

Your expansion to Tunisia requires a significant amount of time, effort, and resources, but one of the most important assets you have is your employees. Recruiting and hiring talented Tunisia employees will help grow your company and make sure you don't need to take on more than you can handle.

Globalization Partners understands the importance of recruiting and hiring, which is why we offer Tunisia hiring outsourcing through our global expansion solution. Our team will recruit the right candidates for your position or onboard the individuals you've already chosen. Your employees will have a positive hiring experience, your company won't have to worry about Tunisia employment compliance, and you can focus on your company's success.

Recruiting in Tunisia

Recruiting in Tunisia is easy for some companies, as the country has an educated workforce and a large pool of young new graduates. Consider posting your jobs on numerous portals — both general and specific to your industry. Certain professional social media sites such as LinkedIn can also yield good results. Some people may reply directly to an online posting, so we recommend hiring enough personnel to respond to inquiries.

If you want to work with an expat, you'll need to meet additional requirements. Any nonresident must have an employment contract, but it can only be renewed once. As an employer, you must comply with a recruitment program approved by the Ministry of Employment and meet certain quotas for hiring both residents and nonresidents.

The Labor Code requires that you provide the same rights to both local and nonresident employees relating to:

- Wages.
- Protection against discrimination.
- Protection against forced labor.
- Protection against harassment.
- Minimum legal working age.
- Prevention against occupational accidents and diseases.

- Professional training.

The country's labor code suppresses private recruitment agencies, meaning you'll need to work with a public recruitment office, recruit directly, or partner with a global PEO such as Globalization Partners. There are only a few employment agencies accredited by the authorities. Working with this type of agency also puts you at risk of fines or delays, as you will be held responsible for any of the agency's mistakes.

Following the Country's Recruiting and Staffing Laws

When you begin to recruit employees, you must follow the right laws to protect workers and stay compliant. In the last few years, parliament has passed additional legislation, including a rule that outlaws racial discrimination. As your company's expansion progresses, you will want to stay up to date on all the laws.

How to Hire Tunisia Employees

It's standard practice to hire employees using an employment contract, but the specifics of the contract can vary by country. For example, Tunisia allows an oral or written contract, typically for an indefinite period. Employers can use a fixed-term contract under certain conditions under the law, but the term cannot exceed four years.

All contracts should be in Arabic and include key employment terms, such as compensation, benefits, termination requirements, entitlement terms, working hours, and more. Make sure all offer letters and contracts with compensation amounts are in Tunisian dinar instead of another currency.

Tunisia Employment Compliance Laws

Tunisia's employment compliance laws outline specific working hours as well as other factors. Your employees should work eight hours a day and 48 hours a week. They are entitled to one complete rest day on Friday, Saturday, or Sunday each week. Employees cannot work more

than 10 hours of overtime each day or 60 hours a week. Compensation for overtime includes:

- 75% for full-time work arrangements of 48 hours a week.
- 25% up to 48 hours and 50% beyond the period for full-time work arrangements less than 48 hours a week.
- 50% for part-time work arrangements.

How to Onboard Tunisian Employees

Your company ultimately chooses the best way to onboard your employees. After you hire Tunisian employees, you should set up a time for them to sign their employment contract before they begin working for you. You can also provide training to ensure new hires will succeed in their position and with your company. If you operate a smaller subsidiary, try creating events for all new hires to meet each other and bond.

Benefits of Tunisia Hiring Outsourcing With a Global PEO

It's hard to focus on Tunisia employment compliance and hiring when you have to run your parent company, subsidiary, and more. Globalization Partners can make your expansion easier by handling hiring on your behalf. We'll hire your employees through our company, then assign them to work for yours. As the Employer of Record, our team will be responsible for your Tunisia employment compliance, so you can focus exclusively on managing your business.

Take Advantage of Globalization Partners' Global Expansion Services

Work with Globalization Partners today to get started on your Tunisia expansion. [Contact us to learn more](#) about Tunisia hiring outsourcing.