

KIKINDA INVESTMENT POTENTIALS



*Kikinda
Serbia*



VOJVODINA
GOVERNMENT

Kikinda investment potentials

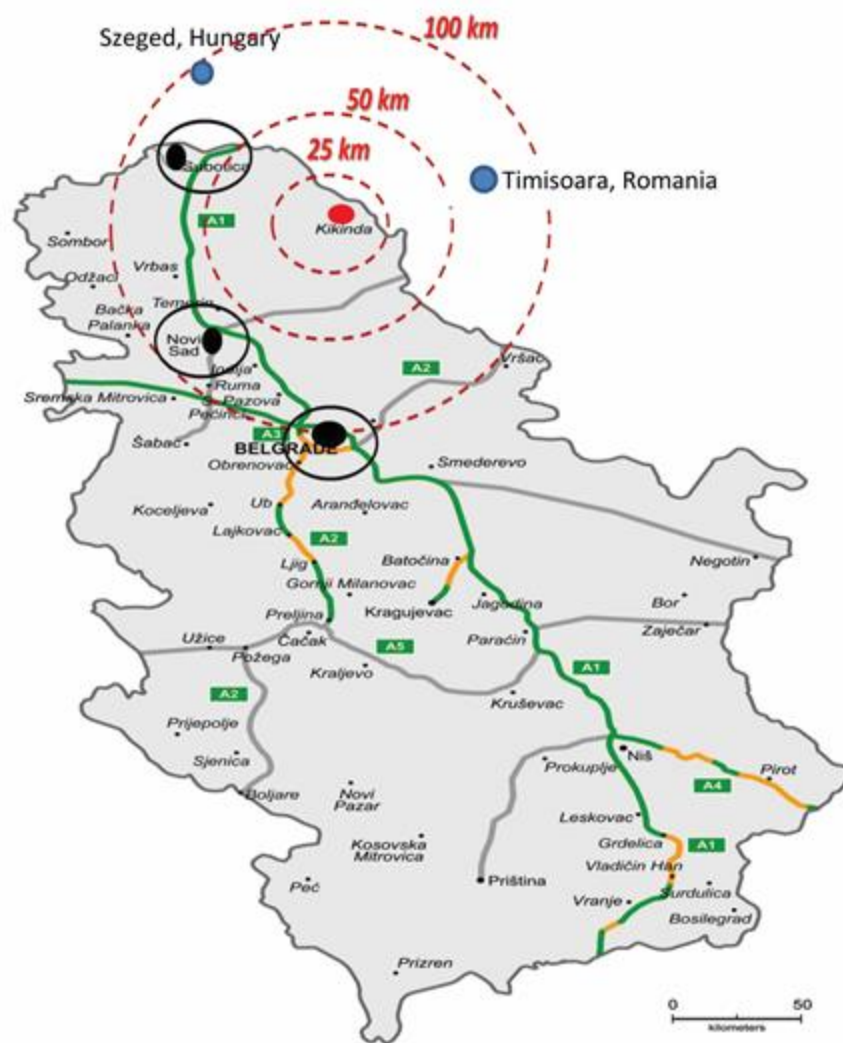
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Kikinda

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Geographic information, population, industrial and cultural background



The town of Kikinda is the regional centre of the North Banat area. It is situated at 45.84° N, 20.45° E. The North Banat District is in the outermost north-eastern part of the Republic of Serbia on the junction of the borders of Serbia, Hungary and Romania, and it is spread across the area of 2.329 km². There are 50 populated places in this area with the total number of 147.770 inhabitants. The biggest town and the centre of the District is Kikinda. According to the 2011 National Census, the total population of the town of Kikinda is 59.453, which includes the town, nine villages and two hamlets. The average age of residents in the municipality of Kikinda is 42, 4 years.

Why make a business in Kikinda?

Kikinda is a great town for family life and safe growing up of children. There is a rich cultural life in the city thanks to professional and children's theater, museums, a library, art and sculpture galleries ... Town has excellent conditions for sports and recreation: outdoor and indoor swimming pools, gyms, tennis courts, outdoor playgrounds basketball, volleyball, handball, football ... Kikinda is a town with of long tradition, with a beautiful 19th century buildings on square and pedestrian zone, with interesting promenade and picnic spot on the Old lake near the city center. One of 50 the most beautiful streets in the World are in Kikinda: Generala Drapsina Street. Here you have 18 kindergartens, 7 elementary schhols in town Kikinda and 9 in villages, elementary music school, 4 high schools with gymnasium, college for kindergarten teachers and department of management faculty.

Kikinda is 10 km away from border crossing with EU - international border crossing Nakovo (Serbia) – Lunga (Romania), it is hour driving to Timisoara (Romania), 90 minutes to Novi Sad – Vojvodina region center, two hours to Belgrade – capital of Republic of

Serbia, 90 minutes to Szeged and 3 hours to Budapest (Hungary). The nearest airports are "Traian Vuia" in Timisoara (Romania) 80 km away, and Belgrade Airport "Nikola Tesla" 130 km away from Kikinda. The distance from the A1 (E75) motorway is 60 km. Here you have railway connection to Subotica and Belgrade, and bus connection to Belgrade, Novi Sad, Subotica and villages around... In Kikinda there are a regional General hospital and ambulances in town Kikinda and villages.

The economy of Kikinda has the longest tradition in industry of all the municipalities in the North Banat District, and the oldest companies, which are still active, were founded way back in the middle of the 19th century, while the first joint venture in former Yugoslavia was in Kikinda, in 1979, between Foundry "Kikinda" and General Motors (USA), for manufacturing of automotive parts for Opel cars (Germany). **The Government of the Republic of Serbia, Republic of Serbia Free Zones Administration, Customs Free Zone Subotica and the town of Kikinda reached a Decision on March 2016 and August 2017 to open a Customs Free Zone in Kikinda, an area of 46 ha.**

In Kikinda there are branch offices: Banca Intesa, Raiffeisen Bank, Erste Bank, OTP Bank, Sber Bank, Credit Agricole, NLB, AIK Bank, Post Bank, Komercijalna Bank, Eurobank EFG, Societe Generale Bank, UniCredit Bank.

Kikinda's economy has been export-oriented towards Western Europe for decades. The North Banat District has developed mechanical engineering, production of automotive parts, production of heating elements, chemical, building materials, agriculture, food processing and small-scale industries. This area is very rich with raw energy materials: oil, gas, thermal and mineral waters. Arable land in the District covers 204.224 ha, out of which ploughland occupies 176.177 ha.












North Banat District Chamber of Commerce and Industry Kikinda									
	I-XII 2011.	I-XII 2012.	I-XII 2013.	I-XII 2014.	I-XII 2015.	I-XII 2016.	I-XII 2017.	I-XII 2018.	I-V 2019.
Export	140.967.382	123.503.105	135.670.405	149.623.949	174.899.703	199.711.164	236.094.409	329.980,3	126.673,0
Import	62.476.899	58.513.685	63.436.801	66.135.200	68.014.374	62.188.352	80.641.283	230.594,9	86.568,4
Total	203.444.281	182.016.790	199.107.206	215.759.149	242.914.077	261.899.516	316.735.692	99.385,3	40.104,6
Balance	78.490.483	64.989.420	72.233.604	83.488.749	106.885.329	137.522.812	155.453.126	131.209,6	46.463,9
Index	247,6	301,1	225,6	211,1	226,2	293,1	292,7	232	215,9

Population by age and sex in the town of Kikinda and its surrounding villages

City of Kikinda	Total	Age																		Adult population	Average age
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 and over		
	59453	2545	2844	2807	3424	3699	3811	3813	3931	3874	4348	4770	5087	4714	2709	2880	2260	1273	664	49221	42,4
Town	38065	1634	1874	1785	2099	2301	2506	2613	2660	2548	2778	2959	3199	3057	1790	1828	1350	705	379	31511	42,1
Village	21388	911	970	1022	1325	1398	1305	1200	1271	1326	1570	1811	1888	1657	919	1052	910	568	285	17710	42,9
Banatska Topola	866	37	28	25	48	57	55	49	57	58	73	64	80	66	49	45	49	19	7	748	44,6
Man	446	22	19	14	27	27	32	32	32	32	40	30	43	33	21	16	18	7	1	375	41,7
Female	420	15	9	11	21	30	23	17	25	26	33	34	37	33	28	29	31	12	6	373	47,7
Banatsko V. Selo	2512	94	80	94	125	145	161	133	146	136	158	213	268	252	100	135	131	83	58	2170	46,1
Man	1267	53	41	57	68	84	86	77	82	67	73	98	139	133	51	60	48	37	13	1074	43,9
Female	1245	41	39	37	57	61	75	56	64	69	85	115	129	119	49	75	83	46	45	1096	48,4
Bajaid	3123	186	209	177	233	242	199	172	195	178	268	265	238	163	99	117	97	60	25	2416	38,4
Man	1556	78	96	78	124	135	113	92	107	89	136	145	127	88	41	41	37	18	11	1228	37,9
Female	1567	108	113	99	109	107	86	80	88	89	132	120	111	75	58	76	60	42	14	1188	39,0
Idoš	1822	67	95	128	118	122	99	112	109	129	141	131	166	137	76	69	62	46	15	1456	41,2
Man	907	32	39	62	60	68	57	59	58	68	76	68	89	71	33	32	22	9	4	738	40,0
Female	915	35	56	66	58	54	42	53	51	61	65	63	77	66	43	37	40	37	11	718	42,3
Kikinda	38065	1634	1874	1785	2099	2301	2506	2613	2660	2548	2778	2959	3199	3057	1790	1828	1350	705	379	31511	42,1
Man	18399	842	952	944	1058	1178	1284	1339	1374	1300	1337	1417	1489	1456	805	761	514	247	102	15020	40,5
Female	19666	792	922	841	1041	1123	1222	1274	1286	1248	1441	1542	1710	1601	985	1067	836	458	277	16491	43,6
Mokrin	5270	251	278	280	333	353	317	303	310	356	399	429	395	373	236	242	226	121	68	4268	41,7
Man	2644	132	136	131	189	180	174	166	149	179	210	226	227	178	107	104	94	41	21	2131	40,4
Female	2626	119	142	149	144	173	143	137	161	177	189	203	168	195	129	138	132	80	47	2137	42,9
Nakovo	1918	52	40	72	78	110	106	105	103	98	127	162	216	220	79	122	109	86	33	1705	48,3
Man	925	30	20	30	33	58	58	63	46	52	56	80	115	119	35	47	40	34	9	823	47,0
Female	993	22	20	42	45	52	48	42	57	46	71	82	101	101	44	75	69	52	24	882	49,6
Novi Kozarci	1894	70	65	80	116	127	115	108	90	119	122	188	179	160	71	105	86	59	34	1616	44,6
Man	936	33	38	48	57	64	64	64	43	64	55	92	92	88	28	49	27	21	9	787	42,6
Female	958	37	27	32	59	63	51	44	47	55	67	96	87	72	43	56	59	38	25	829	46,6
Rusko Selo	2813	106	108	114	196	167	178	151	189	175	206	249	242	220	143	149	116	68	36	2371	43,7
Man	1407	58	62	58	102	98	92	84	87	87	109	133	120	105	69	62	39	25	17	1167	41,9
Female	1406	48	46	56	94	69	86	67	102	88	97	116	122	115	74	87	77	43	19	1204	45,4
Sajan	1170	48	67	52	78	75	75	67	72	77	76	110	104	66	66	68	34	26	9	960	41,8
Man	615	25	33	36	39	50	41	40	33	46	37	60	62	32	22	29	16	11	3	499	40,0
Female	555	23	34	16	39	25	34	27	39	31	39	50	42	34	44	39	18	15	6	461	43,7

The biggest foreign investor in Kikinda

<p>Le Belier Gropup – France</p>  <p>Metal industry</p>	<p>Mecafor – France</p>  <p>Metal industry</p>	<p>Zoppas – Italy</p>  <p>Heating elements industry</p>
<p>Calzedonia – Italy</p>  <p>Textile industry</p>	<p>Lidl – Germany Supermarket</p> 	<p>Gaspromneft – Russia Oil and gas</p> 
<p>Cimos Gropup – Slovenia, Palladio Holding Italy Automotive parts industry</p> 	<p>FCC Environment Group – Austria Collection and recycling of waste</p> 	<p>Tisza Automotive – Hungary Components for automotive industry</p> 



Transport infrastructure

The State Road No. 13 passes through Kikinda. There is 60 km from Kikinda to the highway A1 (E75). We have an international road border crossing with Romania (Nakovo – Lunga), only 10 kilometres away from the town and we are located about 65 kilometres from Hungary. The cross border with Romania has a customs terminal, where a logistic centre for multimodal transport will be made in near future. One of the transport benefits is a pier on the Channel Danube – Tisa – Danube, which provides the ability to transport goods by water. Also, Kikinda has a railway network with Subotica, Belgrade, and with Jimbolia – Timisoara in Romania. A few kilometers from the city, on the State Road No. 13, there is a sport airport for small planes and helicopters.

International border crossings to EU nearby Kikinda	Distance from Kikinda
Nakovo – Lunga, The international road border crossing to Romania	10 km
Srpska Crnja – Jimbolia, The international border crossing to Romania	35 km
Kikinda – Jimbolia, The international railroad border crossing to Romania	In town
Horgos – Röszke, The international road border crossing to Hungary	75 km
Djula – Tiszasziget, The international road border crossing to Hungary	65 km

The Kikinda railroad has a long tradition, for the Szeged – Kikinda - Timisoara railroad track was built as early as in 1857, and it is still functioning, but only at the Timisoara-Kikinda route. The main railroad tracks in the area of the municipality of Kikinda satisfy the standards of EU regarding the transportation of goods weighing 20 tons per axis. The railroad station of Kikinda is the international railroad border crossing to Romania. A considerable part of the goods transportation from Timisoara in Romania towards Croatia, Slovenia and Italy is done using this course through Kikinda.

The area of Kikinda also has **waterway traffic with piers on the Danube-Tisa-Danube canal in Kikinda**. The pier of Kikinda on the Danube-Tisa-Danube canal has the capacity of 100.000 to 500.000 tons of bulk freight and its own ships with the capacity of 1000 tons. The waterways from Kikinda are:

- * From Kikinda to the dam on the Tisa in Novi Bečej – 47 km;
- * From Kikinda, over the dam on the Tisa in Novi Bečej to the Hungarian border - near Szeged, 48+66 = 114 km.

Sports Airport in Kikinda: Flying airplanes as a sport, plane sailing and helicopters and parachute jumping. Authority of the meteorological and flight department from Batajnica (Belgrade). The altitude of the airport: 81m.a.s.l. The air field is 900m x 30m in length, direction of drag is 14/32: 138°/318°, ARP coordinates (by the WGS-84 system): N 45° 46' 02,5" and E 20° 25' 14,9". The nearest airport for civilian traffic is in Timisoara – Traian Vuia (90 km), and in Belgrade – Nikola Tesla (135 km).

Education in Kikinda

Technical School Kikinda – profiles in the school year 2019/20, number of enrolled students https://tsk.edu.rs	
Educational profile ELECTRICAL ENGINEERING	
1.	IT Technician a four year education – 30 students
2.	Computer Electronics Technician Programmer a four year education – 30 students
3.	Automotive Electronics Technician a four year education – 30 students
Educational profile IT, MECHANICAL ENGINEERING AND METAL PORCESSING	
1.	Computer Aided Design Technician a four year education – 30 students
2.	CNC turning and grinding machine Operator a three year education – 15 students
3.	Welder and Locksmith a three year education – 15 students
Educational profile TRAFFIC	
1.	Road Traffic Technician a four year education – 30 students
2.	Motor Vehicle Driver a three year education – 30 students

Grammar School “Dušan Vasiljev” Kikinda www.gimnazijaki.com			
	Educational profile	Number of enrolled students in a school year	
		School year 2018/19	School year 2019/20
1.	Science-Mathematics Course (a four year education)	120	120
2.	Socio-Linguistics Course (a four year education)		
3.	Department for talented students in IT sector	20	20

Secondary Vocational School „Miloš Crnjanski“ Kikinda www.miloscrnjanski.edu.rs			
	Educational profile	Number of enrolled students in a school year	
		School year 2018/19	School year 2019/20
1.	Medical Nurse (a four year education)	0	30
2.	Laboratory technician in health care (a four year education)	30	0
3.	Architectural Technician (a four year education)	30	30
4.	Environmental Protection Technician (a four year education)	30	30
5.	Chemistry technologist Technician (a four year education)	0	0
6.	Food Products Manufacturer – Baker (a three year education)	15	15
7.	Food Products Manufacturer – Dairy worker (a three year education)	15	15

School of Economics and Trade Kikinda http://ekonomskaki.edu.rs			
	Educational profile	Number of enrolled students in a school year	
		School year 2018/19	School year 2019/20
1.	Economic Technician (a four year education)	30	30
2.	Financial Administrator (a four year education)	30	0
3.	Sales worker – seller (a three year education)	24	0
4.	Chef and Waiter (a three year education)	30	30
5.	Tourism Worker (a four year education)	24	0
6.	Security technician (a four year education)	0	30

- ✓ Possibility of dual education
- ✓ Schools may establish a new profile in accordance with the requirements of the companies
- ✓ National Employment Service organizes and finances retraining and training for companies
- ✓ There are several faculty departments in Kikinda for economy, management, mechanical engineering, high school for teachers

Kikinda

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North Banat District – free labour forces

The City of Kikinda, number of unemployed persons – age and level of education, July 2019
Registered with the National Employment Service

Age	Toatal	Woman	Level of education	Toatal	Woman
15 – 19	142	61	I level of education	1.201	614
20 – 24	190	80	II level of education	98	35
25 – 29	250	146	III level of education	539	222
30 – 34	246	163	IV level of education	658	396
35 – 39	299	173	V level of education	11	3
40 – 44	324	196	VI-1 level of education	79	52
45 – 49	320	178	VI-2 level of education	77	55
50 – 54	369	204	VII-1 level of education	162	102
55 – 59	414	216	VII-2 level of education	4	1
60 – 64	276	64	VIII level of education	1	1
Total	2.830	1.481	Total	2.830	1.481

Number of unemployed persons by age within a 60 km radius of Kikinda, July 2019
Registered with the National Employment Service

Age	Ada 33 km	Kanjiža 56 km	Kikinda	Novi Kneževac 50 km	Senta 45 km	Čoka 36 km	Nova Crnja 30 km	Novi Bečej 37 km
15 – 19	15	50	142	30	42	19	55	61
20 – 24	24	71	190	48	76	40	113	91
25 – 29	35	131	250	89	84	58	116	139
30 – 34	28	144	246	69	87	61	92	149
35 – 39	41	144	299	89	99	65	115	156
40 – 44	48	132	324	88	112	84	119	158
45 – 49	33	134	320	74	93	84	130	151
50 – 54	52	153	369	88	127	114	198	145
55 – 59	72	165	414	109	178	113	148	160
60 – 64	72	94	276	97	131	82	91	109
Total 9.494	420	1.218	2.830	781	1.029	720	1.177	1.319
Woman 4.778	198	667	1.481	386	513	388	544	601

Kikinda

Number of unemployed persons by level of education within a 60 km radius of Kikinda, July 2019
Registered with the National Employment Service

Level of education	Ada 33 km	Kanjiža 56 km	Kikinda	Novi Kneževac 50 km	Senta 45 km	Čoka 36 km	Nova Crnja 30 km	Novi Bečej 37 km
I level	234	776	1.201	484	641	407	677	721
II level	3	25	98	22	35	15	18	44
III level	64	210	539	132	141	143	196	250
IV level	98	150	658	114	162	133	235	216
V level	3	7	11	1	3	0	1	3
VI-1 level	7	17	79	3	17	5	13	18
VI-2 level	0	13	77	13	14	6	12	14
VII-1 level	10	20	162	12	26	11	23	53
VII-2 level	1	0	4	0	0	0	0	0
VIII level	0	0	1	0	0	0	0	0
Total 9.494	420	1.218	2.830	781	1.029	720	1.177	1.319
Woman 4.778	198	667	1.481	386	513	388	544	601

Number of employed persons by age in the City of Kikinda in August 2019

Age	Men	Women	Total	%
Up to 20	58	36	94	0,64
20 – 25	334	256	590	4,01
25 – 30	630	537	1.167	7,94
30 – 35	836	856	1.692	11,52
35 – 40	1.050	916	1.966	13,38
40 – 45	1.073	1.040	2.113	14,38
45 – 50	1.095	956	2.051	13,96
50 – 55	1.158	893	2.051	13,96
55 – 60	1.112	912	2024	13,78
Over 60	629	310	939	6,39
Total	7.975	6.712	14.687	100,00

Structure of employees by level of education in August 2019

Level of education	Men	Women	Total	%
I level of education	633	367	1.000	6,80
II level of education	303	202	505	3,43
III and IV level of education	1.359	797	2.156	14,67
VI-1 level of education	102	232	334	2,27
VI-2 level of education	9	17	26	0,17
VII-1 level of education	191	295	486	3,30
Others	5.378	4.802	10.180	69,31
Total	7.975	6.712	14.687	100,00

Average salary (1€=118,3 rsd)

Average monthly salaries in 2019 in rsd/€	Serbia		AP Vojvodina		North Banat District		The City of Kikinda	
	gross	net	gross	net	gross	net	gross	net
January	75.296 rsd	54.521 rsd	70.615 rsd	51.064 rsd	67.237 rsd	48.552 rsd	69.191 rsd	49.937 rsd
	636 €	461 €	597 €	431 €	568 €	410 €	585 €	422 €
February	72.350 rsd	52.426 rsd	68.228 rsd	49.426 rsd	64.039 rsd	46.319 rsd	65.828 rsd	47.577 rsd
	611 €	443 €	576 €	418 €	541 €	392 €	556 €	402 €
March	74.755 rsd	54.271 rsd	70.586 rsd	51.191 rsd	66.191 rsd	47.892 rsd	68.238 rsd	49.330 rsd
	632 €	459 €	597 €	433 €	559 €	405 €	576 €	417 €
April	75.441 rsd	54.645 rsd	71.167 rsd	51.464 rsd	68.287 rsd	49.301 rsd	70.342 rsd	50.774 rsd
	637 €	462 €	601 €	435 €	577 €	417 €	594 €	429 €
May	76.511 rsd	55.380 rsd	72.631 rsd	52.525 rsd	68.901 rsd	49.733 rsd	71.740 rsd	51.756 rsd
	647 €	468 €	614 €	444 €	582 €	420 €	606 €	437 €
June	74.009 rsd	53.633 rsd	69.942 rsd	50.615 rsd	65.864 rsd	47.599 rsd	68.193 rsd	49.255 rsd
	625 €	453 €	591 €	428 €	557 €	402 €	576 €	416 €

Customs Free Zone in Kikinda

Free zones are special areas within the customs territory of the Republic of Serbia. Goods placed within these areas are free of import duties, VAT and other import charges. Goods for export can also be put in free zones. The free zones are mainly a service for traders to facilitate trading procedures by allowing fewer customs formalities.

Performing services is allowed under the Free Zone Industrial Park, as well as commodity production, finishing operations, goods and raw materials and semi-finished products storage, banking operations and financial transactions, insurance and re-insurance (R.I.) dealings, tourist and other services, and all kinds of economic and business operations which do not interfere with – and pollute nature.

Facilities allowed by the Free Zone Law:

- * Imports of goods and services into the zone, as well as exports of goods and services from the zone are free.
- * Imported raw materials and semi-finished products set aside for export, are exempt from duty and other import duties.
- * Imported equipment, machines and construction materials are exempt from duty and other taxes.
- * No value added tax (VAT) on any of the activities within the free zone.
- * User of the zone facilities can freely manage foreign currency, which is achieved by business operations in the zone.
- * Beneficial interests of the zone users are established by FZ Law and they cannot be reduced by any other regulation.
- * Imports of goods into the zone are duty free. Goods from the Zone can be placed on the home market at the customs clearance and other taxes. If the goods entering the customs area of Serbia are produced within the Zone, or exposed to manipulation at domestic ingredients' sharing, duty is paid according to the rate of foreign ingredient within the goods.
- * Imports to the Zone and exports from the Zone are completely free. I.e. customs quotas, import or export permissions, or other foreign-trade exchanges are not used; the goods imported from the Zone to the home market are liable to regular import system but if the home ingredient amounts minimum 50% of the aggregate value, such goods will be considered domestically produced.
- * The goods from the Zone can be temporarily put in the rest of the home territory or they can be brought to the Zone for the finishing operations (processing, finishing, treatment, repairing, quality controls marketing presentations...), which enable possibilities of connecting with the domestic economy.
- * Transfer of the profit achieved by the different activities in the Zone is free.
- * Expropriation is not allowed in the Zone area.
- * Users of the Zone facilities are able to rent, buy, or build themselves the production storages or office buildings.

Free Zones can include:

- * open and closed storage areas for lease
- * offices for lease
- * loading and unloading of goods
- * other customs services

To obtain the status, your enterprise needs to:

- * Submit a signed request to the Free Zone, with a short indication of purpose, on the future activities.
- * Include the photocopy of the judiciary registration of the firm.
- * After the short evaluation of the request, those concerned can sign a contract with the Free Zone and immediately start operating under the advantages that the Free Zone offers.

Imports of goods and services into the zone, as well as exports of goods and services from the zone are free. Imported raw materials and semi-finished products set aside for export, are exempt from and construction materials are exempt from duty and activities within the free zone. User of the zone facilities business operations in the zone.

Beneficial interests of the zone users are any other regulation. Imports of goods into the zone the home market at the customs clearance and other are produced within the Zone, or exposed to paid according to the rate of foreign ingredient within Zone are completely free. I.e. customs quotas, import or are not used; the goods imported from the Zone to the home ingredient amounts minimum 50% of the aggregate produced. The goods from the Zone can be temporarily put in the rest of the home territory or they can be brought to the Zone for the finishing operations (processing, finishing, treatment, repairing, quality controls marketing presentations...), which enable possibilities of connecting with the domestic economy. Transfer of the profit achieved by the different activities in the Zone is free. Expropriation is not allowed in the Zone area. Users of the Zone facilities are able to rent, buy, or build themselves the production storages or office buildings.

FREE_ZONE



Toll
Customs

duty and other import duties. Imported equipment, machines other taxes. No value added tax (VAT) on any of the can freely manage foreign currency, which is achieved by

established by FZ Law and they cannot be reduced by are duty free. Goods from the Zone can be placed on taxes. If the goods entering the customs area of Serbia manipulation at domestic ingredients' sharing, duty is the goods. Import to the Zone and export from the export permissions, or other foreign-trade exchanges home market are liable to regular import system but if the value, such goods will be considered domestically

BENEFITS



Greenfield locations

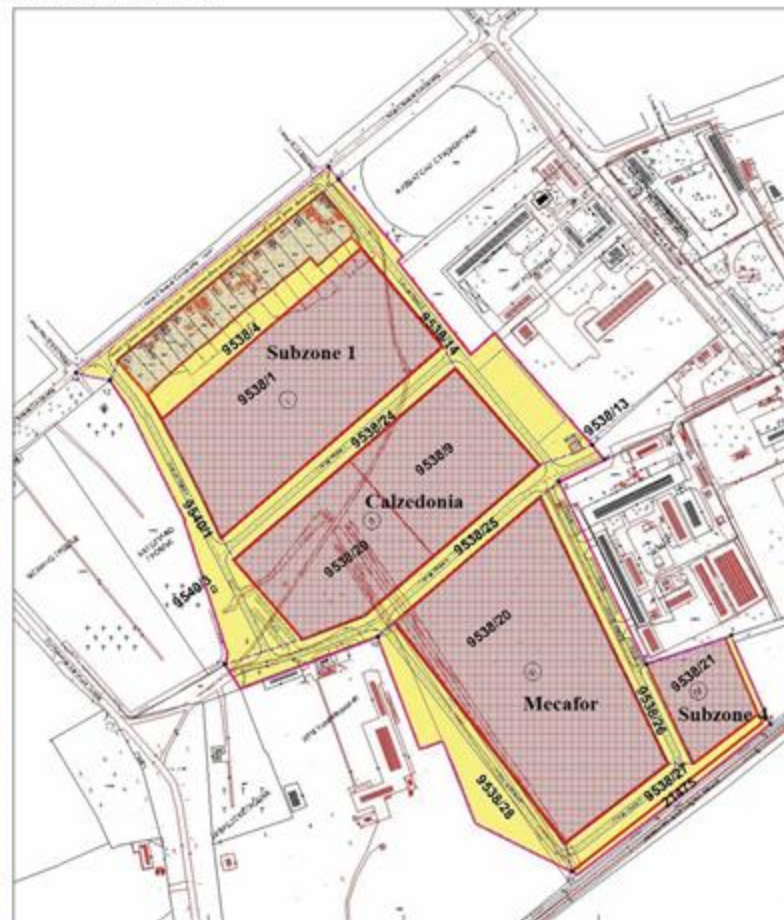
New Industrial Zone "Rasadnik"

- ✓ Cadastral lots nos. 21456/1 (surface 7.815 sq. m), 21456/2 (surface 1.546 sq. m), 21457/1 (surface 200.295 sq. m), 21457/2 (surface 10.042 sq. m), 21457/3 (surface of 763 sq. m), and 21458 (surface 5.565 sq. m) – **Total area of 226.026 sq. m.** Owner: the town of Kikinda. This area can be enlarged by the cadastral lot no. 21271 (surface 51.075 sq. m) the owner of which is the Republic of Serbia. **With enlargement, the total area is 277.101 sq. m.**
- ✓ The maximum allowed index of utilization of the building plot in the work area with plateaus and roads is **2.1**. The maximum permitted level of building lot is **70%**.
- ✓ It is part of Customs Free Zone "Subotica" Ltd. – territory in Kikinda
- ✓ It has a connection with the State Road No. 13
- ✓ Zone is near the international railway with the possibility for a separate track
- ✓ The pier on the Danube – Tisa – Danube Canal is one kilometre away
- ✓ Up to the boundaries of the site there is the energy: gas and electricity and communal infrastructure: water supply



New industrial Zone – Subzones 1 and 4

- ✓ **Subzone 1:** total 3,2 ha – cadastral lot 9538/1 in cadastral municipality Kikinda
- ✓ **Subzone 4:** total: 7.000 sq. m – cadastral lots 9538/21 and in cadastral municipality Kikinda
- ✓ Location possess a complete infrastructure: access roads, electricity, gas, phone, internet, water, sewer
- ✓ This is part of Free Customs Zone "Subotica" Ltd. – territory in Kikinda
- ✓ Ownership: City of Kikinda
- ✓ It is on the transit route around the town





Block 9 – Sports complex “Jezero” and Old Lake

The total area of 94 ha.

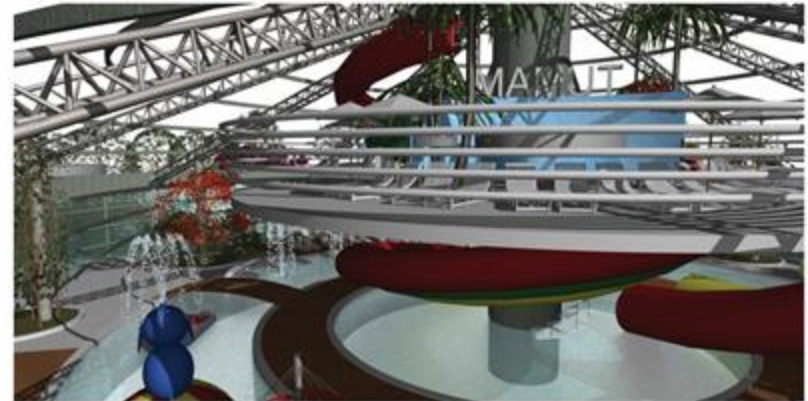
Undeveloped land – public ownership by the City of Kikinda 32 ha and 21 ha of private property. Area of the Old Lake is 1, 2924 ha, and the total water area is approximately 6, 81 ha. Water temperature of the thermal springs is from 76 ° C to 93 ° C. **The complex is ideal for investment in water land, spa, wellness and sport facilities.**

- ✓ Sports hall, gym, sauna
- ✓ Indoor swimming pools: Water polo 25m x 33m x 2 m and for swimming 10m x 14m x 0,4m – 0,8m.
- ✓ Outdoor swimming pools: Olympic 25m x 50m x 2 m, medium size 25m x 20m x 1,2m and small 12m x 12m x 0,4m.
- ✓ Courts: for futsal (artificial grass), two for volleyball, four for basketball, two for handball ...
- ✓ Two football stadiums with one athletic track;
- ✓ Six tennis courts: with slag and fast surface.
- ✓ Hostel accommodation in the Sports complex “Jezero” for 100 persons. The rooms are double, triple and quadruple, with air conditioners, cable TV and internet. Training sports camps for junior and senior teams.
- ✓ Children’s playground, camping tables and grills, benches, mini – golf, jogging track...



Kikinda

Block 9: Future Spa & Wellness complex and shopping centre on Sports complex "Jezero" and Old lake



Part of the former military camp in Kikinda, Blocks 58 and part of 59/1

- ✓ The total area of 35 ha – cadastral lots 5323, 5324, 5325 and others in cadastral municipality Kikinda
- ✓ Ownership: the town of Kikinda
- ✓ Locations possess a complete infrastructure: electricity, gas, phone, internet, water, sewer, access roads in camp
- ✓ This area is on the transit route around the town
- ✓ According to the Plan of detailed regulation there are following usable areas:
 - ✓ A = 9,42 ha
 - ✓ C = 10,70 ha
 - ✓ D = 7,14 ha



Public utility company „Kikinda“ greenfield

- ✓ The favorable location in relation to the settlement
- ✓ Location possess a complete infrastructure: access roads, electricity, gas, phone, internet, water, sewer
- ✓ Cadastral parcel no. 21703 takes 19.122 sqm for hall maximal surface area 7.500 sqm
- ✓ Situated on State Road No. 13
- ✓ Ownership by City of Kikinda

Brownfield locations

Company "Graditelj" (Severni Banat) Kikinda

- ✓ Construction Company "Graditelj" has several buildings and halls of various surfaces which are intended for rent or sale.
- ✓ This complexes provides a variety of options for different types of production.
- ✓ It is located at the exit of Kikinda near the State Road No. 13, and 15, on two locations. Address: Put za pristanište bb, Kikinda. 259.412 sqm and Idjoški put No. 4 (57.053 sqm).
- ✓ Private ownership
- ✓ Locations possess a complete infrastructure: access roads, electricity, gas, phone, internet, water, sewer and heating system.
- ✓ **Location "Put za pristanište":**
 - * Hall 1 surface area 1080 sqm plus 450 sqm
 - * Hall 2 surface area 1.170 sqm
 - * Hall 3 surface area 1.370 sqm
- ✓ **Location "Idjoški put" cadastral parcel 10403/4:**
 - * Hall surface area 1.188 sqm
 - * Offices 350 sqm
 - * Electricity transformer station and a gas-metering control station



"Gigaphix" Kikinda

Two locations in Kikinda:

- * Location "Nikole Tesle" No. 6. The total area of 14.452 sqm. Cadastral parcels 1429 and 1430
- * Location "Miloša Velikog" No. 85. The total area of 33.979 sqm. Cadastral parcels 9527 and 9528
- ✓ Private ownership suitable for sale or long term lease.
- ✓ Former toner factory.
- ✓ Location possesses a complete infrastructure: access roads, electricity, gas, phone, internet, water, sewer and heating system.
- ✓ **Location "Nikole Tesle" No. 6:**
 - * Hall 1 surface area 950 sqm
 - * Hall 2 surface area 300 sqm
 - * Offices surface area 200 sqm
 - * Electricity transformer station 80 kW
- ✓ **Location "Miloša Velikog" No. 85:**
 - * Hall 1 with offices surface area 5.000 sqm
 - * Hall 2 surface area 3.000 sqm
 - * Electricity transformer station 600 kW

Former supermarket "Turbogas"

- ✓ Surface area 1.500 sqm
- ✓ Private ownership suitable for sale or long term lease
- ✓ Location possesses a complete infrastructure: access roads, electricity, gas, phone, internet, water, sewer and heating system.



Kikinda

Location on villages around Kikinda

Mokrin

Agriculture company „Mokrin“ halls and economic objects, 14 km away from Kikinda. Owner is ready also to build hall according needs of investor:
Cadastral parcel 1137 in Cadastral Municipality Mokrin. Former dairy. Private property;
Cadastral parcel 3931 in Cadastral Municipality Mokrin, surface area 4,5ha. Private property; Former mill. Halls 1.000 sqm and 450 sqm, building 600 sqm. Dimension of cadastral parcel is 200 x 180 m. Private property;
Former „Remont“, Dimension of cadastral parcel is 120 x 100 m with several buildings. Private property.
Future industrial zone, surface area 15 ha. Cadastral parcel 538-1 in Cadastral Municipality Mokrin. Property City of Kikinda.
Obradovićeve bara, arranging a lake for sport fishing, water surface area 4 ha, in total 6 ha. Possibility of building facilities for fishing sport and recreational tourism. Property Ministry of Agriculture of the Republic of Serbia.

Rusko Selo

Former brick factory. Cadastral parcel surface area is 90.818 sqm with small transformer station 160 kW. Cadastral parcels 3469, 3470/1 and 3470/5 in Cadastral Municipality Rusko Selo. It is 17 km away from Kikinda. Property Ministry of Agriculture of the Republic of Serbia.

Bašaid

Former textile production hall. Cadastral parcel surface area is 2.000 sqm, and production area in buildings is 1.000 sqm. There is a truck entrance on two streets. Boiler room with production of technical air and vapor. Electricity and gas connections. Private property



Meat industry „PIK“ Kikinda

The total area is 93.683 sqm, of which 15.791 sqm are facilities.

Facilities consists manufacturing plants, supermarkets, warehouses, depot for cattle, administration building, restaurant, garage, cold storage... The former meat industry and supermarket can be found in the food processing industrial zone.

Objects possess a complete infrastructure: access roads, water wells with water, sewage, electricity, power stations, gas, wastewater treatment plant, Internet, phone.

Factory is in bankruptcy and it is for sale.



Factory for canning vegetables and fruits „Prima produkt“ Kikinda

Objects possess a complete infrastructure: access roads, water wells with water, sewage, electricity, power stations, gas, wastewater treatment plant, Internet and phone.

Factory is in bankruptcy and it is for sale.

Factory has lines for: processing peas, sweet corn, packaging lines...

Hall 1 surface area 4.026 sqm

Several warehouses surface area 4.754 sqm.

Cold storage for freezing capacity 5000 tons – surface area 7.257 sqm.

Cadastral parcel 1784 in Cadastral Municipality Kikinda surface area is 1,86 ha

Cadastral parcel 1785 in Cadastral Municipality Kikinda surface area is 1,87 ha





**„Cimos Group“ industrial zone
Foundry „Kikinda“ Tool Shop**

Cadastral Parcel no. 21696/21: 13.071 sqm

- ✓ 5.996 sqm Building
- ✓ 178 sqm Warehouse

Cadastral Parcel no. 21696/22: 7.660 sqm

- ✓ 430 sqm Storage of flammable materials
- ✓ 336 sqm Fire storeroom
- ✓ 19 sqm Underground tank

Year of construction 1977



ESTABLISHMENT OF A COMPANY IN SERBIA, TAXES, OVERHEAD COSTS, SALARIES, UTILITY COSTS

The business registration procedure in Serbia takes maximum 5 work days. This process at the Business Registers Agency can be completed in just 3 work days, with a few additional days for other procedures.

LTD start – up procedure	Number of work days
Authecaion of incorporaton Act and Signature form by the Representaie Courtand opening of a temporary bank account for share capital deposit	1
Registration of incorporaton Act and share capital deposit by business registry	3
Make stamp and seal	1
Open a permanent business accout with the commercial bank and transfer of share capital from temporary account	1
Register with local tax authority and VAT registration	1

The minimum capital required is as low as RSD 100 for a Limited Liability Company and RSD 3.000.000 or more for a Joint Stock Company.

Documentation for registration – LTD:

- * The unique registration of a legal entity (on the website of the Business Registers Agency - <http://www.apr.gov.rs/eng/Home.aspx>
- * **Founding Act** of the company with certified signatures of the members of the company (notarized in Court) - <http://www.igorinjo.com/wp-content/uploads/2012/08/osnivacki-akt-doo-jednodomni.doc> - in 4 copies;
- * **Proof of identity of the members of the company** (a copy of the identity card for citizens of Serbia or passport for foreigners);
- * **Decision on appointment of a representative**, if it is not specified in the Founding Act;
- * **Certified signature of the representative** certified by the competent authority for verification (OP form certified by the Court - <http://www.igorinjo.com/wp-content/uploads/2012/08/op-obrazac.pdf> in 4 copies);
- * **Bank certificate of payment of cash deposits**, or agreement of members on the estimated value of the share in kind, if the share in company is paid or subscribed upon its establishment;
- * **Proof of payment of the registration fees.**
 - ✓ Fee for the establishment – 4.900,00 RSD;
 - ✓ Fee for the publication of the Founding Act – 1.000,00 RSD.

REGISTRATION

The following legal forms of business organization are subject to registration in the Companies Register:

- * Companies:
 - ✓ general partnership
 - ✓ limited partnership
 - ✓ limited liability company
 - ✓ joint stock company
- * Branch of a foreign company
- * Representative office of a foreign company
- * Public enterprise
- * Cooperative
- * Cooperative federation
- * Other entities, if so prescribed by a special law.



One – Stop – Shop Registration System

The procedure of incorporation of companies is provided through a one-stop-shop registration system that enables the concurrent issuance of the registration number, tax identification number and healthcare insurance number (issued by the Republic Fund of Health Insurance) to each company registering with the Serbian Business Registers Agency.

Registration Fee

- * The fee for the registration of a company or other legal entity is RSD 4,900.00.
- * The fee the registration of a branch or representative office of a foreign company is RSD 4,900.00.
- * The fee for the registration and publication of the articles of association is RSD 1,000.00.
- * The fee for the registration and publication of the memorandum of association is 1,000.00.

Account for Payment of Fees

The account number for payment of fees for registration in the Companies Register, payable in favour of the Serbian Business Registers Agency, is:

- * **840-29770845-52, model 97, [download reference number](http://www.apr.gov.rs/eng/Accountsforpaymentoffees.aspx)** (In order to correctly fill out the payment slip for the payment of the fee, please click on the button to download the mandatory reference number generated by the Agency, according to Model 97. The generated reference number is valid for only ONE payment) <http://www.apr.gov.rs/eng/Accountsforpaymentoffees.aspx>

Registration Procedure

The registration procedure starts with the submission of the application, along with the required supporting documents and proof of payment of prescribed fees, either directly at the SBRA head office in Belgrade or at one of its organizational units or by mail. If the application is sent by mail, then the date and time of its receipt by the Agency will be considered as the date and time of submission.

The application for registration is submitted by the founder or a person authorized by the founder in which case this person is required to attach the appropriate power of attorney. For more information about authorized applicants, please see the Instructions section.

Certification of Documents and Apostille

If the law requires that the application form for registration be accompanied by certified documents, the documents must be certified by a body competent to certify signatures – a court or municipal authority.

Documents certified by a body authorized to certify signatures in another country are treated as public documents, and as such they must be provided with an *Apostille* – in case the country of issuance is a signatory to The Hague Convention Abolishing the Requirement of Legalization of Foreign Public Documents, unless the country of issuance is a country which has a bilateral agreement with the Republic of Serbia on mutual recognition of public documents without legalization. However, if that particular country is not a signatory of the Hague Convention, and does not have a bilateral agreement with the Republic of Serbia regarding recognition of public documents, then the so-called full legalization will be required.

Documents in a foreign language must be accompanied by their translation into Serbian, certified by a certified court interpreter.

Practical Tips

- * Taking into account that instruments of incorporation are subject to certification, you are well advised to familiarize, prior to the certification, with the important rules applicable to the name and business name that can be found in the Instructions section, to avoid unnecessary expenses if your application is rejected.
- * The Law on Companies stipulates that companies can have legal (statutory) representatives and other representatives. The functions of legal representatives must be regulated in accordance with the Law, depending on legal form of business organization.
- * Limitations of the powers of a company's legal representatives are not subject to registration, except in case of limitations of powers in terms of countersignature that may be relied upon against parties if they are registered in accordance with the Law on Registration.

DOCUMENTATION REQUIRED FOR INCORPORATION OF COMPANIES, BRANCHES AND REPRESENTATIVE OFFICES OF FOREIGN COMPANIES, AND REGISTRATION OF PROCURATION

The appropriate application for registration has to be submitted along with supporting documents, depending on the legal form of business organization, as follows:

LIMITED LIABILITY COMPANY

- * Integrated application for registration of legal entities and other companies and for the entry into the integrated register of taxpayers – limited liability company,
- * Memorandum of association with certified signatures of the company founders (shareholders),
- * Proof of identity of the company founders (for Serbian nationals –photocopy of personal ID card, and for foreign nationals –photocopy of passport or of personal ID card if one has been issued to them or a copy of entry from the original register if the founder is a legal entity not registered with any of the Registers kept by the Serbian Business Registers Agency),
- * Resolution on appointment of the representative if no representative is designated by the contract of incorporation,
- * Representative's signature certified by a body competent to certify signatures,
- * Bank confirmation of the payment of the contribution in cash if the contribution is payable prior to incorporation, i.e., founders' agreement on the appraisal of the value of contribution in kind if the contribution is made to the company prior to incorporation,
- * Proof of payment of the registration fee, and proof of payment of the fee for registration and publication of the memorandum of association.

Limited Liability Company Corporate Governance:

In the process of incorporation of a limited liability company, the founder(s), depending on their needs, decide whether the management of the company will be organized as a one-tier or a two-tier system.

The one-tier corporate governance system implies that the company has one or more directors.

The two-tier management system implies that the company has one or more directors and a supervisory board. If the founder(s) opt for the two-tier system, along with the application they must submit copies of the Resolutions on the appointment of the chairperson and members of the supervisory board, if they are not designated in the memorandum of association.

Share (registered) capital of a limited liability company:

Contributions can be either monetary (in cash) or non-monetary (in kind), and are expressed in RSD. If the monetary contribution is paid in a foreign currency, the RSD equivalent of the contribution will be calculated based on the middle exchange rate of the National Bank of Serbia on the date of payment.

The minimum subscribed share capital (monetary or non-monetary) amounts to no less than RSD 100 (unless a higher amount is stipulated by a separate law).

There is no requirement to pay up the in-kind or cash capital contributions at the time of incorporation of a limited liability company, the capital must only be subscribed, and the memorandum of association sets the deadline for the shareholders of the company to pay up the share capital. That deadline cannot exceed 5 years counting from the date of the adoption of the memorandum of association.

Contributions in kind may consist only of assets or rights. The value of contributions in kind is established either through a company shareholder agreement or by an appraisal made by an expert licensed by the competent state authority to appraise certain assets and rights (court expert, auditor or other expert).

JOINT STOCK COMPANY

- * Integrated application for registration of legal and other entities and for registration with the integrated register of taxpayers – joint stock company,
- * Memorandum of association with certified signatures of the company shareholders,
- * Articles of association signed by the company shareholders,
- * Certificate from a credit institution that shares have been paid up in cash, or appraisal of the state licensed appraiser of the value of the contributions in kind or a certificate issued by the competent authority of the appraisal of the value of the contribution in kind, pursuant to the law,
- * Resolution on the appointment of the director, and/or members and chairman of the board of directors if they are not designated in the articles of association,
- * Resolution on the appointment of members of the supervisory board in case of a company with a two-tier management system, if they are not designated in the articles of association,
- * Resolution on the appointment of members of the executive board, in case of a company with a two-tier corporate governance system,
- * Resolution on the appointment of the company's authorized representatives if the latter are not designated in the articles of association,
- * Representatives' signatures certified by the body competent to certify signatures,
- * Proof of payment of the registration fee for incorporation and proof of payment of the fee for the registration and publication of the memorandum of association, and proof of payment of the fee for the registration and publication of the articles of association.

The shareholders founding a joint stock company sign a memorandum of association, and their signatures have to be certified in accordance with the law governing signature certification. The shareholders founding a joint stock company also sign the first articles of association.

Joint Stock Company Corporate Governance:

When incorporating a joint stock company, the founder(s), depending on their needs, decide whether they are going to have a one-tier or two-tier system of corporate governance.

The one-tier corporate governance system implies that the company has one or more directors. In case a joint stock company with a one-tier management system has three or more directors, they form the board of directors presided by the chairman.

The two-tier corporate governance system implies that the company has one or more executive directors and a supervisory board.

In a joint stock company, the directors are the legal representatives of the company, however, not all of them have to be legal representatives, and only some of them may have this status if so determined by the founders.

Share (registered) capital of a joint stock company:

Subscribed shares that are payable in cash pursuant to the instrument of incorporation, are paid up prior to the registration of incorporation to the temporary account with a commercial bank in the Republic of Serbia. The shareholders founding the company must pay up at least 25% of the registered capital, provided that the paid-up amount of the cash contribution to the share capital cannot be lower than the amount of the minimum registered capital which is set at RSD 3,000,000.00.

Shareholders:

The Serbian Business Registers Agency shall not register the shareholders of joint stock companies given the fact that maintaining records of shareholders is in the competence of the Central Securities Depository.

OVERHEAD COSTS

Favourable business of Serbia environment features highly competitive tax rates and low operating costs.

TAX RATES		
Value Added Tax (VAT)	Standard rate – 20%	
	Reduced rate – 10%	
Social Security Contributions	Pension and disability insurance – 14%	At the expense of the employee
	Health insurance – 5.5%	
	Unemployment insurance – 0.75%	
	Pension and disability insurance – 12%	At the expense of the employer
	Health insurance – 5.5%	

For Legal Entities	
Corporate Profit Tax	15%
Taxes on dividends, shares in profits, royalties, interest and capital gains	20%
Personal Income Taxes	
Salary Tax and Income from self - employment	10%
Capital Incomes and capital gains	15%
Copyright, property, profits from gambling and other types of income	20%
Annual Income Tax	10/15%

Corporate Taxes

Serbia's tax regime is highly conducive to doing business. The corporate profit tax is among the lowest in Europe, while the Value Added Tax is among the most competitive in Central and Eastern Europe.

Corporate Income Tax	Uniform rate – 15%
Withholding Tax	20% (for dividends, shares in profits, royalties, interest income, capital gains, lease payments for real estate and other assets)
Personal Income Tax	Salaries – 10%
Annual Income Tax	10/15% (for annual income above 6 average annual salaries)

Value Added Tax

The VAT rates are as follows:

- The standard VAT rate - 20% (for most taxable supplies);
- The lower VAT rate - 10% (for basic food stuffs, daily newspapers, utilities, etc.).

Standard VAT Rate	
Serbia	20%
Bulgaria	20%
Slovakia	20%
Czech Republic	21%
Poland	23%
Romania	20%
Croatia	25%
Hungary	27%

*Source: National IPAs



Corporate Profit Tax

Corporate profit tax is paid at the uniform rate of 15%. Non-residents are taxed only based on their income generated in Serbia.

Corporate Profit Tax	
Bulgaria	10%
Serbia	15%
Romania	16%
Czech Republic	19%
Poland	19%
Hungary	19%
Croatia	20%
Slovakia	22%

*Source: National IPAs

Withholding Tax

The withholding tax is not applied to dividend payments between Serbian entities. For non-residents of Serbia, a 20% withholding tax is calculated and paid on certain payments such as dividends, shares in profit, royalties, interest, capital gains, lease payments for real estate and other assets.

Personal Income Tax

The personal income tax rate is 10% for salaries.

Personal Income Tax	
Serbia	10%
Bulgaria	10%
Czech Republic	15%
Romania	16%
Hungary	16%
Croatia	12 – 40%
Poland	18 – 32%
Slovakia	19 – 25%

*Source: National IPAs



Annual Income Tax

The annual income is taxed if exceeding the amount of threefold the average annual salary in Serbia. The tax rate is 10% for the annual income amounting up to 6 times average annual salary in Serbia, and 15% for the part of the annual income exceeding 6 times average annual salary in Serbia.

Reduced Salary Load

The employer is entitled to a refund of part of the paid income tax in the amount of: 65 percent if it employs one to nine new persons, if it employs up to 99 persons is entitled to a refund of 70 percent, and if it employs one or more persons it is entitled to a refund of 75 percent from payroll taxes.

Minimum salary in Serbia in 2019 (1 € ≈ 118,3 RSD)

Year 2019 Months	Number of working days per month	Number of work hours per month	Minimum cost per hour – net in RSD	Minimum net salary per month in RSD	Minimum gross salary per month in RSD
January	23	184	155,3	28.575,20	38.580,88
February	20	160	155,3	24.848,00	33.263,91
March	21	168	155,3	26.090,40	35.036,23
April	22	176	155,3	27.332,80	36.808,56
May	23	184	155,3	28.575,20	38.580,88
June	20	160	155,3	24.848,00	33.263,91
July	23	184	155,3	28.575,20	38.580,88
August	22	176	155,3	27.332,80	36.808,56
September	21	168	155,3	26.090,40	35.036,23
October	23	184	155,3	28.575,20	38.580,88
November	21	168	155,3	26.090,40	35.036,23
December	22	176	155,3	27.332,80	36.808,56

Labour Costs – how to calculate salary in Serbia?

Salary calculation in Serbia based on Net salary of 260 euros (1 € = 118,3 rsd)		
Average work hours per month		168 hours
Cost per hour		155,3 rsd = 1,31 euros per hour
Salary, taxes and contributions	Total	
Gross salary		48.845 rsd = 412,89 euros
Net salary		30.758 rsd = 260 euros
Non-refundable amount (non-paying tax)		15.300 rsd = 129,33 euros
Tax base		26.395 rsd = 223,11 euros
Tax and contributions paid by the employee	%	Total: 10.937 rsd = 92,42 euros
Tax on profits	10,00	2.640 rsd = 22,3 euros
Pension-disability insurance from gross	14,00	5.837 rsd = 49,34 euros
Health Insurance from gross	5,15	2.147 rsd = 18,14 euros
Unemployment tax from gross	0,75	313 rsd = 2,64 euros
Tax and contributions paid by the owner company	%	Total: 7.150 rsd = 60,43 euros
Pension-disability insurance from gross	12,00	5.003 rsd = 42,29 euros
Health Insurance from gross	5,15	2.147 rsd = 18,14 euros
Total Gross Salary		48.845 rsd = 412,89 euros
Net Salary for payment		30.758 rsd = 260 euros

UTILITY FEES

Electricity



The 100% state-owned Electric Power Industry of Serbia is the sole electricity supplier at the moment. The electricity price varies according to the consumption category and daily tariff rate, ranging about 0,067 €/kWh. In accordance with the law, the obligation of entering the open market have all customers at medium voltage, as well as customers in voltage greater than 1 kV, customers who have more than 50 employees, as well as those with annual revenues exceeds EUR 10 million in RSD equivalent. They must choose and made contract with supplier.

Gas

As a natural gas supplier in Serbia, the state-owned company "Srbijagas" pursues its pricing policy in accordance with world prices of oil derivatives and the US dollar exchange rate fluctuations. The price of natural gas is set every 15 days, ranging about 0,038 – 0.042 €/m³.



Water and sewerage



The waterworks and sewerage in Serbia are operated at the local level with water prices set by local authorities. In Kikinda, water distribution, management of water supply network, and management of sewerage system is performed by PU "Kikinda". Price of water is about 0,8871 €/m³, and price of sewerage is 0,8629 €/m³.

Internet and telephone

Serbia is well covered by Internet network. In Kikinda there is a larger number of operators that offer telephone and internet services, some of which are: "Telekom Srbija", "SBB", "Orion Telekom" and other smaller companies. Prices depend on the bandwidth and speed, which goes up to 60 GB/s.



State Grants/subsidies

REGULATION ON CONDITIONS AND METHOD OF ATTRACTING DIRECT INVESTMENTS ("Off. Herald of RS", No. 1/2019) The most important details

Funds can be allocated to realize investment projects in the manufacturing, for projects services and business support services operations, the services provided through information and communication technologies, in the transport sector, in software development, in the field of food production, includes processing of agricultural, forestry and fishery products for the production of food for humans or animals, and the production of various intermediate products.

The application for the incentive award is submitted to the Serbian Development Agency on the prescribed form. The application must be submitted before the start of the investment project. Investments and employment prior to the date of submission of the application to the Agency cannot be recognized as part of the investment project and they cannot be allocated incentive funds. Before submitting the Application, the investor may submit to the Agency a Letter of Intent o realization of the investment project, which contains information on to the investor, the user and the planned investment project. Funds can be allocated for justified expenses investments for:

- ✓ Gross earnings for new employees over two years period after reaching full employment code beneficiaries of incentive funds;
- ✓ Investments in tangible and intangible assets that will be realized during the investment period of the project (from the date of submission of the grant application the incentive funds by the day the deadline for realization expires investment project).

Minimal investment in the manufacturing sector depending from the level of development of the local government unit to investing:

Level of municipality – town development	Minimum number of new employees	Minimal investment in euros	Percentage justified costs two-year gross salary	Maximum amount per job created in euros
I	50	500.000	20 %	3.000
II	40	400.000	25 %	4.000
III	30	300.000	30 %	5.000
IV	20	200.000	35 %	6.000
V	10	100.000	40 %	7.000

Text of the Regulation, list of the level of local government development, and application form can be downloaded from the website Ministry of Economy of the Republic of Serbia www.privreda.gov.rs and on the website of the Serbian Development Agency www.ras.gov.rs

National Employment Service grants funds

National Employment Service at the request of the employer can grant funds for organization of trainings to acquire knowledge and skills necessary for performing a specific job, if the NES cannot recommend persons with the necessary knowledge and skills from official registry of unemployment.

Training programs consist of:

- * Realization of training for a period of 160 to 480 hours in accordance with the standards of level of trainings
- * The commencement of employment for an indefinite period with persons who had successfully completed training

Public call for the implementation of training programs at the request of the employer is the basis for allocation of minimal state aid.

National Employment Service grants funds to www.nsz.gov.rs

1. The employer for:
 - a. Reimbursement of participation in financing the costs of training, depending on the length of theoretical and practical training, a maximum of 100,000.00 RSD per participant;
2. Unemployed participant for:
 - a. Monthly financial assistance in the amount of 6,000.00 RSD for the full number of hours
 - b. Transportation costs;
3. People with disabilities – participants for:
 - a. A monthly allowance up to 20% of the minimum salary determined in accordance with labour regulations, for the full number of hours, if the training lasts at least 100 hours and if a person with a disability is not a beneficiary of financial compensation on the basis unemployment, according to the law, transportation costs, and for a companion if needed, in the amount of non-taxable amount, in accordance with the law.

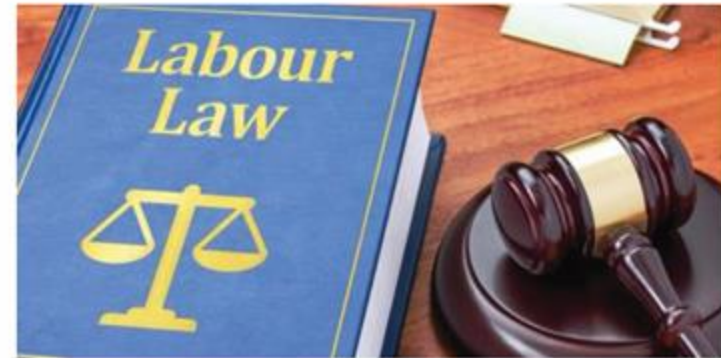
Contracted funds for the program will be paid to employer in two instalments (the first after the commencement of training and the second after the submission of proof that the participants are trained and employed for an indefinite period of time).



НАЦИОНАЛНА СЛУЖБА
ЗА ЗАПОШЉАВАЊЕ

The Labour law, the most important details

- * During one working week the number of overtime hours may be at most eight.
- * Monthly maximum is 32 hours overtime work.
- * Overtime work must be paid at least 26 percent of the base, and if the employer has good will, it can be higher.
- * For working on the day on the holiday which is a non-working day should be paid 110 percent of the basic salary.
- * For work at night should be paid at least 26 percent of the basic salary.
- * Based on the time spent on work in the same company for each full year of work (past work) should be paid at least 0.4 percent of the basic salary.
- * Full time is 40 hours a week. Usually working week lasts five work days, and the work day usually lasts eight hours.
- * An employee can not work longer than 12 hours a day, including overtime.
- * In case of redistribution of working hours, the working hours can not last longer than 60 hours per week.
- * Night work is work in the time period from 22.00 hours to 6.00 hours the next day.
- * Work 12 hours (work) – 24 hours (rest) – 12 hours (work) – 48 hours (break), which is in fact continuously day by day, has the character of shift work.
- * An employee has the right to use vacation in the calendar year after a month of continuous work from from the date of signing the contract.
- * In each calendar year, the employee has the right on vacation for at least 20 working days.
- * Vacation can be utilized in whole or in parts. If the vacation is used in parts, the first part of the vacation should be used for at least 10 working days during the calendar. The remaining days of the vacation may be used either entirely as a second part of the annual holiday, or by several days several times, at the latest by June 30 of the following year.
- * An employee can not waive the right to use vacation, nor can his right be denied or replaced by a monetary compensation, except in case of termination of work of employment.



* National holidays in Serbia, non – working days:

- New Year - 1st and 2nd January
- Christmas, religious holiday - January 7th
- National Day - 15th and 16th February
- Easter, religious holiday - starting from Friday, closing with the second day of Easter
- Labor Day - 1st and 2nd May
- The Day of Armistice in the First World War - November 11th

* Employees have the right on non – working days on certain religious holidays, as:

- Orthodox - on the first day of the St. family patron ("Slava")
- Catholics and members of other Christian religious communities - on the first day of Christmas and in the Easter holidays, starting from Friday, closing with the second day of Easter, according to their calendar,
- Members of the Islamic Community - on the first day of the Ramadan Bajram and the first day of the Kurban Bajram,
- Members of the Jewish community - on the first day of Jom Kippur.

EMPLOYMENT LAW



Contacts in the City of Kikinda

Pavle Markov – Mayor

Phone: 00 381 230 / 410 – 105

Email: info@kikinda.org.rs

gradonacelnik@kikinda.org.rs

www.kikinda.org.rs



City Council

Member for Local Economic Development and Investment

Phones: 00 381 230 / 410 – 182

00 381 64 / 896 – 81 – 79

Email: sasa.tanackov@kikinda.org.rs www.klerkikinda.rs



Kikinda

Manifestations and nice places in Kikinda



Pumpkin festival on the end of Septembre



General Drapsina Street, one of 50 the most beautiful in the World



The Square - the largest wintering place for owls in Europe



Unique in the World - "Terra" sculpture symposium

Manifestations and nice places in Kikinda



Old lake



The Unofficial painted Easter eggs rolling World Championships



Suvača - a horse-powered mill, one of two in Europe



Kikinda Mammoth "Kika"

Important web links in Kikinda

North Banat District – inspections	www.severnobanatski.okrug.gov.rs
North Banat District Chamber of Commerce	https://kikinda.pks.rs
National Museum	www.muzejikikinda.com
National Theatre	http://pozoristekikinda.rs
Center for Fine Arts and Museum “Terra”	http://terra.rs
Academic society for music “Gusle”	www.gusle-ki.rs
Hungarian cultural arts society „Egyseg”	https://www.facebook.com/egyseg.muvelodesiegyesulet
Cultural Centre	www.kulturnicentarkikinda.rs
Library “Jovan Popovic”	https://kibiblioteka.org.rs
Children's theatre “Lane”	https://www.facebook.com/decijepozoriste.lane
Historical Archives	http://arhivkikinda.org.rs
Train timetable	http://www.srbvoz.rs/redvoznje.html
Bus timetable	http://autoprevozkikinda.rs
Ambulance	https://dzki.rs
General Hospital	www.obki.rs
Sports centre “Jezero”	www.jezero.org.rs
Kindergarten “Dragoljub Udicki”	http://predskolskakikinda.edu.rs
Accommodation and Restaurant “Twenty”	www.twenty.rs/
Accommodation and Restaurant “Belavila”	https://belavila.rs
Accommodation and Pizzeria “Caffe Caffe”	www.caffe-caffe.com
Accommodation and Pizzeria “Siesta”	https://www.sobe-smestaj.com/prenociste-siesta-kikinda.html
Hostel “Paparazzo”	www.paparazzo.co.rs
Accommodation “Caffe Intermezzo”	www.intermezzo-caffe-apartmani.com
Students hotel	http://dukikinda.edu.rs
Mokrin House - modern spot in a rural surrounding	www.mokrinhouse.com
Supermarket “Maxi Delhaize”	www.maxi.rs
Supermarket “Lidl”	www.lidl.rs
Supermarket “Univerexport”	https://univerexport.rs
Supermarket “Idea”	www.idea.rs

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