

## Country Guide > Serbia

### Cost of Living

Indicative value for a working adult in a city: **Belgrade**

Publicly available data (Numbeo, etc...), verified by Marco's in-country staff

Living Requirement	Indicative Amount (RSD)
McDonalds Set Meal	1,100
Monthly Train and Bus Tickets	2,200
3 Bedrooms Rental (City Center)	160,500
3 Bedrooms Rental (Outskirt)	101,935

Current Inflation Rate: 4.3%

### Wage

Minimum Wages:

- Net - 308 RSD/hour

Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (RSD)
Entry-Level (Fresh Graduate)	60,000
Mid-Level (5 Years)	70,000
Experienced & Managerial Level (10 Years)	>80,000
Specialized & Senior-Level (15 Years)	>130,000

Annual Salary Growth: 8.4%

### Statutory Contribution

Maximum social security contributions base capped at 5 times the average monthly salary, published by official statistic at the time the salary is paid

In 2024, the base is 45,950 RSD capped at 656,425 RSD.

All contributions are paid monthly by the employer to the PIO and FZO, up to 15 of the following month.

Type	Employer Rates	Employee Rates	Notes
Health Insurance	5.15%	5.15%	All staff
Pension and Disability Insurance	10%	14%	All staff
Unemployment Insurance	-	0.75%	All staff

### Other Benefit

Other common employment benefits in Serbia include:

- Transport to work: Up to 5,398 RSD per month
- Co-Financing Sports Activities: Around 3,700 RSD per month
- Private Health Insurance: Around 3,000 RSD/month
- Additional Leave Days

### Income Tax

**Residents**

Taxable Income	Rate
0 – 28,423	0%
Above 28,423	10%

**Non-Residents**

- Depends on the double taxation agreement between countries. Typically, only income originating in Serbia is taxed at 10%
- A tax resident is an individual who meets one of following criteria:
  - Residence in Serbia for at least 183 days in a calendar year
  - Have their permanent home, business center and/or vital interests in Serbia

**Working Hours****Statutory**

40 hours

8 hours a day, 5 days a week

**Typical practice**

40 hours

Monday - Friday

**Overtime**

All hours above 40 per week are considered overtime

- Paid at least 126% of normal salary

**Employment Contract****Fixed-Term**

To replace temporarily absent staff, for work on a project, for work with a newly established employer or to replace retiring staff

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Serbian. A handwritten signature is required.	RSD	Up to 6 months	Temporary staff and projects: 24 months Newly established employers: 36 months

**Termination**

- In Serbia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	- 5 days	- 5 days	- 5 days
<b>Notice Period - Regular</b>	- 15 days in writing  - Employment contract may determinate a longer notice period, but not longer then 30 days	- 15 days in writing  - Employment contract may determinate a longer	- 15 days in writing  - Employment contract may determinate a longer notice period, but not longer then 30 days

		notice period, but not longer than 30 days	
<b>Severance Pay</b>	-	- Mandatory in case of dismissals due to redundancy: 1/3 of the average monthly gross salary for each full year of service	- Mandatory in case of dismissals due to redundancy: 1/3 of the average monthly gross salary for each full year of service

**Permanent**

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Serbian. A handwritten signature is required.	RSD	Up to 6 months	-

**Termination**

- In Serbia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	- 5 days	- 5 days	- 5 days
<b>Notice Period - Regular</b>	- 15 days  - Employment contract may determinate a longer notice period, but not longer than 30 days	- 8 - 30 days  - The exact notice period should be agreed in the employment contract.	- 8 - 30 days  - The exact notice period should be agreed in the employment contract.
<b>Severance Pay</b>	-	- Mandatory in case of dismissals due to redundancy: Minimum 1/3 of the average monthly gross salary for each full year of service	- Mandatory in case of dismissals due to redundancy: Minimum 1/3 of the average monthly gross salary for each full year of service

**2025 Public Holiday**

- If a public holiday falls on a Sunday, the next working day is a day off

Date	Name
01 Jan - 02 Jan	New Year's Day
07 Jan	Orthodox Christmas Day
15 Feb - 16 Feb	Statehood Day of the Republic of Serbia
18 Apr - 21 Apr	Orthodox Easter
01 May - 02 May	Labor Day
11 Nov	Armistice Day

**Leave**

Leave Type	Entitlement	Notes
Annual Leave	20 working days	All staff after 1 months' continuous service
Sick Leave	30 working days	All staff
Maternity and Childcare Leave	365 calendar days Maternity: 28 days before birth. 90 days after	All expectant mothers used up until the child is 3 months All mothers - balance of remaining maternity used for childcare

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