

EMPLOYMENT IN SERBIA

Your rights and opportunities



*A Handbook for Asylum Seekers, Persons Granted Asylum
and Persons Granted Temporary Protection*



GOVERNMENT
OF SERBIA



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COMMISSARIAT
FOR REFUGEES AND MIGRATION
OF THE REPUBLIC OF SERBIA

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What do I need in order to start working in Serbia?

The right to work is one of your fundamental rights in Serbia. If you have been granted **refugee status**, **subsidiary protection**, or **temporary protection**, you have the **right to work legally**. You do not need a **single permit for residence and work¹** – **your identity card**, issued by the Asylum Office of the Ministry of the Interior, is sufficient.

If you are an **asylum seeker**, you may start working **six months after submitting your asylum application**, provided that you have your asylum seeker identity card and a document confirming your status, both issued by the Asylum Office. Please note that submitting an asylum application is not the

same as expressing an intention to seek asylum. In order to acquire the right to employment after six months, you must formally submit an asylum application.

How can I find a job?

A useful first step in finding employment is to **register with the National Employment Service (NES)**. The NES is a public service that assists job seekers regardless of their nationality, connects them with employers, and provides a wide range of services that can facilitate access to employment. It has branches in all cities and municipalities throughout Serbia. To use NES services, you need to **register in person at the branch office** in your place of residence, on any working day between 8:00 a.m.

1 According to Law on Employing Foreigners, applied as of 1 February 2024.

and 2:30 p.m. Please bring your identity card and your **Foreigner Registration Number (EBS)** issued by the Ministry of the Interior.

You may also register electronically, in Serbian, by sending the completed **First Registration Form**² (*Prva prijava na evidenciju*) to the email address of the competent NES branch according to your place of residence or stay. The form can be completed on a computer and saved with all entered data, or printed, completed by hand, scanned or photographed, and sent together with all required supporting documents to the **email address of the competent branch office**. After that, an NES employee will contact you and inform you about the next steps.

Once registered, you will be invited to meet with an **employment counsellor**, who will provide information about your rights and obligations, the services offered by the NES, and employment opportunities available to you. Following this interview, the counsellor will keep you informed about job vacancies and employment opportunities. You are also required to respond to all invitations from the Service.

Your employment counsellor is the **first point of contact for planning your future career**. Be sure to ask about educational measures and programmes organised by the NES, such as labour market training programmes, employer-requested training, internships, professional work placements, and practical skills acquisition programmes. These opportunities may be particularly useful while you are undergoing the process of recognition of your foreign educational qualifications³ or if you wish to train for a new profession.

If your foreign educational qualification has not been recognised in Serbia, you may register as an

unemployed person only as an unskilled worker. Together with your employment counsellor, you will identify, through an Individual Employment Plan, the measure or measures that best suit your needs and for which you meet the eligibility requirements.

More information is available on the NES website, where you can also browse current job vacancies and apply for them directly: <https://www.nsz.gov.rs/>.

If you have been granted **refugee status** or **subsidiary protection**, an **integration counsellor from the Serbian Commissariat for Refugees and Migration (SCRM)** will also inform you about employment opportunities after jointly preparing your **Individual Integration Plan**. The counsellor may assist you in entering the labour market by:

- 1) Helping you obtain the documents required for registration with the NES and employment agencies;
- 2) Assisting you in initiating the procedure for recognition of foreign educational qualifications;
- 3) Facilitating your participation in additional education and training programmes aligned with labour market needs;
- 4) Supporting your inclusion in active labour market policy measures.

What other ways are there to find a job, besides using NES services?

Another useful option is to create a personal profile on **Infostud Poslovi**⁴, the leading online job-search platform in Serbia. The platform is available in Serbian and English.

2 <https://nsz.gov.rs/filemanager/Files/Dokumenta/Obrasci/Elektronski%20obrazac%20za%20prijavljivanje%20na%20evidenciju.pdf>

3 <https://www.unhcr.org/sites/rs/files/legacy-pdf/HANDBOOK-ON-CAREER-GUIDANCE-FOR-REFUGEES-.pdf>

4 <https://poslovi.infostud.com>

You can search job advertisements by field of work, location, and a variety of other criteria and filters available on the website. The platform can also be added as an application to your mobile phone for easier access.

Another possibility is to seek assistance from the **UN Refugee Agency (UNHCR) in Serbia**, which cooperates with employers to promote the **decent employment** of refugees and asylum seekers and to strengthen understanding of their rights and needs in Serbia.

On the UNHCR Serbia website, you can find a **List of Employers and Frequently Available Positions**⁵ and contact UNHCR if you are interested in applying for any of these opportunities.

Together with IKEA, which employs refugees and supports their integration through training, donations, and other initiatives, UNHCR has launched the **#ForRefugees Private Sector Network**⁶ (#Zalzbeglice). The network consists of compa-

nies and business associations that are willing to support refugees through employment, training programmes, product donations, public awareness activities and similar initiatives.

UNHCR also cooperates with other companies and employers that offer decent employment in accordance with the laws of the Republic of Serbia. For example, we work with **employment agencies** such as Qonnexa and Adecco, which you may also contact for assistance in finding a job.

Finally, you can always **ask about job opportunities within the community where you live**. This will certainly be easier if you have learned Serbian. When speaking with potential employers, it is important to be aware of your **rights in the workplace**.

What are my rights at work in Serbia?

Before starting a job in Serbia, it is important to **understand your rights** as an employee. Employment relationships in Serbia are governed by the Labour Law⁷, which establishes the minimum rights guaranteed to all employees. We will begin with the most important document in any employment relationship: the employment contract.

What must every employment contract contain and why is it important?

Employment begins with a written **employment contract**, which is signed by you, as the employee, and your employer. Before signing, it is important to **read the contract carefully** and make sure that it includes everything you have agreed upon with your employer.



5 https://help.unhcr.org/serbia/wp-content/uploads/sites/45/2025/08/Opportunities-for-employment-in-Serbia_UNHCR-Serbia.pdf

6 <https://www.unhcr.org/rs/en/network-companies-forrefugees>

7 <https://www.paragraf.rs/propisi/employment-act-republic-serbia.html>

If anything is unclear, be sure to discuss it with your employer before signing the contract. The employment contract is signed in **three copies**, one of which should be given to you.

Every employment contract **must include**:

- » The employer's name and address;
- » Your full name and your permanent or temporary address;
- » The type and level of your qualifications;
- » The type and description of the work you will perform;
- » The place of work;
- » The type of employment relationship – permanent or fixed-term (including its duration);
- » The starting date of employment and working hours;
- » The amount of your basic salary, the method for determining work performance, allowances, and other forms of compensation;
- » Deadlines for payment of salary and other benefits;
- » A reference to any applicable collective agreement or internal labour regulations;
- » The duration of daily and weekly working hours.

An employment contract may also include additional rights and obligations that are important for you as an employee. These may include, for example, the **number of annual leave days** (the legal minimum is 20 working days), the possibility of taking **sick leave**, the required **notice period** for termination of employment, and your rights related to **pension and health insurance**. These provisions are usually included only when they differ from the standards already established by the Labour Law.

The contract may also contain a **probationary period** clause. A probationary period allows both you and your employer to assess whether the job is a good fit. It cannot last longer than six months. During the probationary period, either party may terminate the contract, provided that a notice period of at least five working days is given.

An employment contract may be:

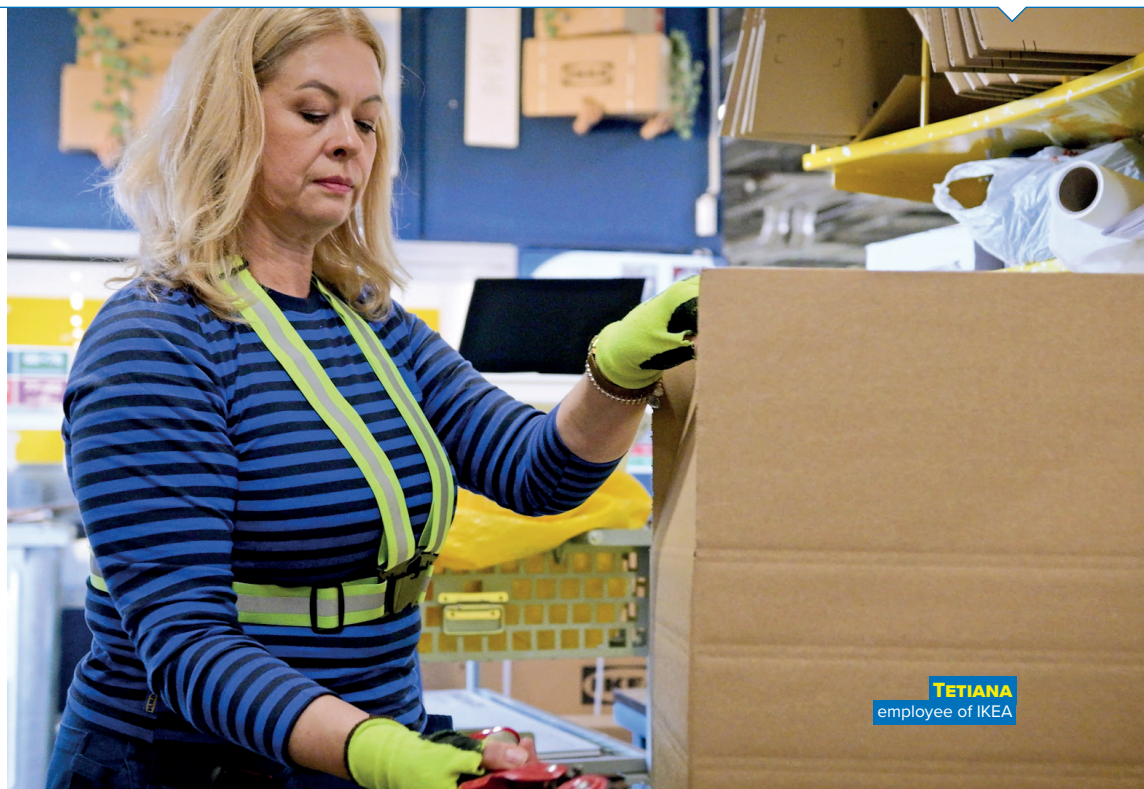
- 1) Open-ended (permanent)** – meaning that the contract does not have a specified end date;
- 2) Fixed-term** – meaning that employment is agreed for a specific period of time in advance (for example, seasonal work or temporary increases in workload).

If you enter into a **fixed-term contract**, it may last for a maximum of 24 months, either continuously or with interruptions. An interruption of less than 30 working days is not considered a genuine break in employment. A fixed-term contract may exceed 24 months if you are replacing an employee who is temporarily absent. In that case, your employment may continue until that employee returns to work.

If you continue working for at least five working days after the expiry of a fixed-term contract, your employment relationship automatically becomes open-ended. Otherwise, employment ends upon the expiry of the agreed contract term.

In Serbia, you may enter into employment if you are **at least 15 years old**. If you are under 18 years of age, you must obtain **written consent** from your parent or legal guardian. In addition, if you are under 18 and attending school, the law does not allow you to work during school hours. You may not work more than 35 hours per week or 8 hours per day.

Furthermore, employees under the age of 18 are generally prohibited from working at night, except in certain activities related to culture, sports, the arts, and advertising, or when it is necessary to continue



TETIANA
employee of IKEA

work interrupted by force majeure, provided that such work is temporary, must be completed without delay, and the employer does not have a sufficient number of available adult employees.

Employees under 18 years of age may not perform work involving particularly strenuous physical labour, underground work, underwater work, work at significant heights, or work that exposes them to harmful radiation or toxic substances. Such work may be performed by a person under 18 only if a competent health authority confirms that it is not harmful to their health. If you have any questions or uncertainties regarding your employment contract, you may seek assistance from an **integration counsellor of the Serbian Commissariat for Refugees and Migration**, who can help explain and interpret its provisions.

What types of employment contracts exist?

In addition to standard employment, an employer may engage you to perform work that **does not constitute a regular employment relationship**. In such cases, you may sign either a **temporary and occasional work contract** or a **service contract**.

A **service contract** (*ugovor o delu*) may be used only for work that is *not part* of the employer's regular business activities. This means that an employer cannot use this type of contract to hire you for work that falls within the scope of its established permanent positions.

A service contract **must always be concluded in writing** and should clearly describe the work to be performed, as well as the start and completion

dates of that work. The contract also specifies the amount of compensation and the rights and obligations of both parties. An employer may conclude a temporary and occasional work contract for tasks that, by their nature, do not last longer than 120 working days within a calendar year. Such a contract may be concluded with an unemployed person, an employee who already works part-time and wishes to work up to full-time hours, or an old-age pension beneficiary.

For certain professions, when entering employment for the first time, you may be required to complete a **traineeship (internship period)**. This is a period of professional training during which you acquire the knowledge and skills necessary for independent work in the profession for which you were educated. A traineeship may last for **up to one year**, and for certain qualifications and professions even longer, as determined by specific legal regulations. As a trainee, you are entitled to a salary amounting to **at least 80% of the wage** established for the position to which you have been assigned.

If you sign a **professional training contract**, you may receive compensation for your engagement; however, this compensation is **not considered an official salary**. For various forms of specialization or professional development, you may also conclude a **professional development contract**.

Why is it risky to work without a proper contract, “in the grey economy”?

Working “in the grey economy” is **illegal** and means working **without any legal protection**. It does not provide any employment, social security, or health-care rights. In practice, this may mean that you have **no guaranteed right to wages, annual leave, sick leave, pension insurance, or health insurance**. Such work is **undeclared and unlawful**, and it may leave you completely unprotected in the event of an injury, illness, or any dispute with your employer.

Work “in the grey economy” includes any form of employment in which the worker is engaged **without compliance with legal obligations** and contrary to labour regulations. Examples include:

- » Working **without a written employment contract**;
- » Being engaged under **contracts that do not reflect the true nature of the work**, such as a service contract or a temporary and occasional work contract, even though the work is regular and there are grounds for establishing an employment relationship;
- » Working **without being registered for social insurance** – your employer is required to register you with the Pension and Disability Insurance Fund (PIO Fond) and the Republic Health Insurance Fund and provide you with a copy of the registration within 15 days;
- » Performing work for an employer who is **not registered, does not hold the required permits, or does not comply with legal standards**;
- » Working **outside regular working hours or beyond the legally permitted limit for overtime work**;
- » Working in situations where **you have not received your wages** or where **part of your wages is paid in cash and off the record**;
- » Working for a business that operates **without issuing fiscal receipts** for goods or services provided.

I want to end my employment. What should I know about resigning?

If you wish to terminate your employment relationship, you must submit your resignation to your employer **in writing, at least 15 days before the date** on which you intend to stop working.

An employer may also terminate your employment contract, but only if there is a justified reason for doing so. Before terminating your contract, the employer is required to **inform you in writing** of the issue and give you **at least eight days** to respond to the allegations or reasons presented.

If the employer decides to terminate your employment, this must be done through a **written decision**, which must be delivered to you personally. Upon termination of employment, the employer is **obliged to pay you**:

- » Any wages that remain unpaid up to that date; and
- » Any other amounts owed to you (such as allowances, overtime pay, daily allowances, or other benefits) that you have earned up to your last day of work.

How are my working hours determined during the day or week?

In Serbia, full-time employment means working **40 hours per week, usually eight hours per day**. If you work fewer hours than that, this is considered **part-time employment**. For jobs that have been professionally assessed as particularly difficult, demanding, or harmful to health, working hours may be **reduced by up to 10 hours per week**. If you work reduced hours, you are entitled to **the same rights** as employees working full-time!

In certain situations, such as an unexpected increase in workload or other urgent circumstances, an employer may require **overtime work**. It is important to know that overtime work may not exceed **eight hours per week**.

In addition to overtime, an employer may introduce a redistribution of working hours due to the nature of the business, more efficient use of work resources, or the completion of specific tasks. Within a calendar year, redistributed working hours

may be applied for up to six months, and no longer than nine months in total. In cases of redistributed working time, working hours may not exceed 60 hours per week.

If you work between **10:00 p.m. and 6:00 a.m.** the following day, this is considered **night work**.

If you are **under 18 years of age**, special rules apply to protect you in the workplace:

- » Full-time working hours may not exceed **35 hours per week** and **8 hours per day**;
- » **Overtime work and redistribution of working hours are not permitted**;
- » **Night work is prohibited**, except in certain situations expressly allowed by law;
- » You may not perform **particularly strenuous physical work**, work **underground, underwater**, or at significant **heights**, work involving exposure to **radiation or hazardous substances**, or any work that health authorities consider dangerous or harmful to your health.

What are my rights to rest breaks and leave at work?

During each working day, you are entitled to a rest break of at least 30 minutes, provided that you work six hours or more. This break cannot be taken immediately at the beginning or at the very end of the working day.

If, due to the nature of your work, you cannot leave your workplace (for example, if you work with customers or in shifts that cannot be interrupted), your employer must organize the break in a way that allows you sufficient time to rest without disrupting the work process. **Time spent on your rest break is counted as working time.**

Within every 24-hour period, you are entitled to **at least 12 consecutive hours of daily rest**. In addition, you are entitled to a **weekly rest period**



of at least **24 consecutive hours**, which is usually taken on Sundays.

After working **continuously for at least one month**, you become entitled to **annual leave**. Annual leave cannot be shorter than **20 working days**, while the exact number of days is determined by the employer's internal regulations and your employment contract. Annual leave may be taken **all at once or in several parts**.

You are entitled to annual leave only if you have concluded an open-ended (permanent) or fixed-term employment contract.

What do I need to know about my right to wages?

For any work you perform, you have the **right to fair and adequate remuneration**. Serbia's Labour Law guarantees that all employees working for

the same employer must receive **equal pay for equal work or work of equal value**. Wages must be paid **at least once a month**, no later than the end of the current month for work performed in the previous month. Wages must always be paid in money, not in goods or services, unless otherwise provided by law.

Serbia has a legally established **minimum hourly wage**, which serves as the basis for calculating the **minimum wage** – the lowest amount an employer may pay an employee for standard work performance. This means that **every employee**, regardless of the type of work they perform, is entitled to a wage that cannot be lower than the legally prescribed minimum.

For example, as of January 2026, the minimum hourly wage in Serbia is **RSD 371 per working hour**, excluding taxes and social contributions. To calculate the monthly minimum wage, this amount

is multiplied by the number of working hours in a given month. Since the number of working days varies from month to month (typically between 20 and 23 days), the monthly amount also varies. For instance, in a month with 22 working days, the minimum gross wage amounts to RSD 65,296.00.

Why is social insurance important? What does it include?

When you are legally employed in Serbia, you are entitled to **social insurance**. This means that you – as an insured person – as well as your family members, are **protected in situations** such as illness, injury, old age, disability, the death of a family member, or unemployment.

In Serbia, social insurance covers three areas:

- 1) **Health insurance**
- 2) **Pension and disability insurance**
- 3) **Unemployment insurance.**

Contributions for all three types of insurance are paid as a percentage of your salary, and your employer is required to make these payments regularly and accurately:

How are my safety and health protected in the workplace?

Workplace safety is extremely important, as workplace accidents can result in serious injuries or even tragic outcomes. Employers are **legally required to report every workplace injury** involving an employee to the competent authorities and to submit an accident report.

As an employee, you have the **right to be informed about all hazards** in your workplace and about the proper and safe way to perform your work. A hazard is anything that may cause physical or mental harm.

Health hazards may lead to occupational illnesses such as hearing loss, respiratory problems, injuries caused by repetitive strain and improper movements, as well as injuries such as burns, cuts,

1 HEALTH INSURANCE

– Contributions for health insurance are paid to the **Republic Health Insurance Fund (RFZO)**. Based on these contributions, you become entitled to a valid **health insurance card**, which gives you access to doctors, hospitals, and health-care services in general.

2 PENSION AND DISABILITY INSURANCE

– Contributions for pension and disability insurance are paid to the **Pension and Disability Insurance Fund (PIO Fund)**. These contributions are recorded throughout your entire working life. Later, if you meet the legal requirements for retirement, your pension will be calculated and paid based on the contributions made during your years of employment.

3 UNEMPLOYMENT INSURANCE

– Contributions for unemployment insurance are paid by both you and your employer to the **National Employment Service (NES)**. If you lose your job, this insurance may entitle you to receive **unemployment benefits** for a period prescribed by law. Contributions for unemployment insurance are paid only if you are employed under an open-ended (permanent) employment contract, a fixed-term employment contract, or a temporary and occasional work contract.

fractures, spinal injuries, and even accidents with fatal consequences.

For your safety, it is advisable to ask your employer the following questions:

- 1) *What hazards or risks are present in my workplace?*
- 2) *Whom can I contact if I am unsure how to perform a task safely?*
- 3) *What should I do if I notice that something is unsafe or that a hazard exists?*
- 4) *Which occupational safety and health rules and procedures am I required to follow?*
- 5) *What protective equipment should I use? Will I receive training on how to use it properly?*
- 6) *How should I act in an emergency? Whom should I notify immediately if I am injured?*
- 7) *What are my duties and responsibilities regarding occupational safety and health at work?*

I have experienced workplace harassment, discrimination, or I have not been paid my wages. What can I do?

It is important to report any of the situations described above if they occur. As a first step, try to discuss the issue with your supervisor or the human resources department of the company where you work. You may also seek advice from integration counsellors at the SCRM or from UNHCR.

If discussions with your employer do not lead to a solution, you may contact the relevant public authorities, such as:

- » The Labour Inspectorate of the Ministry of Labour, Employment, Veteran and

Social Affairs, which is obliged to visit your employer and prepare an inspection report if there is evidence of a violation;

- » The Commissioner for the Protection of Equality, an independent state institution to which you may submit a written complaint concerning discrimination. A human rights organization may also submit a complaint on your behalf.

To recognize violations of your rights in the workplace, it is important to be familiar with the basic provisions of the Labour Law described in this handbook. It is equally important to know that the Labour Law places special emphasis on the prohibition of discrimination in employment:

“Direct and indirect discrimination against persons seeking employment and employees is prohibited on the grounds of sex, birth, language, race, skin colour, age, pregnancy, health condition or disability, nationality, religion, marital status, family responsibilities, sexual orientation, political or other beliefs, social origin, property status, membership in political organizations or trade unions, or any other personal characteristic.”

What opportunities do I have for retraining, training programmes and further education in Serbia?

As mentioned earlier in this handbook, you can discuss **educational measures and training programmes** offered by the **National Employment Service (NES)** with your **employment counsellor**. You can also visit the NES website⁸, where you can find information about various training opportunities and courses, such as active job search skills training, job search club, labour market training programmes or programmes supporting the start of a business.

You can also obtain information about career development opportunities at one of the Career Information and Counselling Centres⁹ (CIPS) located in Belgrade, Novi Sad, Niš, Kragujevac, Jagodina, Čačak, Šabac, Sremska Mitrovica, Kikinda, Zrenjanin, Pančevo, Požarevac, and Zaječar. Details about these centres are available on the NES website.

In addition, you may **contact UNHCR** to learn about training opportunities available through cooperation with private-sector partners, as well as programmes such as “Knowledge to Work” (*Znanjem do posla*).

For information related to the recognition of diplomas and qualifications, education opportunities in Serbia, and career guidance, you can also consult the “Handbook on Career Guidance for Refugees”¹⁰, available in Serbian and English on the websites of the National Qualifications Agency and UNHCR.

I want to start my own business in Serbia. Can I receive support and what kind of support is available?

Before starting your own business, it is advisable to **assess the viability of your business idea** in the Serbian market. NES organizes **entrepreneurship training programmes** and also provides financial support in the form of self-employment subsidies and one-time financial benefits.

At your local **NES branch office**, you can obtain information about the appropriate legal form of business activity, business registration procedures, tax and other financial obligations, how to prepare a business plan, eligibility requirements for self-em-

ployment subsidies and opportunities to receive financial assistance and one-time benefits.

In addition, you may contact **banks** that offer support to start-up entrepreneurs. Such support may include not only business loans, but also business advisory services and mentoring. When approaching banks, you may also seek assistance from UNHCR, particularly if a bank is unwilling to accept you as a client.

What types of jobs require a licence to work in Serbia?

It is important to know that certain occupations require a **sanitary certificate** (for example, in the hospitality sector), while others require a **medical examination**, particularly jobs involving increased occupational risks (for example, in the construction industry).

For certain professions, such as those in the fields of **medicine** and **tourism**, it is necessary to obtain a **professional licence** before you can work. For medical professionals, the basic requirement for employment is the **recognition (nostrification) of diplomas and qualifications obtained in the country of origin** through the Agency for Qualifications. More information on this procedure can be found in the previously mentioned “Handbook on Career Guidance for Refugees”.

In addition to diploma recognition, there are **specific requirements for practising a health profession in Serbia**. One of these requirements is the completion of a **traineeship (internship period)** and passing a **professional licensing examination**. Physicians complete their traineeship in public or private health-care institutions, working 40 hours per week according to an approved programme.

9 <https://www.nsz.gov.rs/nsz/centar-za-informisanje-i-profesionalno-savetovanje-cips--mreza/4175>

10 <https://www.unhcr.org/rs/wp-content/uploads/sites/40/2025/05/HANDBOOK-ON-CAREER-GUIDANCE-FOR-REFUGEES-.pdf>

The traineeship lasts 26 weeks (six consecutive months).

There is a possibility for the Ministry of Health to **recognize all or part of a traineeship** completed abroad. To qualify, the training programme completed abroad must correspond to the traineeship programme required in Serbia, and this equivalence must be documented.

Upon completing their traineeship, physicians apply to the Ministry of Health to take the **professional licensing examination**. The examination consists of a general and a specialized part. The general part covers constitutional and legal regulations governing employment relationships, pension and disability insurance, health care, health insurance, and patients' rights. The specialized part assesses the professional knowledge required for the independent practice of medicine.

The examination is conducted orally, which means that sufficient knowledge of the Serbian language is required. Please note that professional examinations passed abroad cannot be recognized in Serbia.

More detailed information about traineeships and professional examinations for health professionals is available on the website of the Ministry of Health¹¹

Membership in the Serbian Medical Chamber (Lekarska komora Srbije) is mandatory for all physicians who, after passing the professional examination, work in health-care institutions, private medical practices, social welfare institutions, correctional facilities, and other health-related settings. Registration is carried out upon the physician's application to the regional chamber responsible for the area in which the physician resides.



¹¹ <https://www.zdravlje.gov.rs/tekst/350573/pravilnik-o-pripravnickom-stazu-i-strucnom-ispitu-zdravstvenih-radnika-php>, and <https://www.zdravlje.gov.rs/tekst/333408/strucni-ispiti.php>

Useful employment-related links

Serbian Commissariat for Refugees and Migration – Integration Support

<https://kirs.gov.rs/lat/azil/pomoc-pri-integraciji-azil>

Startuj Infostud – for secondary school Students, university students, and early-career job Seekers

<https://startuj.infostud.com/>

National Employment Service (NES)

<https://www.nsz.gov.rs/>

Job Info Centre

<https://jobinfo.rs/>

Agency for Qualifications

<https://azk.gov.rs/>

Lako do posla – Employment Platform

<https://www.lakodoposla.com/>

UN Refugee Agency (UNHCR) in Serbia

<https://help.unhcr.org/serbia/living-in-serbia/>

<https://www.unhcr.org/rs/en/integration-resources-0>

Labour Inspectorate of the Ministry of Labour, Employment, Veteran and Social Affairs

<https://informator.preduzetnistvo.gov.rs/kontakt>

Infostud Poslovi – Job Search Platform

<https://poslovi.infostud.com/>

Commissioner for the Protection of Equality of the Republic of Serbia

<https://ravnopravnost.gov.rs/en/>

eGovernment Portal (eUprava)

<https://euprava.gov.rs/>



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