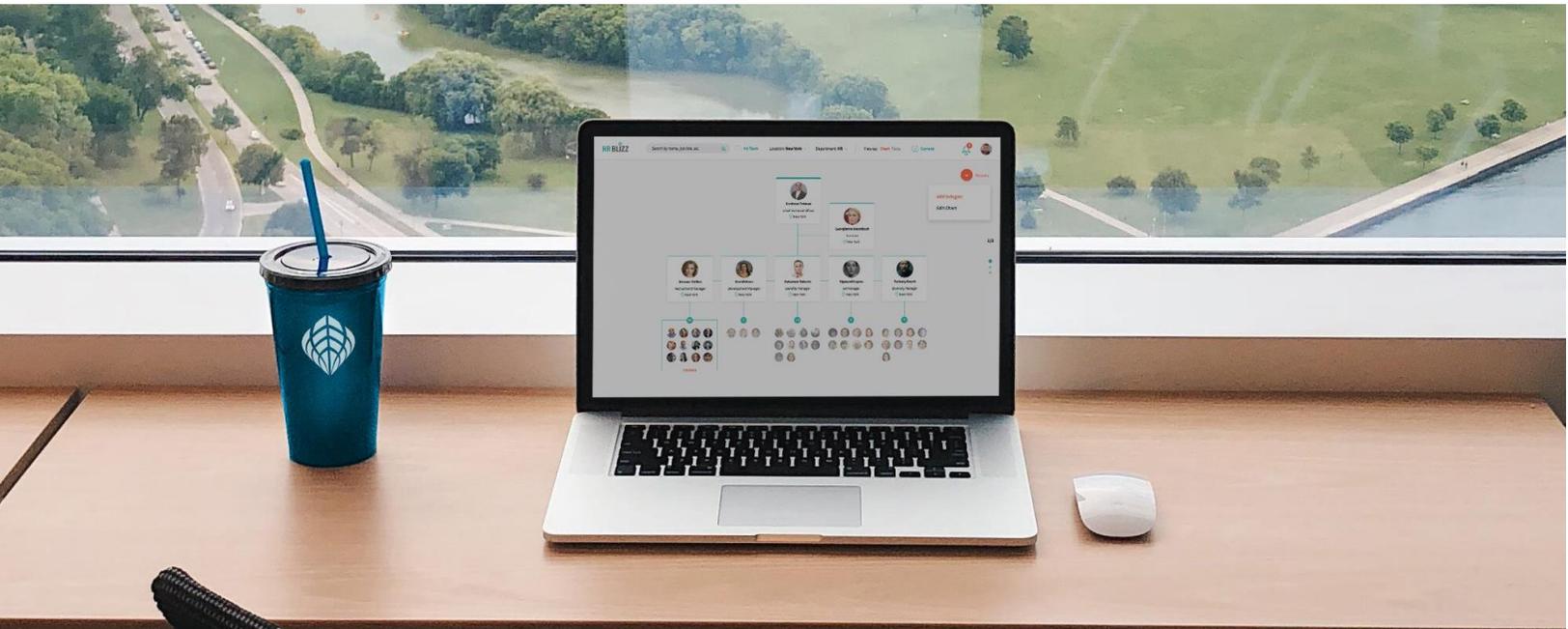




Simplifying Employment  
Tasks Worldwide

## Statutory Change Alert

Tunisia Government Announced Exception COVID-19 Measures



REPUBLIC OF TUNISIA



April 20, 2020

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MERCANS

## We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



### **Global Payroll Solutions – Boost your HR brand and employee satisfaction**

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



### **PEO/GEO Services – Easily hire, deploy and manage your workforce abroad**

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly-qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



### **Global Talent Acquisition – Quickly fill vacancies with only the best candidates**

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization, and populate your pipeline of prequalified talents.



### **BPO Services – Reclaim the focus on your core activities to expand your business**

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers, and increase revenue.



### **HR Management SaaS – Access customizable cloud-based online platforms**

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



### **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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## Mercans at a Glance

**140+**

Countries

**20**

Years of Success

**500+**

Specialists

**5k+**

Customers Worldwide

**97%**

Client Retention Rate

**1.5X**

Annual Revenue Growth

**25k+**

Largest Single Country Payroll

**2.5M+**

Pay Slips per Annum

**0**

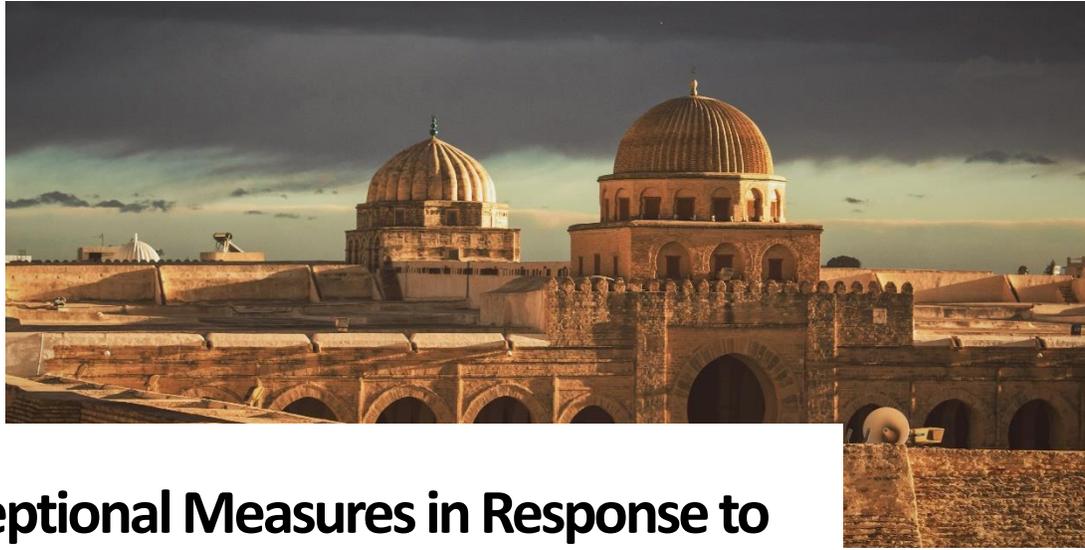
Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





## Tunisia – Exceptional Measures in Response to COVID-19 Pandemic.

Exceptional measures to address the economic impact of COVID-19 pandemic have been announced by the Tunisian government in the Official Gazette (JORT) n° 32 dated 14 April 2020.

The measures include the following exceptions and temporary suspension of certain provisions of the Labor Code:

- Employers may grant annual leave to all or some of the employees for the past year or the current year without the consent of the employees;
- A fortuitous event or force majeure is not considered a justifiable cause for the termination of a fixed-term or indefinite contract;
- Dismissal of an employee for an economic reasons caused by force majeure requires prior approval from the Regional Commission or the Central Dismissal Control Commission. Without a prior approval, the dismissal will be considered an unfair termination;
- The short hours resulting from a full or partial work stoppage, can be recovered within 6 months from such stoppage;
- The above provisions are valid until the end of the state of medical emergency.

The Tunisian government has also introduced an additional one-time deduction, equivalent the employees' one day gross salary calculated based April 2020 gross income.

The employees and pensioners whose annual net income does not exceed 5,000 Tunisian dinars, as well as employees of private companies affected by the total COVID-19 containment measures are exempted from this supplemental deduction. A company is considered to be impacted by COVID-19, if it had to partially or fully suspend its activities, provided that the company is registered with the CNSS and had not received an exceptional authorization to continue work.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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## They already trust Mercans

accenture



AIRBUS



ATKearney



BLACKROCK

BOMBARDIER

CLARIANT



ERICSSON

Johnson & Johnson

KRATOS

KÄRCHER



ManTech  
International Corporation

NOKIA



3M



MERCANS

# What Makes Mercans your HR and Payroll **Partner of Choice?**

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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Tasks Worldwide

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