Municipality of Senta
Invest in Vojvodina
Quick Facts

**VOJVODINA**

- **Total area**: 21,506 km²
- **Population**: 19 million
- **26 nationalities, 6 official languages**
- **Export volume**: $4.9 bn
- **Export growth rate**: 3.2%

**Key export sectors**
- **Manufacturing**: 85.5%
  - Food & Beverage: 15.6%
  - Oil derivatives: 8.9%
  - Chemicals: 7.5%
  - Rubber & Plastics: 7.4%
  - Machines & Equipment: 6.8%

**Major export markets**: EU, CEFTA, Russia

Source: Vojvodinian Chamber of Commerce, 2014

**SERBIA**

- **GDP 2014**: €33.075* bn
- **Currency**: Serbian Dinar (RSD)
- **Double Taxation Treaties with 55 countries**

*according to ESA 2010
## Overview of Tax Rates

<table>
<thead>
<tr>
<th>Corporate Profit Tax Rate</th>
<th>Salary Tax Rate</th>
<th>Standard VAT Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serbia</td>
<td>Serbia</td>
<td>Serbia</td>
</tr>
<tr>
<td>Romania</td>
<td>Czech Republic</td>
<td>Bulgaria</td>
</tr>
<tr>
<td>Hungary</td>
<td>Romania</td>
<td>Slovakia</td>
</tr>
<tr>
<td>Poland</td>
<td>Hungary</td>
<td>Czech Republic</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>Slovakia</td>
<td>Poland</td>
</tr>
<tr>
<td>Croatia</td>
<td>Poland</td>
<td>Croatia</td>
</tr>
<tr>
<td>Slovakia</td>
<td>Croatia</td>
<td>Hungary</td>
</tr>
</tbody>
</table>

**Social Insurance Contributions**

- Pension & disability: 12% 14%
- Health Insurance: 5%
- Unemployment: 0.75%
- Annual Income Tax: 10-15%
- Other Income Tax: 20%

**Vacation**
- Min 20 days p.a.
- Holidays non-working days p.a. 11 to 12

**Overtime & Night shift**
- 26% bonus on basic salary
- National Holiday: 10% bonus on basic salary

**Fixed-Term Contract**
- Max 2 years

**Trial Period**
- Max 6 months

**Min Monthly Salary**
- NET €174
- TOTAL COST €277

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5 day work week - 40 work hours (net 37.5 hours a week)  
30 min rest period per day
Incentives

State

FINANCIAL INCENTIVES

<table>
<thead>
<tr>
<th>Funds are awarded for financing investment projects in the:</th>
<th>Manufacturing Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Services Sector* (subject to international trade)</td>
<td></td>
</tr>
<tr>
<td>The level of funds is determined in accordance with a set of criteria:</td>
<td>level of eligible investment costs</td>
</tr>
<tr>
<td></td>
<td>costs of gross salaries for new employees for a 2-year period</td>
</tr>
</tbody>
</table>

NATIONAL EMPLOYMENT SERVICE GRANTS

<table>
<thead>
<tr>
<th>Employment Subsidies Program</th>
<th>cca. € 1250-2500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice Program</td>
<td>cca. € 80-115 per employee</td>
</tr>
<tr>
<td>Re-training Program</td>
<td>max cca. € 750 per employee</td>
</tr>
</tbody>
</table>

For more information, visit SIEPA website - www.siepa.gov.rs

Vojvodina

REIMBURSEMENT OF INVESTMENT COST

<table>
<thead>
<tr>
<th>Minimum investment</th>
<th>€ 1 mil</th>
<th>New jobs created</th>
<th>30</th>
<th>Incentive</th>
<th>up to € 50,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum investment</td>
<td>€ 2 mil</td>
<td>New jobs created</td>
<td>100</td>
<td>Incentive</td>
<td>up to € 100,000</td>
</tr>
</tbody>
</table>

NEW EMPLOYMENT INCENTIVES

| € 1,150 | Per every new job created |
## Energy Potential

### GAS
- Municipality is gasified: 100%
- Local pipeline length: 60 km
  - Pressure on main pipeline: 6 bar
  - Pressure on local pipeline: 1 bar - 60 km length

### BIOMASS
- Total land: 29,340 ha
- Agricultural land: 26,516 ha
- Arable land: 25,556 ha
  - Most common crops: maize (65%), wheat (15%), sugar beet (7%), alfalfa (5%), sunflower (3%), other (5%)
  - In progress: construction of the cogeneration plant on biomass with excess heat energy

### ELECTRICITY
- No. of distribution substations: 115
  - Electro-distribution ownership: 67
  - Private ownership: 20
- Total power: 27,080 + 2,000 kVA
- Total network length: 363 km + 30 km
- Energy supplied in 2013: 119,213 MWh
- Available capacities: 35,000 kVA

### GEOTHERMAL
- 50°C temperature at 1,120 m
## Infrastructure

### Roads
- **Regional road network**: 44 km
- **Local road network**: 25 km
  - Connecting Croatia-Romania border

### Optical Cable
- **Cable length**: 30 km
  - Developed cables in the industrial zone

### Waterway
- **River Tisza length**: 12.7 km
  - Port in Senta - distance 18 km
  - Located in industrial zone, annual transfer capacity of cca. 15 million t of various goods
  - 2 reloading locations with capacity up to 1,800 t
  - Public warehouses and public indoor and outdoor storage with capacity of over 18,000 m³
- **Canal network length**: 132 km

### Railway
- **Railway network length**: 84 km
  - Subotica-Senta-Coka-Nová Milosevo
  - Railroad track in the industrial zone
  - Road and railroad bridge on the Tisza river
- **Axial pressure**: 16-20 t

### Sewage
- **Sewage system capacity**: 17,000 ES
- **Sewage network**: 88 km
  - 3 waste water treatment plants
  - 2 private, and 1 city plant capacity 17,000 ES
  - Main collector is in industrial zone, length ≥100 m.
TOP 5 REASONS to invest in Senta

1. Proven record of attracting FDI - investors from 9 countries

2. Waterway with river port - capacity 1 mil t & warehouse 18,000 m²

3. Re-trainable unemployment pool - various programs available

4. Existence of water purifiers - 1 municipal & 2 private

5. 4 investment projects in pipeline - to be realized in the next 2 years

- growing your profits
- increasing productivity
- boosting competitiveness
Population

Number of inhabitants

Workforce

Employed
Sep, 2014
Total = 5,527
2,666
2,861

Unemployed
Feb, 2015
Total = 1,634
764
870

Unemployed age structure

- 15-24: 220 (13%)
- 25-34: 354 (22%)
- 35-44: 346 (21%)
- 45-54: 422 (26%)
- 55+: 292 (18%)
# High Schools

<table>
<thead>
<tr>
<th>School</th>
<th>Profile</th>
<th>#students</th>
<th>#graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Talent Gymnasium</td>
<td>Mathematics</td>
<td>70</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Fine Arts</td>
<td>78</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td>Sports</td>
<td>24</td>
<td>13</td>
</tr>
<tr>
<td>Gymnasium</td>
<td>General</td>
<td>233</td>
<td>64</td>
</tr>
<tr>
<td></td>
<td>Social-Linguistics</td>
<td>143</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>Science-Mathematics</td>
<td>51</td>
<td>0</td>
</tr>
<tr>
<td>Economics &amp; Commerce</td>
<td>Finance Admin</td>
<td>123</td>
<td>36</td>
</tr>
<tr>
<td></td>
<td>Business Admin</td>
<td>175</td>
<td>42</td>
</tr>
<tr>
<td>Medicine</td>
<td>Pharmacy</td>
<td>112</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>Nursing</td>
<td>200</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td>Physiotherapy</td>
<td>32</td>
<td>32</td>
</tr>
</tbody>
</table>
Key Sectors

Opportunities to invest

1. AGRIBUSINESS
   - Meat & Dairy
   - Fruit & Vegetable

2. AUTOMOTIVE COMPONENTS

3. TOURISM
Key Sectors

Engine of the economic growth

Main advantages:
- 25,500 ha of agricultural land - 97% of total land area
- cereal & industrial plant crops - cca. 24,000 ha
- vegetable crops - 280 ha | fruit crops - 380 ha
- grape crops - 160 ha | medicinal herbs & other 1,100 ha
- Well-developed processing industry: sugar processing, milling, tobacco, etc.
- Storage capacity for grains
- Municipality projects - irrigation network
132,204 m length of drainage & irrigation network with the possibility of extending the canal network

<table>
<thead>
<tr>
<th>Crops</th>
<th>23,300 ha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wheat</td>
<td>3,580 ha</td>
</tr>
<tr>
<td>Barley</td>
<td>455 ha</td>
</tr>
<tr>
<td>Oats</td>
<td>100 ha</td>
</tr>
<tr>
<td>Triticale</td>
<td>10 ha</td>
</tr>
<tr>
<td>Corn</td>
<td>15,100 ha</td>
</tr>
<tr>
<td>Soybean</td>
<td>570 ha</td>
</tr>
<tr>
<td>Sunflower</td>
<td>710 ha</td>
</tr>
<tr>
<td>Sugar beet</td>
<td>1,560 ha</td>
</tr>
<tr>
<td>Alfalfa</td>
<td>1,220 ha</td>
</tr>
<tr>
<td>Canola</td>
<td>10 ha</td>
</tr>
<tr>
<td>Tobacco</td>
<td>62 ha</td>
</tr>
<tr>
<td>Fodder</td>
<td>15 ha</td>
</tr>
</tbody>
</table>
Key Sectors

Potential for processing sector

Main advantages:
- Majority of local population lives in rural areas
- Possibility of organizing cooperative livestock farming
- The biggest pig farm has 5,000 pigs
- 4 milking cow farms (milk producers without milk processing plant)
- Tradition in milk production
- Presence of high-quality Animal Feed producers in the region

Meat & Dairy

<table>
<thead>
<tr>
<th>Number of farms</th>
<th>Milk cow</th>
<th>Fattening chicken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bull</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Pig</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Hens</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Overall</td>
<td>8</td>
<td>1</td>
</tr>
</tbody>
</table>
**Key Sectors**

**Premium quality resource base**

**Main advantages:**
- Highest number of local inhabitants engaged in agriculture
- More than 500 registered local farmers
- Outstanding quality and easy-access to resource base benefits fruit & vegetable processing sector establishment

<table>
<thead>
<tr>
<th>Vegetables</th>
<th>280 ha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Onion</td>
<td>38.5 ha</td>
</tr>
<tr>
<td>Root vegetables</td>
<td>28.5 ha</td>
</tr>
<tr>
<td>Peper</td>
<td>104.5 ha</td>
</tr>
<tr>
<td>Tomato</td>
<td>7 ha</td>
</tr>
<tr>
<td>Potato</td>
<td>13 ha</td>
</tr>
<tr>
<td>Parsley</td>
<td>58 ha</td>
</tr>
<tr>
<td>Spinach</td>
<td>15 ha</td>
</tr>
<tr>
<td>Greenhouse</td>
<td>10.5 ha</td>
</tr>
<tr>
<td>Brasicas</td>
<td>19.5 ha</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fruits</th>
<th>380 ha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apple</td>
<td>106 ha</td>
</tr>
<tr>
<td>Pear</td>
<td>55 ha</td>
</tr>
<tr>
<td>Quince</td>
<td>4 ha</td>
</tr>
<tr>
<td>Plum</td>
<td>100 ha</td>
</tr>
<tr>
<td>Peach</td>
<td>15 ha</td>
</tr>
<tr>
<td>Apricot</td>
<td>85 ha</td>
</tr>
<tr>
<td>Cherry</td>
<td>3 ha</td>
</tr>
<tr>
<td>Sour cherry</td>
<td>5 ha</td>
</tr>
<tr>
<td>Nuts</td>
<td>8 ha</td>
</tr>
</tbody>
</table>
Key Sectors

Ready-made & adaptable locations

Main advantages:
- Know-how & rich experience from the past
- Long tradition in industrial production
- Qualified workforce eager to expand their competencies
- Available relevant training programs in municipality
- Existing foreign investors & successful companies
  Mecafor, Tisza-Automotive doo, Rasco-Tamp
- Local supplier network

Investment opportunities:
- Existence of suitable Brownfield & Greenfield locations
Key Sectors

*Thermal Spa Center development*

**Main advantages:**
- Potential for thermal spa center development - thermal water study analysis performed:
  - belongs to the category of mineral, calcium-magnesium-hydrocarbon, sulfuric hyper-thermal water. Indications: musculoskeletal system diseases, neurological diseases, gynecological diseases
- Thermal borehole with 50°C temperature
- Health Centers (Hospitals) in the city of Senta
- Sport center with all accompanying contents (jacuzzi, sauna, gym, etc.)
- Open sport facilities (tennis courts, athletic stadium, football stadium, bowling alley, swimming pools)
- Easy access to qualified workforce - medical high-school

**Investment opportunities:**
- Spa centers development
  - currently just 178 beds cannot accommodate demand
<table>
<thead>
<tr>
<th>Company</th>
<th>Sector</th>
<th>Country</th>
<th>#Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>SENTA PROMET AD</td>
<td>Trade</td>
<td>SERBIA</td>
<td>369</td>
</tr>
<tr>
<td>JTI AD</td>
<td>Tobacco</td>
<td>JAPAN</td>
<td>316</td>
</tr>
<tr>
<td>ZITOPROMET-MLIN AD</td>
<td>Agribusiness</td>
<td>SERBIA</td>
<td>214</td>
</tr>
<tr>
<td>TISZA AUTOMOTIVE DOO</td>
<td>Automotive components</td>
<td>HUNGARY</td>
<td>400</td>
</tr>
<tr>
<td>ALLTECH SERBIA AD</td>
<td>Agribusiness</td>
<td>USA - HUNGARY</td>
<td>200</td>
</tr>
<tr>
<td>TE-TO AD</td>
<td>Sugar processing</td>
<td>ITALY</td>
<td>190</td>
</tr>
<tr>
<td>FAS SHOES SERBIA DOO</td>
<td>Footwear</td>
<td>SWITZERLAND</td>
<td>94</td>
</tr>
<tr>
<td>EXTRAFORM DOO</td>
<td>Furniture</td>
<td>SERBIA</td>
<td>78</td>
</tr>
<tr>
<td>RASCO-TAMP DOO</td>
<td>Metal processing</td>
<td>CROATIA</td>
<td>54</td>
</tr>
<tr>
<td>TEMCOREX DOO</td>
<td>Meat Processing</td>
<td>SERBIA</td>
<td>39</td>
</tr>
</tbody>
</table>

**Top 5 Sectors by #employees**

1. Agribusiness
2. Trade
3. Automotive components
4. Agriculture
5. Crafts
Labor Cost - Senta

LABOR COST STRUCTURE
Average salary in Senta

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NET Salary</td>
<td>319</td>
</tr>
<tr>
<td>Personal Income Tax</td>
<td>32%</td>
</tr>
<tr>
<td>Contributions (Employee)</td>
<td>83</td>
</tr>
<tr>
<td>GROSS Salary</td>
<td>418</td>
</tr>
<tr>
<td>Contributions (Employer)</td>
<td>75</td>
</tr>
<tr>
<td>TOTAL Cost</td>
<td>509</td>
</tr>
</tbody>
</table>

From July 1st, 2014, the employers have the right for refund on the paid personal income tax & social insurance contributions:

- 65% refund for employing 1-9 workers
- 70% refund for employing 10-99 workers
- 75% refund for employing 100+ workers

Production Sector
Salary in Vojvodina

- NET: € 334.15
- GROSS: € 463.38
- TOTAL COST: € 546.32
Greenfield Locations

**Location 1**
Industrial Zone - South
Land size: 60,866 m²
Ownership: municipality
☑️ Sale  ☐ Lease

**Location 2**
Industrial Zone - South
Land size: 15,240 m²
Ownership: municipality
☑️ Sale  ☐ Lease

---

**Infrastructure**
- Port on river Tisza - in 200 m distance
- Industrial railway track
- Electricity substation
- Customs & freight office
Greenfield Locations

**Location 3**
Industrial Zone - South
Land size: 15,258 m²
Ownership: municipality
☑ Sale ☑ Lease

**Location 4**
Industrial Zone - South
Land size: 7,001 m²
Ownership: municipality
☑ Sale ☑ Lease

*Industrial Zone South*
Port on river Tisza - in 200 m distance
Industrial railway track
Electricity substation
Customs & freight office

---

VIP
Greenfield Locations

Location 5
Industrial Zone - South
Land size: 4,805 m²
Ownership: municipality
☐ Sale  ☑ Lease

Location 6
Industrial Zone - South
Land size: 7,110 m²
Ownership: municipality
☐ Sale  ☑ Lease

Industrial Zone South
Port on river Tisza - in 200 m distance
Industrial railway track
Electricity substation
Customs & freight office

Infrastructure
Greenfield Locations

Location 7
Industrial Zone - South
Land size: 5,178 m²
Ownership: municipality
☑️ Sale  ☐ Lease

Location 8
Industrial Zone - South
Land size: 8,534 m²
Ownership: municipality
☑️ Sale  ☐ Lease

Industrial Zone South
Port on river Tisza - in 200 m distance
Industrial railway track
Electricity substation
Customs & freight office
Location 9
Industrial Zone - South
Land size: 65,877 m²
Ownership: municipality
☑️ Sale ☑️ Lease

Location 10
Industrial Zone - South
Land size: 77,584 m²
Ownership: municipality
☑️ Sale ☑️ Lease

Infrastructure
- Electricity
- Water
- Gas
- Sewage
- Optical Cable
Greenfield Locations

Location 11
Industrial Zone - South
Land size: 28,383 m²
Ownership: municipality
☑️ Sale  ☐ Lease

Location 12
Industrial Zone - South
Land size: 77,584 m²
Ownership: municipality
☑️ Sale  ☐ Lease

Industrial Zone South
Port on river Tisza - in 200 m distance
Industrial railway track
Electricity substation
Customs & freight office

Infrastructure

VIP
Construction Procedures

Upon receiving the investor's request, the consolidated construction procedures are conducted in the following phases:

Issuing the location conditions for the cadastre parcel suitable for construction - from the day of obtaining all special conditions, permits and other documents.

Issuing the construction permit - from the day of the submission of the request.

Based on registering the construction work, issuing the verification for receiving the application without delay, provided that the complete documentation has been submitted. */**

Issuing the occupancy permit, upon receiving the submission of the request.

Issuing the final approval upon receiving the submission of the request.

**PHASES & TIMELINE**

In total: 28 working days

5 no later than:
working days

5 no later than:
working days

*Registering the construction works to receive acceptance/rejection

5 **subsequently, submitting the request for infrastructure installations
working days

3 no later than:
working days

5 no later than:
working days
Municipality Incentives

0% Communal Fee for company name display on office buildings for the first year of doing business

Local action program for employment in the form of public work and internship programs to acquire practical knowledge with a private employer
Success Stories

[Logos of various companies]
Your Partner in Municipality

CONTACT US

Municipality Office
Local Economic Development Department

Arpad Macko
Phone: +381 24 655 461
Email: naplata@zenta-senta.co.rs
VIP Services

- Tailor made solutions
- Location marketing
- Business incubators
- Aftercare support
- Policy advocacy
Vojvodina Investment Promotion - VIP

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