**Basics for doing business in Saudi**

**Simplified**

Saudi has been rapidly opening its markets for international trade.

**To put it in theory:** Oil won’t last forever, and Saudi is leveraging its cash richness, huge area and comparatively lower population to turn into a global business hub. Dubai opened itself to the world years back and it now boasts itself as the place where business happens. Saudi has the potential, only a gazillion times bigger.

**To put it in numbers:** If your company opens its RHQ in Saudi Arabia, your business gets a 30-year tax holiday from WHT and Corporate Taxes, and 10 years of exemption from Saudization (or *Nitaqat*) among other benefits.

Now, what is *Nitaqat*?

I’ll keep it short: Saudi requires foreign private companies which have business in the Kingdom to have a certain number of Saudi nationals as its employees. The reasons are obvious: job creation for the citizens. The challenges for the business however are a handful:

1. Onboarding a Saudi national as an employee is a different ballgame altogether, since the number of skilled candidates is low whereas their demand is high.
2. Their salary expectations are higher than the expatriates.
3. Finding the right candidate is a difficult job for the HR if we consider the skills, salaries and job roles.
4. Cultural diversity which arises out of this hired bunch adds complexity to the company.

The government is making processes to run businesses in Saudi easier by the day, but there are certain workforce and compliance norms which companies need to ride this mountain of growth without fretting. In short, workforce planning for a new company in the KSA becomes a strategic decision. This is where we come in. We at [TASC Outsourcing](https://tascoutsourcing.sa/en) are sworn to protect your interests as you grow your business in the KSA. From hiring expatriates from across the globe and handling their *Iqamas* (residence visas) and payrolls to hiring Saudi nationals which fit in best, we do it all.