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Your Business partner for Europe, the Middle East & Africa

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Tunis, April 14<sup>th</sup> 2016

# 1 3 200 global companies settled in Tunisia including key brands

## ITO

- Settled in Tunisia since 2007
- 800** engineers & technicians covering **43** countries



- European leader in HR Software
- 350** engineers managing R&D for SOPRA HR core products



- Regional leader in business intelligence
- 300** engineers covering EMEA\* region



- Global leader for finance tech solutions
- 500** engineers managing R&D for core products



- Global leader for finance tech solutions
- 250** engineers managing R&D for core products



- Settled in Tunisia since 2010
- 250** engineers and planning to expand to 500



## R&D

- European leader in electronics
- 300** engineers specializing on IoT and embedded systems



- Global leader in micro electronics
- 250** engineers designing and testing embedded systems



- Designing embedded systems for Jaguar and Volvo
- 270** engineers & technicians



- Global leader for Telecom equipment
- 100** engineers covering EMEA\* region



- Settled in Tunisia since 2010
- 100** financial analysts preparing reports for investors



- 100** engineers delivering engineering services for worldwide locations



## BPO

- Global leader for BPO
- 7000** operators including technical helpline



- Settled in Tunisia since 2008
- 1500** operators especially for Italian customers



- Started in Tunisia in 2010 with 35 operators
- 600** operators and IT specialists (SAP delivery center)



- Global leader for BPO
- 2500** operators including technical helpline



- Global leader in data processing
- 800** HR and accounting specialists



- Document Management outsourcing
- 170 multilingual** operators



## 2 Available and talented Human Resources



**325 000 students**  
per year  
(incl. 60% women)



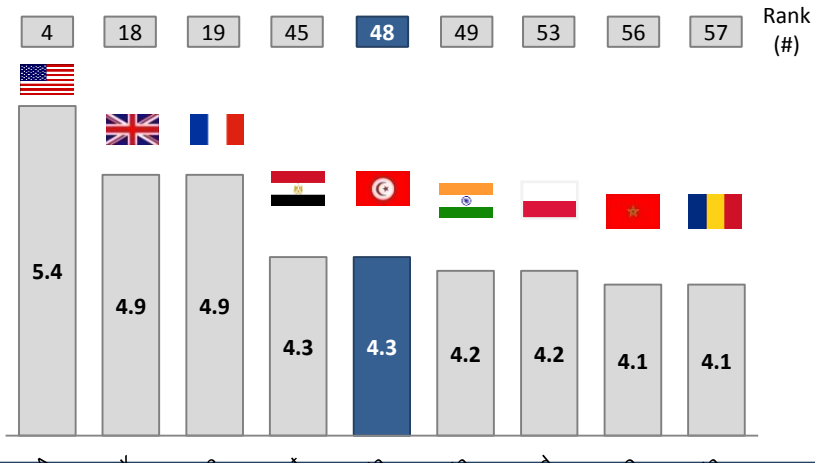
**60 000 graduates**  
per year



**12 000 ICT graduates**  
per year

### Tunisia displays a good level of availability of engineers & scientists

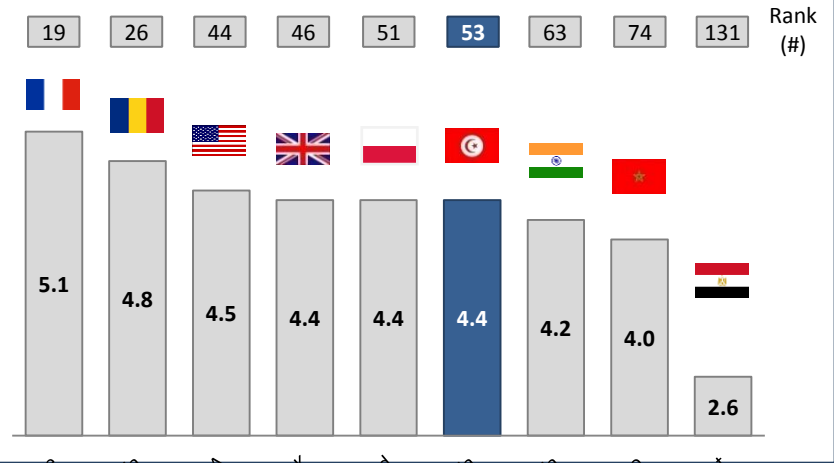
Availability of Engineers & Scientists according to the WEF  
[1 = not at all; 7 = widely available]



Source : WEF 2015-2016

### Tunisia provides a good quality of teaching Mathematics & Science

Availability of Engineers & Scientists according to the WEF  
[1 = extremely poor; 7 = excellent]



Source : WEF 2015-2016

## 2 A very competitive talent pool

Among the  
most competitive  
costs in EMEA\*

80 to 100 USD  
per day fully  
loaded cost

Gross annual salaries

Senior | Team  
Leader  
\$ 20,000

Beginning  
Engineer  
\$ 10,000

Hot-liner  
(BPO)  
\$ 6,000

Note: (\*) Europe, Middle East and Africa region

## 4 A competitive incentives framework

### ⇒ Tax regime for exporting companies:

- ✦ Income tax of **10%** for offshoring companies instead of 25%
- ✦ Framework of **non double taxation** agreements

### ⇒ Incentives granted by Smart Tunisia program:

- ✦ Support for the cost of trainings and of new recruits, first time job seekers, of up to **2 500 USD** for any new hire
- ✦ A recruitment allowance for the first seven consecutive years with a ceiling of **350 USD** per year for each first-time job applicant
- ✦ **5 years** exemption of social charges



Tunisia is a “Leader in North Africa in Business Climate”

*World Bank - Doing Business 2015*