

Tunisia compensation and benefits can make or break your employment relationships and also hugely impact your company. You have to follow Tunisia's compensation laws and statutory benefits requirements to stay compliant. However, exceeding these minimums can encourage your employees to stay with your company for years.

You can't underestimate the importance of compensation and benefits, but it's difficult to focus on providing them when you're handling so many other aspects of an expansion. That's why Globalization Partners provides Tunisia compensation and benefits outsourcing services. By adding your employees to our existing Tunisia payroll and benefits plan, you can count on us to handle compliance while you run your company.

Tunisia Compensation Laws

Tunisia does not have one national minimum wage. Instead, Tunisia compensation laws vary based on sector. For example, the minimum wage is 340 Tunisian dinars a month for a 48-hour workweek and 290 dinars a month for a 40-hour workweek for employees in the industrial sector. Agricultural workers make 9-14 dinars a day but also receive transportation and family allowances.

Guaranteed Benefits That You Need to Provide

Employers must provide guaranteed benefits as part of a Tunisia benefits management plan, or you could face fines or delays in working in the country. Start by giving employees 11 days off for the country's public holidays. In addition, employees completing one year of service are allowed to take 12 days of paid annual leave. Before one year of service, they get one day of annual leave per month of work.

Another key guaranteed benefit is maternity leave. Female employees should get 30 days of maternity leave that the health insurance fund pays for. They can ask for an extension of the leave for up to 15 days. New fathers should get one paid day off within the first seven days of the birth of a child.

How to Disperse Your Statutory and Supplemental Benefits

Once you create your Tunisia benefits management plan, you need to disperse the benefits to employees. Instead of simply giving out the statutory minimums, you can make a positive impression with employees by providing additional benefits not required by law. Try giving out performance-based bonuses or providing a private health insurance plan. In a

predominantly Muslim nation, you should also look at giving employees paid time off to complete the Hajj at least once in their lifetime.

Restrictions for Compensation and Benefits

Companies that want to provide compensation and benefits can't do so until they are legally incorporated in Tunisia. Your other option is to work with Globalization Partners for Tunisia compensation and benefits outsourcing. You won't have the same restriction of establishing a subsidiary because you can use our existing Tunisia PEO. We'll manage the risk of compliance with Tunisia compensation laws, which means you can manage your company exclusively.

Talk to Us Today

Globalization Partners is here to help you work faster and smarter. Contact us today for more information about Tunisia benefits and compensation outsourcing and our global expansion platform.