

## Serbia

### Worker Classifications

There are no official subcategories of Workers in Serbia.

### Fixed Term Contracts

Fixed-term contracts are permitted in Serbia, but generally cannot be longer than 24 months. Employees on fixed-term contracts have the same rights and obligations as those on indefinite contracts.

### Probationary Periods

Probationary periods are permitted in Serbia. During the probationary period, notice of at least five working days (or as contracted) is required to terminate the employment relationship.

### Holidays

Workers recognize 10 paid public holidays in Serbia and a worker may be entitled to more depending on their religion. If the public holiday falls on a Sunday, it is recognized on the next working day. Work performed on a public holiday must be compensated at 110%.

### Vacation

Workers receive at least 20 days of paid vacation per year in addition to a vacation allowance. In the first year of employment or until the Worker has worked for six months, they accrue half of the leave amount monthly. Accrued but unused leave is payable at termination.

### Sick Leave

Workers are entitled to sick pay any time they are ill or injured without limitation. Sick leave is paid by the employer. Workers must deliver a doctor's note within three days certifying the inability to work.

### Working Hours

A regular workweek is 40 hours per week. Workers cannot work more than 12 hours per day including overtime. During the working day, Workers are entitled to a 30-minute rest break. Workers are also entitled to 12 hours of rest per day and 24 hours of rest per week.

### Overtime

Any hours worked in excess of the standard workweek are considered overtime. Overtime must be limited to four hours per day and eight hours per week. Overtime is payable at at least 126%. Workers cannot opt out of overtime regulations.

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### Mandatory Bonuses

A 13th-month salary is not mandatory or customary in Serbia.

### Termination

Termination must be based on one of the following approved legal grounds: failure to achieve work results due to incompetence, a work-related criminal act, failure to return to work within 15 days after a permissible leave, a Worker's intentional breach of a work duty or rule, redundancy, or (in limited situations) the Worker's refusal to add an annex to the employment agreement. Termination for inability to complete the job due to incompetence requires notice between 8 and 30 days. Any other grounds for termination do not require notice.

### Resignation

Workers do not need to provide a reason for resignation but must provide at least 15 days' notice.

### Other End Of Employment Rules

In the case of redundancy (layoff due to an employer's economic, organizational, or technical changes), Workers are entitled to severance.