATIONS**

<b>Mill</b>	: Tunisian millimes
<b>N/A</b>	: Not applicable
<b>VAT</b>	: Value Added Tax
<b>kW</b>	: Kilowatt
<b>kWh</b>	: Kilowatt-hour
<b>kVA</b>	: Kilovolt ampere

- (1) Value Added Tax is applicable at the following rates :
- 19% on all charges and on the price of energy (excluding taxes) for uses other than irrigation
  - 7% on energy price (excluding taxes) for irrigation use
- (2) Rates are increased by the communal additional tax: 5 mill/kWh
- (3) (mill/kVA – month)
- (4) This rate no longer applies
- (5) Single load management in “evening peak in winter (September to May). Any kWh consumed during the “evening peak” in summer (June-August) is charged 339 millimes

VOLTAGE LEVEL "GENERAL" LOW VOLTAGE							
Rates	Sector	Power fee <sup>(1)</sup> (Mill. /kW/month)	Energy price for each band of monthly consumption (Mill/kWh) <sup>(1) (2)</sup>				
			1 - 50	51-100	101-200	201-300	301-500
Economy band (1 and 2 kVA and C° ≤ 100 kWh/month)	Residential <sup>(3)</sup>	700	62				
	Residential <sup>(4)</sup>		96				
	Non-residential <sup>(5)</sup>		104				
Economy band (1 and 2 kVA & C° > 100 kWh/month)	Residential <sup>(6)</sup>	700	176				
	Non-residential <sup>(6)</sup>		195				
	Residential <sup>(7)</sup>		218				
	Non-residential <sup>(7)</sup>		240				
	Residential <sup>(8)</sup>		341				
	Non-residential <sup>(8)</sup>		333				
Normal band (> 2 kVA)	Residential <sup>(9)</sup>		414				
	Non-residential <sup>(9)</sup>		391				

Source : STEG as of 1st May 2022

VOLTAGE LEVEL "SPECIAL" LOW VOLTAGE							
Rates	Fee <sup>(1)</sup>		Energy price <sup>(1)(2)</sup> (Mill/kWh)				
	Subscription (Mill / Sb / month)	Voltage (Mill / kVA / month)	Day	Morning Peak Summer	Evening Peak	Night	
Public lighting	-	900	261				
Water heating <sup>(10)</sup>	500	-	341	Load management <sup>(11)</sup>	Load management <sup>(11)</sup>	341	
Heating and air conditioning <sup>(10)</sup>	-	700	414				
Irrigation	Uniform <sup>(10)</sup>	300	184				
	Three hourly sections	1 000	-	140	NA	391	116

**ABBREVIATIONS**

**Mill:** Tunisian millimes - **VAT:** Value Added Tax - **NA:** Not applicable - **Sb:** Subscription - **kW:** kilo Watt - **kWh:** kilo Watt per hour - **kVA:** Kilovolt ampere

- (1) Value Added Tax is applicable 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) Rates are to be increased by:
  - The contribution to communal authorities: 5 mill/kWh
  - The tax for the energy transition fund (FTE): 5 mill/kWh, except for Low Voltage customers (economic band) whose consumption does not exceed 100 kWh/month
- (3) If consumption does not exceed 50 kWh/month for the residential sector
- (4) If the consumption is between 51 and 100 kWh/month for the residential sector
- (5) If consumption does not exceed 100 kWh/month for the Non-residential sector
- (6) If consumption is between 101 and 200 kWh/month
- (7) If consumption is between 201 and 300 kWh/month
- (8) If consumption is between 301 and 500 kWh/month
- (9) If consumption exceeds 500 kWh/month
- (10) This rate is no longer applicable
- (11) 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



## RENEWABLE ENERGY

The Société Tunisienne de l'Électricité et du Gaz (STEG) demonstrates unwavering commitment to the optimal integration of renewable energy into its network.

### 1. Energy-efficient cogeneration

Hourly sections	Surplus purchase price (Mill/kWh)	Transmission price (Mill/kWh)
Day	$2.401 \times GP + 16$	7
Summer morning peak	$3.110 \times GP + 100$	
Evening peak	$3.039 \times GP + 38$	
Night	$2.179 \times GP$	

Source : Decision of the Minister of Industry, Energy and Mines dated 2 June 2014

**Mill** : Tunisian millimes - **kWh** : Kilo Watt hour - **GP** : Contractual energy selling price of commercial gas, expressed in millimes per thermal unit, supplied to the cogenerator and calculated for the installation

### 2. Renewable energy

#### For projects approved before 12 December 2023

Hourly sections	Surplus purchase price (Mill/kWh)	Transmission price (Mill/kWh)
Day	115	7
Summer morning peak	182	
Evening peak	168	
Night	87	

Sources : Decision of the Minister of Industry, Energy and Mines dated 2 June 2014 & Decision of the Head of Cabinet of the Ministry of Industry, Mines and Energy dated 12 December 2023

#### For projects approved starting from 12 December 2023

Voltage level	Surplus purchase price (Mill/kWh)	Transmission price (Mill/kWh)	Transfer price (Mill/kWh)
High Voltage / High Voltage	80	25	43
Medium Voltage / Medium Voltage		39	
High Voltage / Medium Voltage <b>or</b> Medium Voltage / High Voltage		54	

Source : Decision of the Head of Cabinet of the Ministry of Industry, Mines and Energy dated 12 December 2023

**Mill** : Tunisian millimes - **kWh** : Kilo Watt Hour

### 3. Other types of self-production

Relates to the purchase by the *Société Tunisienne de l'Électricité et du Gaz* of surplus electrical energy produced through self-production, including concessions for electricity production from gas derived from hydrocarbon exploitation concessions, with the exception of energy-efficient cogeneration and renewable energy sources.

Hourly sections	Surplus purchase price (mill/kWh)
Day	115
Summer morning peak	182
Evening peak	168
Night	87

Source : Decision of the Minister of Industry, Energy and Mines dated 2 June 2014

**Mill** : Tunisian millimes - **kWh** : Kilo Watt Hour

## 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. Its operation and maintenance are carried out by the customer at their expense.

Low Pressure		Sector	Subscribed flow (TU / hour)	Flow fee <sup>(1)</sup> (Mill / TU-h-month)	Energy price <sup>(1) (2)</sup>	
					mill/TU	mill/TU
BP1	C ≤ 300TU/ month 1 to 300TU/ month (1 to 30 m <sup>3</sup> / month )	Residential	50 and 100	15	24.3	231
		Non-residential			25.5	243
	300 < C ≤ 600TU/ month 1 to 600TU/ month (1 to 60 m <sup>3</sup> / month )	Residential	50 and 100	15	38.7	368
		Non-residential			39.9	380
	600 < C ≤ 1 500TU/ month 1 to 1 500TU/ month (1 to 150 m <sup>3</sup> / month )	residential	50 and 100	15	58.5	556
		Non-residential			56.4	536
	C > 1 500TU/ month 1 to 1 501TU/ month and more (1 to 151 m <sup>3</sup> / month )	Residential	50 and 100	15	86.7	824
		Non-residential			73.6	700
	BP2	Residential	160 to 8 000	40	80.2	762
		Non residential			61.8	588

Source : STEG as of 1<sup>st</sup> May 2022

### ABBREVIATIONS

**TU:** Thermal Unit - **Mill:** Tunisian millimes - **VAT:** Value Added Tax

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

(2) To be increased by the tax for the energy transition fund (FTE) : 11.875 millimes/m<sup>3</sup> except for Low pressure customers whose consumption does not exceed 300 TU/ month or 30 m<sup>3</sup>/ 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.

Rates	Subscribed flow rate (Thermal Unit / hour)	Fee <sup>(1)</sup>		Energy Price <sup>(1) (2)</sup> (Mill/TU)	
		Subscription (DT / sb-month)	Flow (Mill / TU-h-month)		
Medium pressure	MP1	1 000 to 4 000	20	300	71.1
	MP2	6 000 to 30 000	20	450	70.5

Source : STEG as of 1<sup>st</sup> May 2022

#### **ABBREVIATIONS**

**h** : Hour  
**Sb** : Subscription  
**TU** : Thermal unit  
**Mill** : Tunisian millimes

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

(2) To be increased by the tax for the energy transition fund (FTE): 1.25 millimes /TU, except for Low Pressure customers whose consumption does not exceed 300 TU/ month or 30 m<sup>3</sup>/ 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.

Rates	Subscribed flow rate (Thermal Unit / hour)	Fee <sup>(1)</sup>		Energy Price <sup>(1) (2)</sup> (mill/TU)	
		Subscription (DT / sb-month)	Flow (Mill / TU-h-month)		
Haute pression	HP1	10 000 to 30 000	300	700	60.4
	HP2	≤ 2 000 TU/ month	300	700	67.1
		> 2 000 TU/ month			81.3

Source: STEG as of 1<sup>st</sup> May 2022

#### **ABBREVIATIONS**

**TU** : 10 000 thermal unit  
**h** : Hour  
**Sb** : Subscription  
**TU** : Thermal unit  
**Mill** : Tunisian millimes  
**TND** : Tunisian Dinar

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

(2) To be increased by the tax for the energy transition fund (FTE): 1.25 millimes /TU, except for Low Pressure customers whose consumption does not exceed 300 TU/ month or 30 m<sup>3</sup>/ 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.


**PETROLEUM DERIVATIVES**

The price revision of certain petroleum products is in execution of the order issued by the Ministries of Industry, Mines and Energy and of Trade and Export Development, dated November 2022, in charge of setting and monitoring the sales prices of imported finished petroleum products and those refined locally.

Rates applicable as of 24<sup>th</sup> November 2022.

<b>PRODUCT</b>	<b>PUBLIC SALE PRICE</b>
<b>Super unleaded petrol</b>	2.525 dinars / litre
<b>Premium unleaded petrol</b>	2.855 dinars / litre
<b>Regular diesel</b>	1.985 dinars / litre
<b>Sulphur free diesel</b>	2.205 dinars / litre
<b>Super sulphur free diesel</b>	2.550 dinars / litre
<b>Heavy fuel oil no. 2</b>	1.030 dinars / tonne
<b>Liquefied petroleum gas (LPG)</b>	
<b>Domestic LPG</b>	0.677 dinars / litre
<b>Refill of 13 kg</b>	8.800 dinars

Source : Ministry of Industry, Mines and Energy – January 2025

## TELECOMMUNICATION

The National Telecommunications Authority ([INT](#)) is the body that manages the national numbering and addressing plans, sets out 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 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 0.015 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.tunisiatelecom.tn](http://www.tunisiatelecom.tn)
- **Ooredoo** : [www.ooredoo.tn](http://www.ooredoo.tn)
- **Orange Tunisie** : [www.orange.tn](http://www.orange.tn)
- **Lycamobile Tunisie** : [www.lycamobile.tn](http://www.lycamobile.tn)

### 2. Internet Service Providers

The Tunisian Internet Agency ([ATI](#)) is the main public Internet access provider in Tunisia. Its mission is to promote the Internet in the country. It allows the interconnection of Internet service providers (ISPs) locally and internationally and provides management service for Internet messaging gateways for ISPs, IP addressing in Tunisia. It equally promotes content through the promotion of national domain names.

Internet access requests are filed with the sales offices of Internet Service Providers (ISPs) or their resellers.

In Tunisia, there are several public and private ISPs<sup>1</sup>

Minimum Internet rates vary from one ISP to another depending on the required speed and the proposed promotional offers.

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<sup>1</sup> Names and contact details provided at the end of the document



## DRINKING WATER

### 1. Applicable Consumer Prices

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

Connection requests are submitted to the SONEDE office in the district where the project is located

Industrial Use		Tourism Use (Hotel industry)
Quarterly consumption	Price in TND / m <sup>3</sup>	Price in TND / m <sup>3</sup>
C ≤ 20 m <sup>3</sup>	0.200	2.310
21 m <sup>3</sup> < C ≤ 40 m <sup>3</sup>	0.740	
41 m <sup>3</sup> < C ≤ 70 m <sup>3</sup>	1.040	
71 m <sup>3</sup> < C ≤ 100 m <sup>3</sup>	1.490	
101 m <sup>3</sup> < C ≤ 150 m <sup>3</sup>	1.770	
C > 150 m <sup>3</sup>	2.310	

Source : JORT (Official Journal of Tunisia) No. 33 dated 1<sup>st</sup> March 2024

Standpipes (price in TND / m <sup>3</sup> )	0.200
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Source : JORT (Official Journal of Tunisia) No. 139 dated 20th December 2022

### 2. Fixed Charges for Subscriptions to Drinking Water

Diameter of water meter	Fixed charge (TND / quarter)
≤ 15	5.050
20	9.370
30	17.310
40	31.800
60	80.800
80	80.800
100	130.000
150	338.700
> 150	Fixed charges calculated in proportion to the purchase price of the meters with reference to the above charges

Source : Order of the Minister of Agriculture, Hydraulic Resources and Fisheries and the Minister of Finance dated 19 May 2016 setting fixed charges


**SANITATION**

The service provider is the National Sanitation Office (ONAS).  
Requests are submitted to ONAS agencies in the district where the project is located.

The quarterly sanitation fees are as follows :

Industrial Use	Rates (TND)	
	Variable	Fixed
Industries with discharges in compliance with the standards of the public sewerage system	1.579/ m <sup>3</sup>	16.150
Industries with discharges in compliance with the discharge environmental standards	1.142 / m <sup>3</sup>	16.150
Industries with discharges exceeding the standards of the public sewerage system	1.579 + (Q *0.760)	16.150
Polluting industrial activity unconnected to the sewerage system	1.144 / m <sup>3</sup>	16.150
<b>Tourism Use</b>		
General rates	2.002	16.150

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 12 October 2022 setting the amounts of sewerage charges.



## Production Costs and Positioning of Tunisia <sup>(2)</sup>

### 1. Human Resources

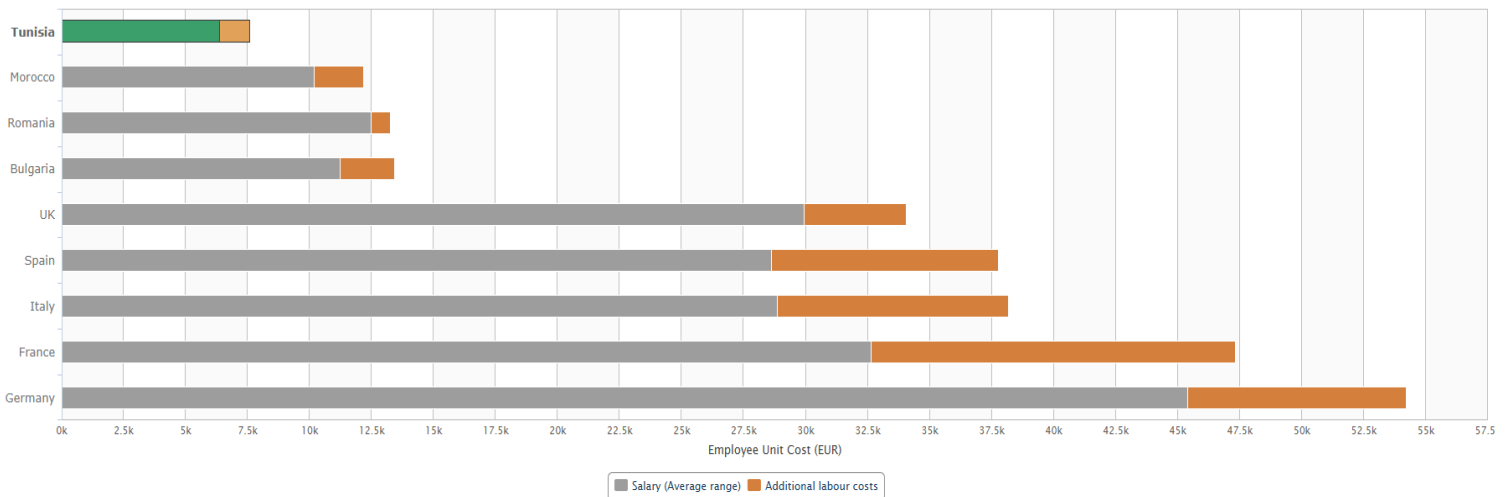
#### IT Support Analyst

IT support analysts provide first-line support, run the helpdesk and train users. They also install computer systems.

Tunisia has the lowest net annual costs, at around 7 586 €.

This category of workers in Tunisia is 74% more competitive than the sample average range of around 28 662 € per year.

IT user support analyst – annual unit costs (Average range)  
Source: fDi Benchmark from the Financial Times Ltd based on Towers Watson and national statistics (January 2025)



Country	Rank	Total (€)	Salary (€)	Social security contributions <sup>3</sup> (€)
Tunisia	1	7 587	6 373	1 214
Morocco	2	12 163	10 179	1 984
Romania	3	13 256	12 476	780
Bulgaria	4	13 409	11 210	2 199
UK	5	34 061	29 931	4 130
Spain	6	37 751	28 621	9 130
Italy	7	38 183	28 850	9 333
France	8	47 328	32 640	14 688
Germany	9	54 224	45 396	8 827

Source : fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.

<sup>2</sup> The data for the profiles presented in this section are taken from the fDi Benchmark© owned by The Financial Times.

<sup>3</sup> The social security contributions (*additional labour costs*) presented in this section are paid by the employer. In accordance with current legislation, the legal minimum rate in Tunisia is 16.57% of gross salary.

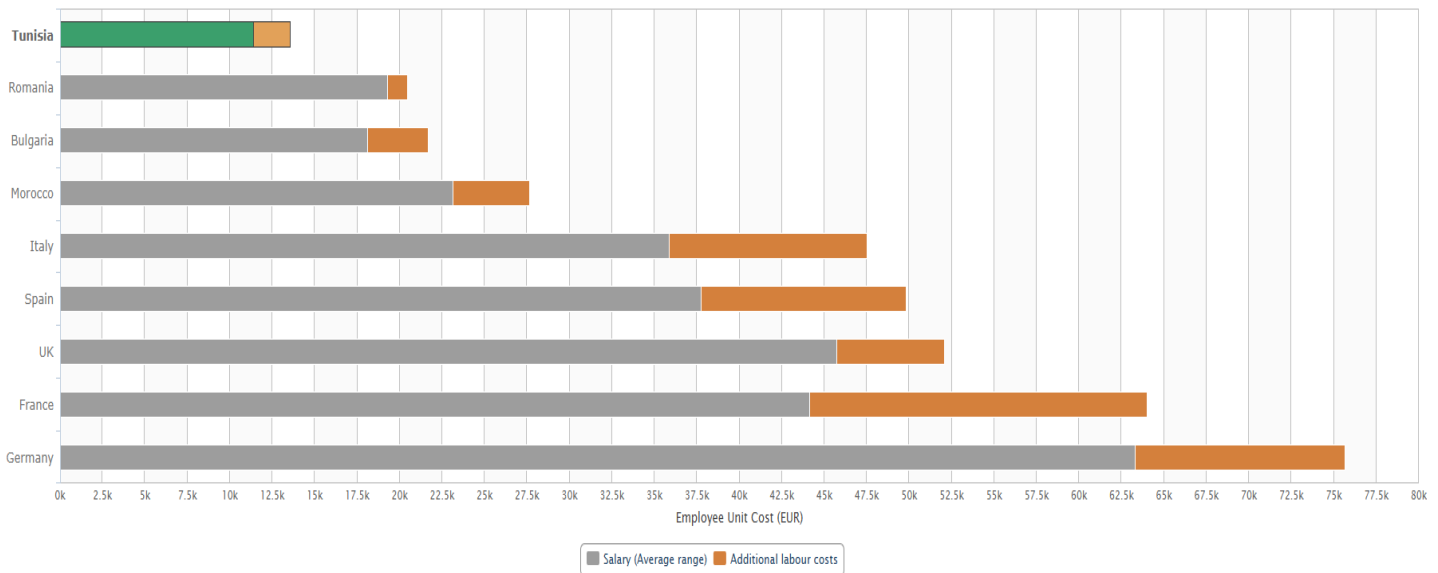
**Electronics Engineer**

Electronics engineers design, develop and test electronic components, devices, systems or equipment of all kinds. They may specialise in at least one of the fields of control engineering, instrumentation, signal processing and / or telecommunications engineering.

Tunisia has the lowest annual net cost of the sample with 13 552 €.

This category of workers in Tunisia is 67% more competitive than the sample average range of 41 370 € per year.

Electronics Engineer - annual unit costs (Average range)  
 Source: fDi Benchmark from the Financial Times Ltd based on Towers Watson and national statistics (January 2025)



Country	Rank	Total (€)	Salary (€)	Social Security Contributions (€)
Tunisia	1	13 552	11 384	2 169
Romania	2	20 476	19 272	1 204
Bulgaria	3	21 681	18 125	3 556
Morocco	4	27 625	23 119	4 506
Italy	5	47 494	35 885	11 609
Spain	6	49 800	37 756	12 044
UK	7	52 050	45 738	6 312
France	8	64 024	44 155	19 870
Germany	9	75 635	63 322	12 313

Source : fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.

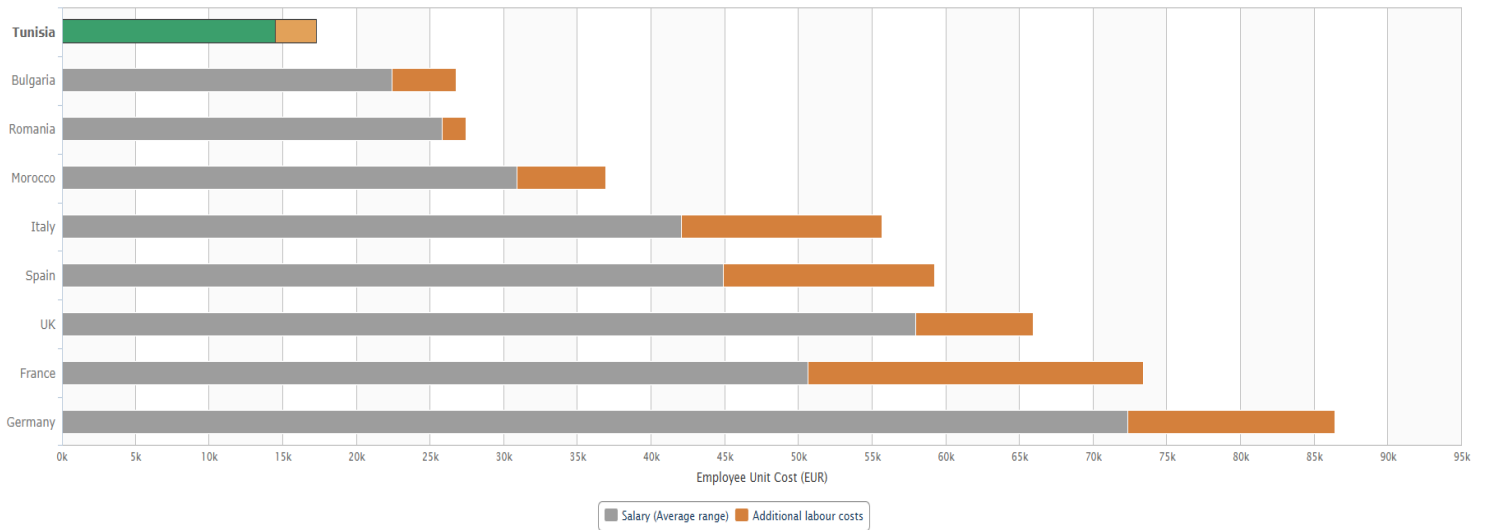
**Business Development Manager**

Business Development Managers identify and develop new and existing referral sources to develop relationships and increase business opportunities. In addition, they are responsible for maintaining working relationships with existing clients to ensure their retention.

Tunisia features the lowest annual net costs at 17 264 €.

This category of worker in Tunisia is 65 % more competitive than the sample average range of around 49 867 € per year.

Business Development Manager – annual unit costs (Average range)  
 Source: fDi Benchmark from the Financial Times Ltd based on Towers Watson and national statistics (January 2025)



Country	Rank	Total (€)	Salary (€)	Social Security Contributions (€)
Tunisia	1	17 264	14 502	2 763
Bulgaria	2	26 765	22 375	4 390
Romania	3	27 402	25 790	1 612
Morocco	4	36 896	30 878	6 018
Italy	5	55 653	42 050	13 603
Spain	6	59 193	44 877	14 316
UK	7	65 917	57 923	7 993
France	8	73 364	50 596	22 768
Germany	9	86 355	72 297	14 058

Source : fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.

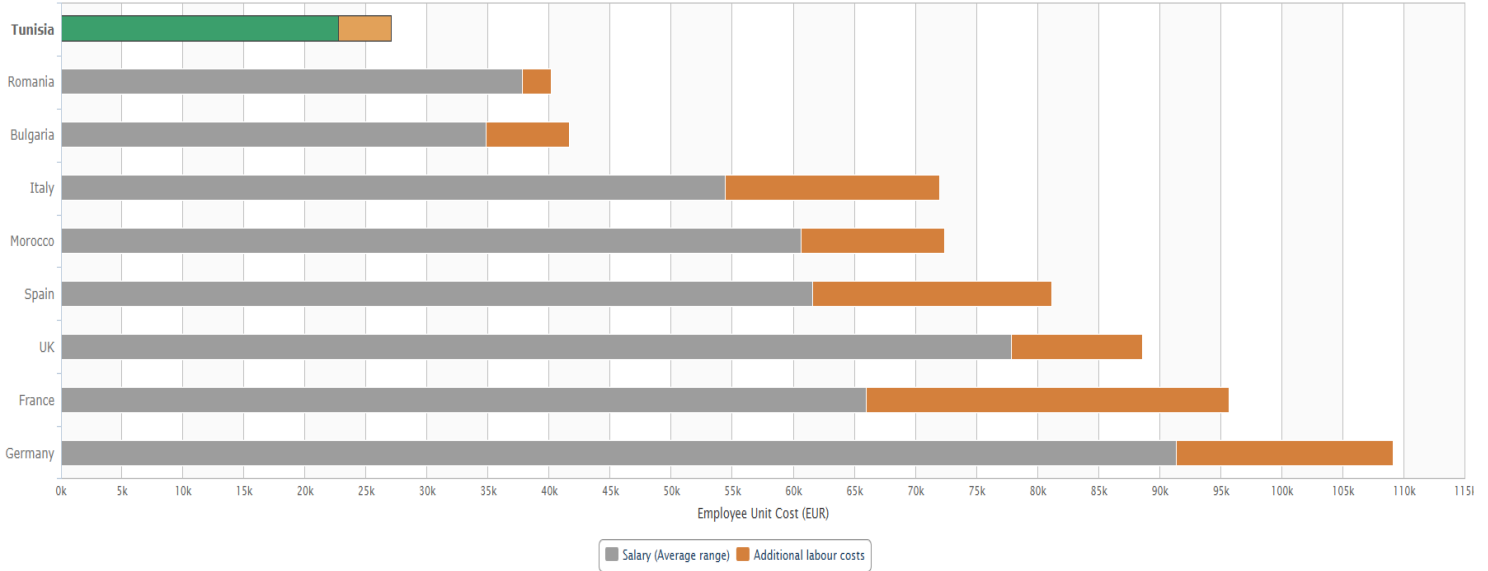
**R&D Team Leader**

R&D team leaders are responsible for the development and improvement of products or new systems. They lead a team on a project or part of a research project of medium complexity.

Tunisia has the lowest annual net cost with 27 057 €.

This category of worker in Tunisia is 61 % more competitive than the sample average range of 69 738 € per year.

R&D Team Leader – annual unit costs (Average range)  
 Source: fDi Benchmark from the Financial Times Ltd based on Towers Watson and national statistics (January 2025)



Country	Rank	Total (€)	Salary (€)	Social Security Contributions (€)
Tunisia	1	27 058	22 728	4 330
Romania	2	40 149	37 787	2 362
Bulgaria	3	41 644	34 813	6 830
Italy	4	71 971	54 379	17 592
Morocco	5	72 386	60 579	11 807
Spain	6	81 146	61 521	19 625
UK	7	88 572	77 831	10 741
France	8	95 632	65 953	29 679
Germany	9	109 091	91 331	17 759

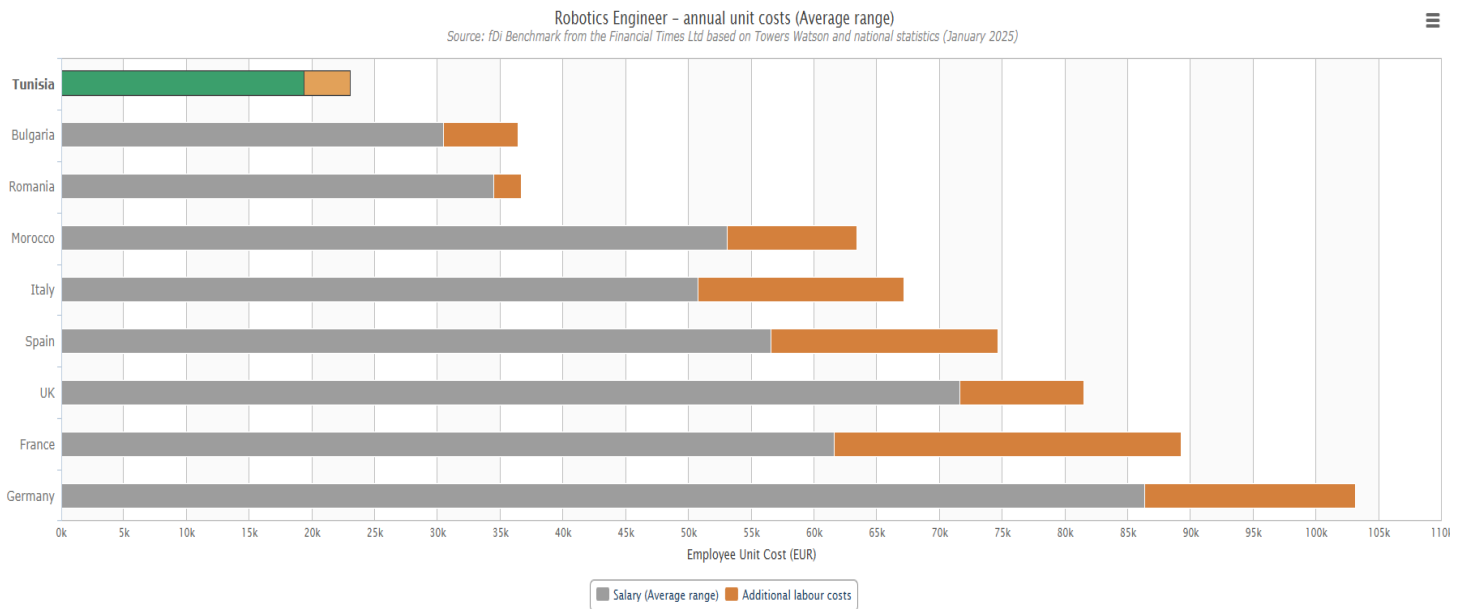
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**Robotics Engineer**

Robotics engineers are responsible for the design, testing and construction of robots. They use computer-assisted design and drafting and computer-assisted manufacturing (CADD / CAM) systems to perform their tasks. Robotics engineers determine the specific needs of each application and customize the robot. They also plan the computer programs that are appropriate for the robot's installation.

Tunisia has the lowest annual net cost at 23 001 €.

This category of workers in Tunisia is 64 % more competitive than the sample average range of 63 899 € per year.



Country	Rank	Total (€)	Salary (€)	Social Security Contributions (€)
Tunisia	1	23 001	19 321	3 681
Bulgaria	2	36 402	30 432	5 971
Romania	3	36 634	34 479	2 155
Morocco	4	63 395	53 055	10 340
Italy	5	67 159	50 744	16 416
Spain	6	74 624	56 576	18 048
UK	7	81 469	71 590	9 879
France	8	89 263	61 561	27 702
Germany	9	103 146	86 354	16 792

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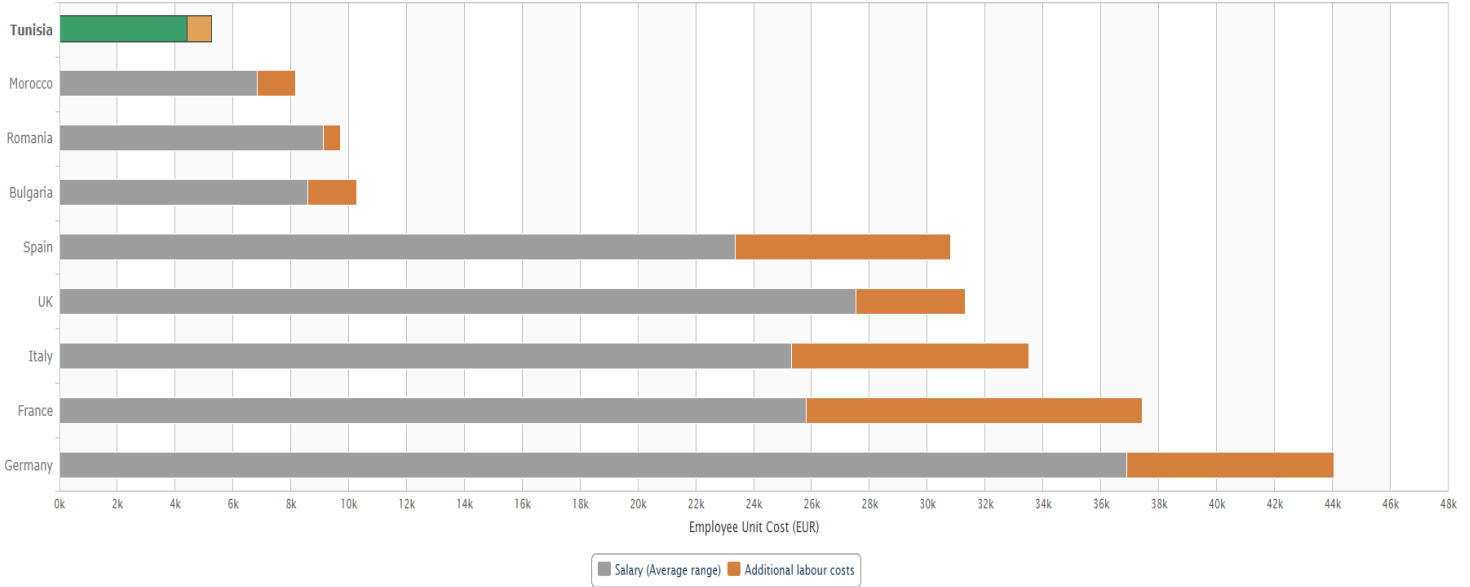
**Production Operative**

Production operatives work in a production / manufacturing environment that requires certain skills. We are talking about “average” skills here.

Tunisia has the lowest annual net cost at 5 250 €.

This category of workers in Tunisia is 78 % more competitive than the sample average range of 23 380 € per year.

Production Operative (Skilled) - annual unit costs (Average range)  
 Source: fDi Benchmark from the Financial Times Ltd based on Towers Watson and national statistics (January 2025)



Country	Rank	Total (€)	Salary (€)	Social Security Contributions (€)
Tunisia	1	5 250	4 410	840
Morocco	2	8 159	6 828	1 331
Romania	3	9 696	9 126	570
Bulgaria	4	10 274	8 589	1 685
Spain	5	30 788	23 342	7 446
UK	6	31 305	27 509	3 796
Italy	7	33 493	25 306	8 187
France	8	37 408	25 799	11 609
Germany	9	44 053	36 881	7 172

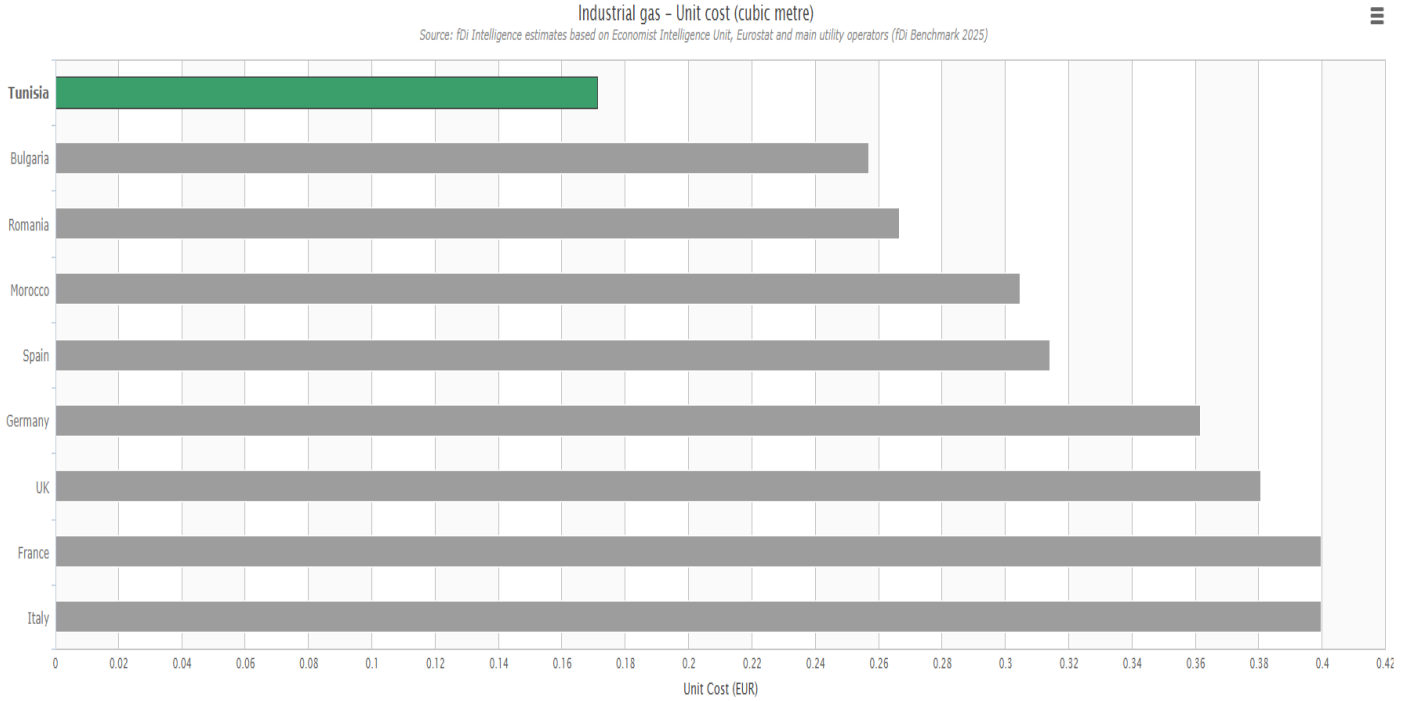
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## 2. Operating Costs

### Industrial Gas

The cost of gas for industrial use is given per cubic meter.

The location with the lowest unit cost for industrial gas is Tunisia with a rate of 0.1712 € per cubic metre, followed by Bulgaria and Romania.



Country	Rank	Cost (per cubic meter)	Variation / mean
Tunisia	1	0,1712	-46%
Bulgaria	2	0,2569	-19%
Romania	3	0,2664	-16%
Morocco	4	0,3044	-4%
Spain	5	0,3139	-1%
Germany	6	0,3615	14%
UK	7	0,3805	20%
France	8	0,3996	26%
Italy	8	0,3996	26%

**Sources:** fDi Intelligence estimate based on Eurostat, The Economist Intelligence Unit, Eurostat and the main public service operators  
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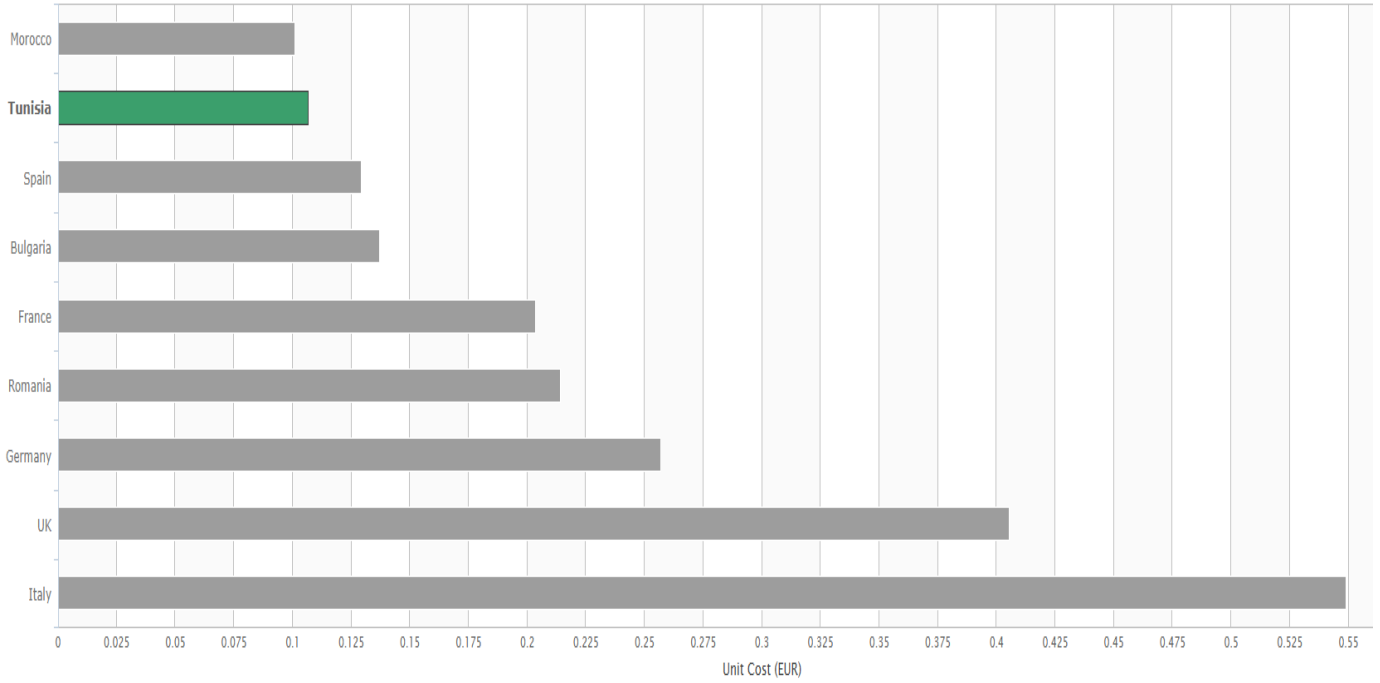
**Electricity**

The public price of electricity is the average price of electricity per kWh supplied to industrial customers, including all costs and charges.

Tunisia is the 2<sup>nd</sup> country in the Benchmark where electricity unit costs are the lowest, with a rate of 0.1066 € per kWh, followed by Spain and Bulgaria.

Electricity - Unit cost (kWh)

Source: The World Bank Doing Business (country); US Energy Information Administration (US States); Main state electricity suppliers; Hydro-Quebec (CA Provinces) (fDi Benchmark 2025)



Country	Rank	Cost (per kWh)
Morocco	1	0,1008
Tunisia	2	0,1066
Spain	3	0,1294
Bulgaria	4	0,137
France	5	0,2036
Romania	6	0,2141
Germany	7	0,2569
UK	8	0,4053
Italy	9	0,5489

Source : fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.



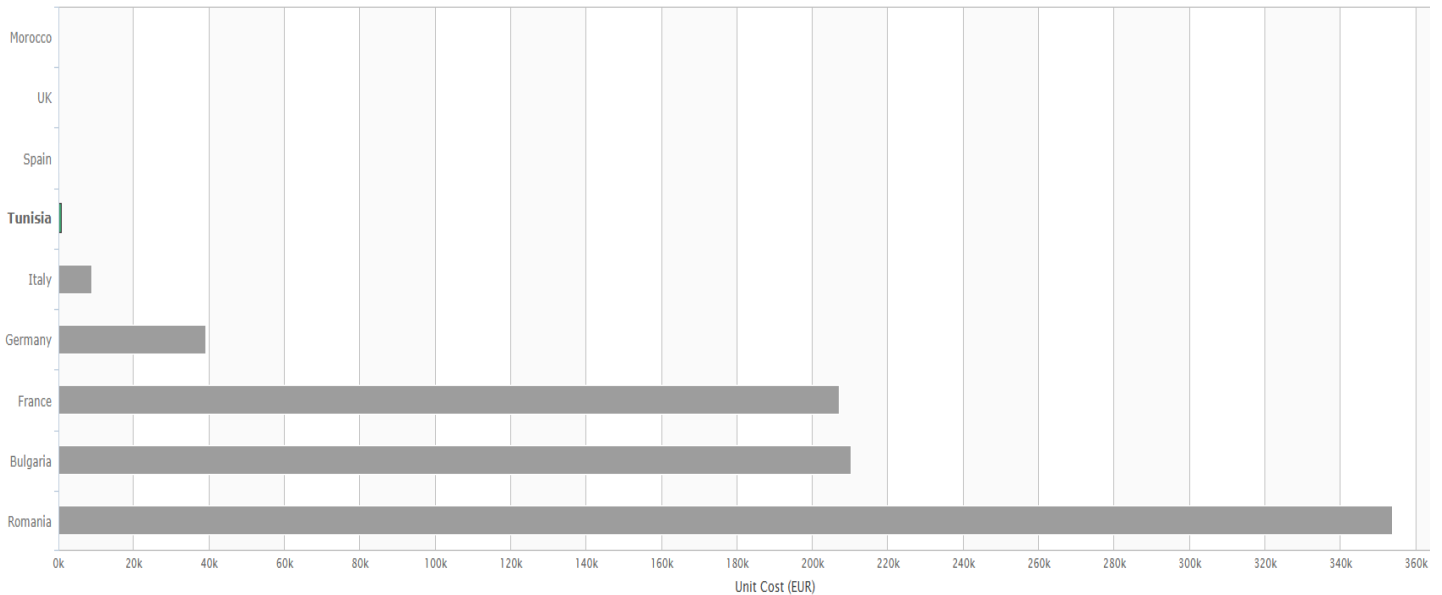
**Fixed (wired) Broadband Internet<sup>4</sup>**

This section refers to the annual subscription fee for the fixed (wireline) broadband Internet service. Fixed (wireline) broadband is defined as any dedicated connection to the Internet at downstream speeds of 256 Kbit / s or more.

Tunisia offers annual unit prices of 726 € per unit, which is 99% lower than the average of around 91 119 €.

The following graph shows the ranking for the unit cost of fixed (wireline) broadband subscription.

Fixed (wired) broadband subscription - Unit cost (Users)  
Source: International Telecommunication Union (fDi Benchmark 2025)



Country	Rank	Cost (per unit)
Morocco	1	104,82
UK	2	201,86
Spain	3	281,76
Tunisia	4	725,94
Italy	5	8796
Germany	6	39 000
France	7	207 000
Bulgaria	8	210 225,45
Romania	9	353 735,35

Source: fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.

<sup>4</sup> Data as presented in fDi Benchmark

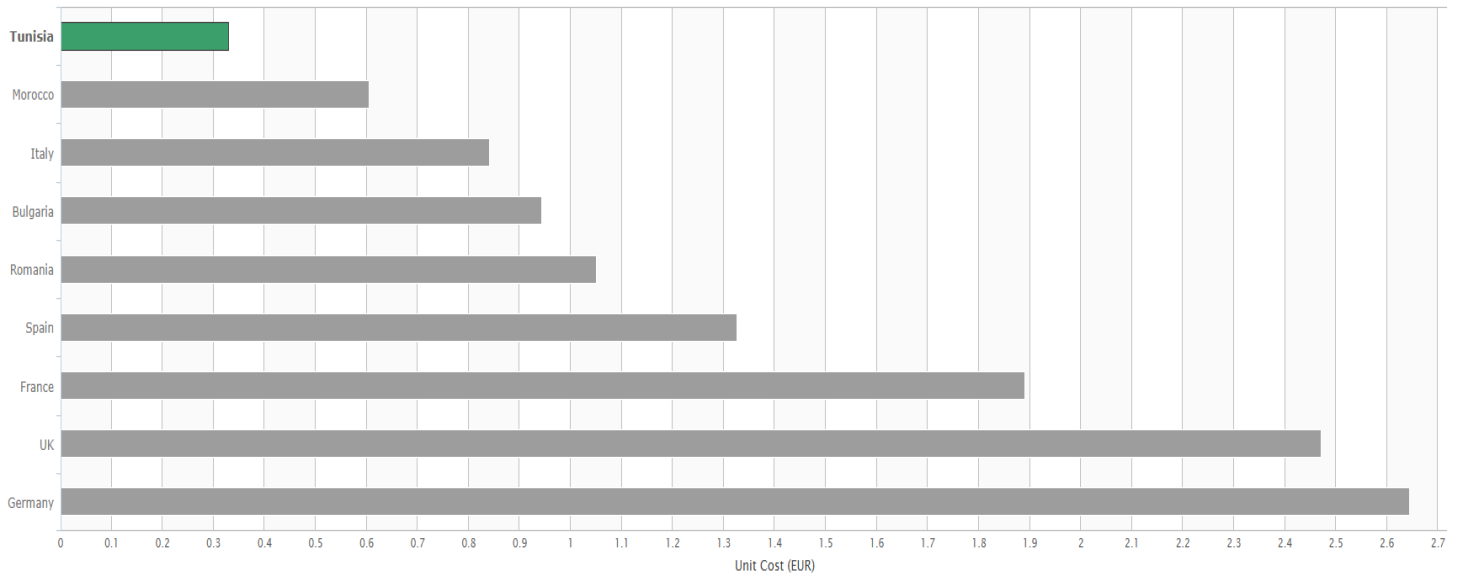
**Water**

The public price of water for industrial use is given per cubic metre.

Tunisia is the benchmarked country with the lowest unit cost for industrial water at 0.2836 € per kWh, followed by Morocco and Italy.

Water – Unit cost (cubic metre)

Source: fDi Intelligence estimates based of Global Water Intelligence (<https://www.globalwaterintel.com/>) and Economist Intelligence Unit (<https://www.eiu.com/home.aspx>) (fDi Benchmark 2025)



Country	Rank	Cost (per unit)
Tunisia	1	0,3295
Morocco	2	0,6045
Italy	3	0,8401
Bulgaria	4	0,9424
Romania	5	1,0494
Spain	6	1,3256
France	7	1,8901
UK	8	2,4716
Germany	9	2,6433

Source: fDi Benchmark, a service provided by the Financial Times Limited 2025. All rights reserved.

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Tel : (+ 216) 71 901 717 / 71 139 700

Fax : (+ 216) 71 900 777 / 71 860 635

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Fax : (216) 22 12 10 09

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Tel : (216) 71 167 900

Fax : (216) 71 961 808

Web : [www.orange.tn](http://www.orange.tn)

**Lycamobile Tunisie**

Dial 1232 with a Lycamobile line

Dial 43 00 12 32 with another line.

Web : [www.lycamobile.tn](http://www.lycamobile.tn)

**ATI - Tunisian Internet Agency**

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Web : [www.gnet.tn](http://www.gnet.tn)

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Fax : (216) 71 902 742

Web : [www.industrie.gov.tn](http://www.industrie.gov.tn)

**CNSS - National Social Security Fund**

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Fax : (216) 71 783 223

Web : [www.cnss.nat.tn](http://www.cnss.nat.tn)

**CNAM - National Health Insurance Fund**

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Tel . : (216) 71 104 200

Fax : (216) 71 104 350

Web : [www.cnam.nat.tn](http://www.cnam.nat.tn)

**STEG - National Company of Electricity and Gas**

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Fax : (216) 71 349 981

Web : [www.steg.com.tn](http://www.steg.com.tn)

**AGIL - National Company of Oil Distribution**

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Tel . : (216) 71 707 222 / (216) 71 703 222  
Fax : (216) 71 704 333  
Web : [www.sndp.com.tn](http://www.sndp.com.tn)

**SONEDE - National Company of Water Distribution and Management**

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Tel . : (216) 71 887 000  
Fax : (216) 71 871 000  
Web : [www.sonede.com.tn](http://www.sonede.com.tn)

**SNCFT - Tunisian Railway National Company**

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**TUNISAIR - FRET**

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**FRET TUNISAIR SFAX**

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**FRET TUNISAIR DJERBA**

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