



РЕПУБЛИКА СРБИЈА

Министарство за рад,
запошљавање, борачка
и социјална питања

REPUBLIC OF SERBIA

Ministry of Labour,
Employment, Veterans
and Social Affairs

Labour market inclusion of persons with disabilities

Republic of Serbia

Republic of Serbia

Who are PWDs in the Republic of Serbia?

- Persons with congenital or acquired physical, sensory, intellectual or emotional disabilities who, due to social or other obstacles, do not have the opportunity or have reduced opportunities to participate in the activities of society on the same level as others, regardless of whether they can achieve the mentioned activities with the use of technical aids or support services.

Strategy for enhancement of the position of PWDs

The Law on Professional rehabilitation and employment of PWDs

- the person suffering permanent consequences of bodily, sensory, mental and psychiatric impairment or sickness which cannot be eliminated by any treatment or medical rehabilitation and who is facing social and other limitations affecting his/her working capacity and possibility to find or retain employment and who does not have the possibilities or has reduced possibilities to be included in the labour market or apply for employment on equal terms with other persons

Veteran and disability policy

Pension and disability policy

- RVI - damage to the organism of at least 20% occurred during the performance of military duty in war or armed action.
- MVI - damage to the organism by at least 20% occurred in peacetime, during military service, in the status of a student of the Military Academy, a student of a secondary military school, students of the school for reserve officers and persons in the reserve, as well as a volunteer on military duty in the Yugoslav Army.
- A CIR is a person with at least 50% physical damage as a result of a wound, injury or injury that left visible traces, obtained through abuse or deprivation of liberty by the enemy during war, during war operations, from residual war material or enemy sabotage, i.e. terrorist actions.

- Complete loss of work ability
- Remaining working capacity
- Disabled child - a child with a permanent disorder or damage to the locomotor system, with severe and permanent physical damage and deformities, severe muscle diseases and damage, severe forms of chronic diseases and more permanently impaired health, as well as a child with mental insufficiency.

Strategic and legislative frame in the area of employment of PWDs

- Employment Strategy in the Republic of Serbia for the period 2021-2026
- **Action Plan for the implementation of Employment Strategy for the period 2021-2023**
- The Law on employment and unemployment insurance
- **The Law on professional rehabilitation and employment of PWDs**
- *Regulation on the content, form and method of submitting a single application for compulsory social insurance, uniform methodological principles and a uniform code of codes for entering data into the Uniform Database of the Central Register of Compulsory Social Insurance ("Official Gazette of the RS", No. 132/21)*



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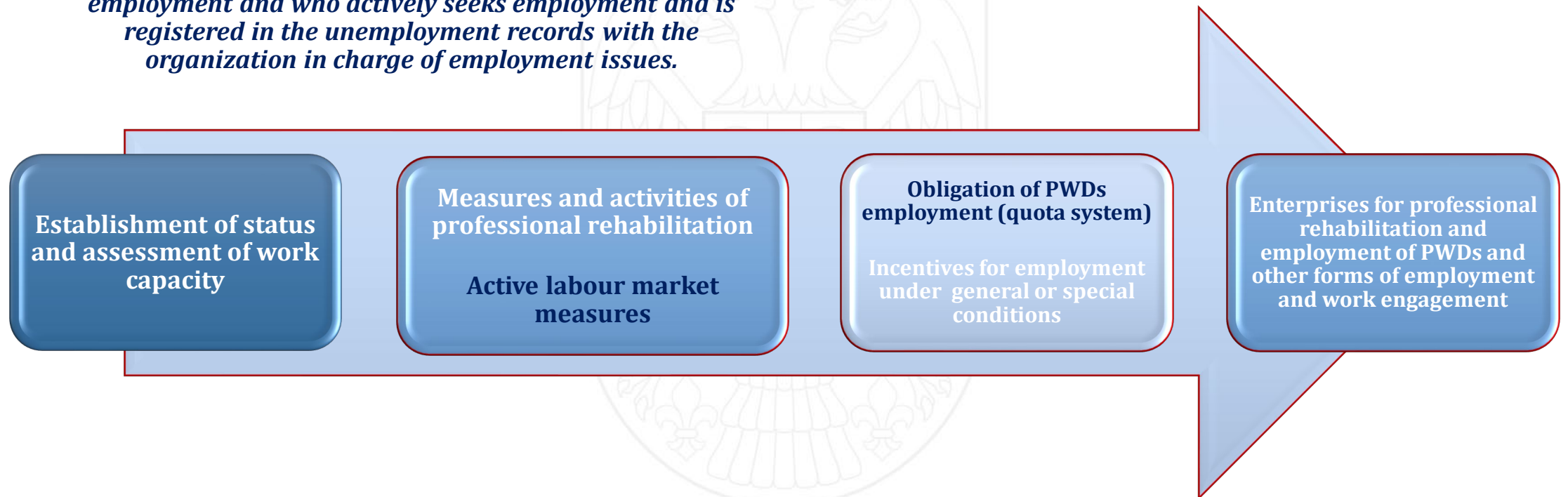
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The Law on professional rehabilitation and employment of PWDs

An unemployed person with disability shall be the person, of 15 to 65 years of age who has no labour relations or has not otherwise achieved the right to work, who is willing to work and accept professional rehabilitation for the purposes of employment and who actively seeks employment and is registered in the unemployment records with the organization in charge of employment issues.



Characteristics of registered unemployment of PWDs (31st of December 2022)

Unemployed PWDs – 17.994 persons (7.638 women)- share in total reg. unemployment 4.2%

Active 12.131 persons (5.298 women)
Share of women 43.7% (total 56.1%)
No or low level of qualification 40% (total 34.8%)
Secondary education 54.2% (total 51.5%)
Tertiary education 5.8% (total 13.7%)

Assessment of work capacity 9.877 persons (4.992 women) – share in total unemployed PWDs 54.9%

- I° 8.519 PWDs, II° 683 PWDs, III° 675 PWDs
- 36% no or low level of qualification; 56.9% secondary education and 7.1% tertiary education

Categorised youth 4.593 persons (2.305 women) – share in total unemployed PWDs 25.5%

- Physical 1.560, seeing 115, hearing 327, psychic 2.591
- 47.9% no or low level of qualification; 47.3% secondary education and 4.8% tertiary education

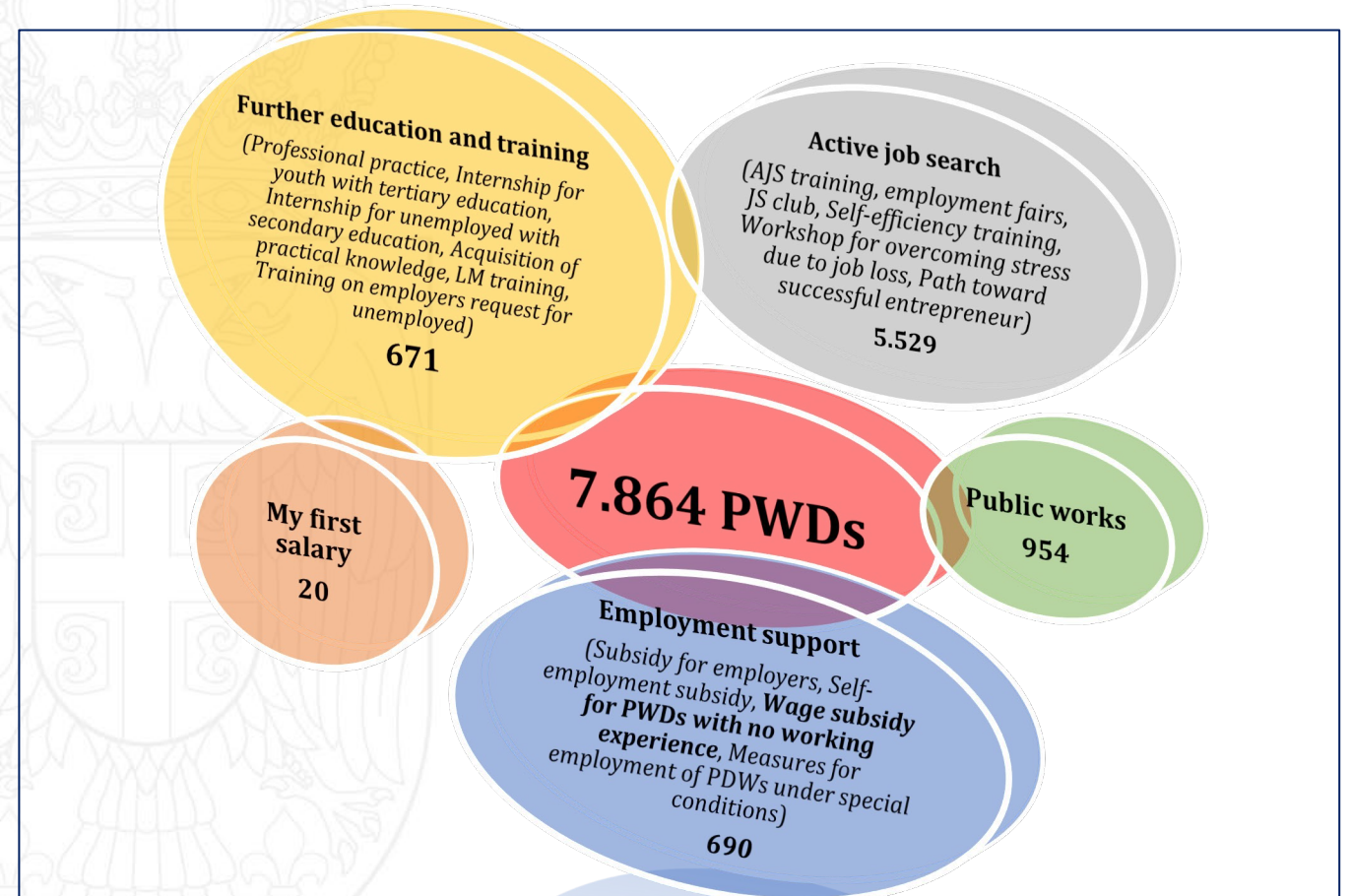
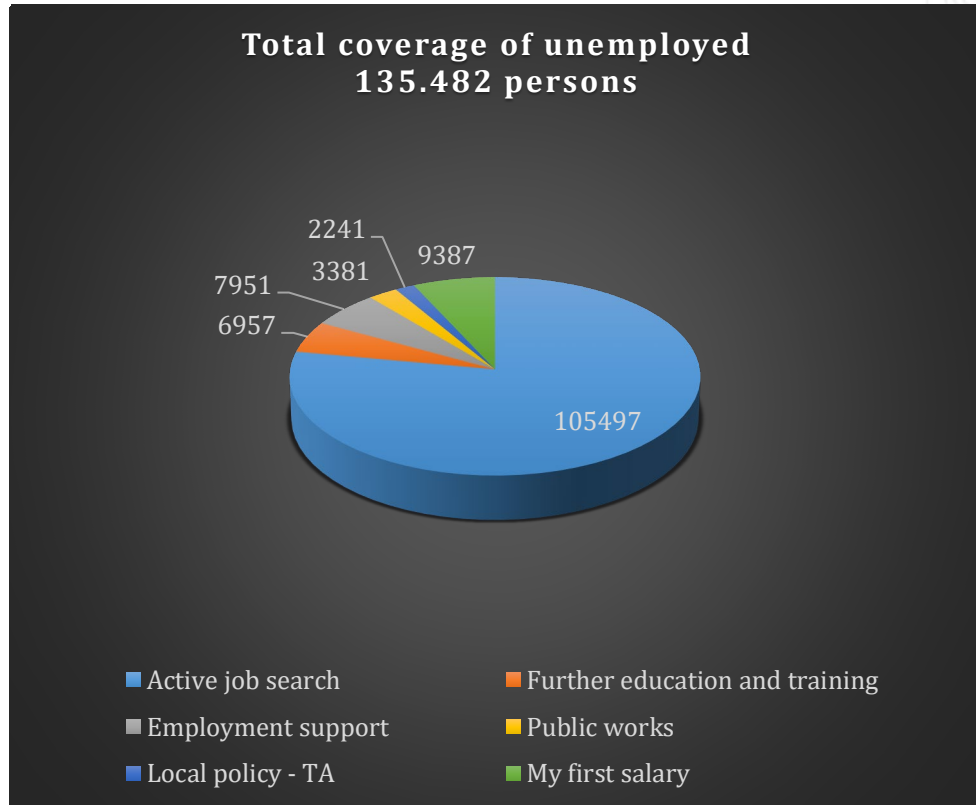
Veteran disability 2.687 persons (38 women) – share in total unemployed PWDs 14,9%

- War veterans 2.544 - 44% no or low level of qualification; 52.5% secondary education and 3.5% tertiary education

Work disability 837 persons (305 women) – share in total unemployed PWDs 4.6%

3rd category – 768
- 32.2% no or low level of qualification; 64.7% secondary education; 3.1% tertiary education

Coverage of unemployed PWDs with ALMMs during 2022



Obligation of PWDs employment (*quota system*)

- Obligation of any employer with at least 20 employees to enter into labour relations with a particular number of persons with disabilities. An employer with 20 to 49 employees shall be obliged to enter into labour relations with one person with disabilities. An employer having 50 and more employees shall be obliged to enter into labour relations with at least two persons with disabilities, and per any subsequently started number of 50 employees, to employ one person with disabilities each.
- Rulebook on the method of monitoring the fulfilment of the obligation to employ persons with disabilities and the method of proving the fulfilment of that obligation (2016).
 - *To employ PWD*
 - *To make payment to RS budget*
 - *To sign agreement of business and technical cooperation with the enterprise for professional rehabilitation and employment of persons with disabilities*

Registered employment of PWDs (CRCSS data)

- According to CRCSS data, during 2022, registered employment of PWDs amounted to 6.739 persons (employed by 3.876 employers), out of which, 6.218 were employed by employers from private sector, while 521 were employed by employers from public sector.

- By type of employment:

TYPE OF EMPLOYMENT	TOTAL
Temporary	4,162
Part time	1,389
Periodic work	134
Contract	15
Entrepreneurs	22
Agriculture	1,017
TOTAL	6,739

- By type of disability, majority has remaining working ability (30%), assessed working ability 17%, blind 11%, etc.
- By level of qualification – no or low level of qualification 23%, secondary education 52%, tertiary education 8%, no data available 17%.
- By employers economic sector – mostly sales, production of textile, production of car parts, social services, etc.

Enterprises for professional rehabilitation and employment of PWDs

✓ Enterprise for professional rehabilitation and employment of PWDs may carry out its activities, provided that:

1) it has at least *five PWDs* permanently employed;

2) it has at least *50% temporary employed PWDs* in the total number of employees out of which, at least *10% of PWDs* who can be employed only under special conditions;

3) it has the *adequate space and technical and other equipment* for vocational training and work of PWDs;

4) it employs professionals for vocational training and rehabilitation of PWDs if the enterprise employs more than 20 PWDs, or. outsources professionals if the enterprise employs less than 20 PWDs, as follows:

- one person carrying out practical training for activities for which persons with disabilities are being trained,

- one person for provision of professional assistance to the employed persons with disabilities,

- one person – consultant for integration at a workplace;

5) it is *licensed* for carrying on the business activity.

ECONOMIC AND SOCIAL FUNCTION

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