
The Law on International Secondments and Employee Protection

11 July 2018

In brief

The Law on International Secondments and Employee Protection applicable as of 9 July 2018 has been published in the Republic of Serbia Official Gazette Nos. 91/2015 and 50/2018.

The subject matter of the Law

The Law governs the rights of employees on international secondment, the terms and conditions of the secondment procedure and the employer's obligations towards employees seconded abroad, the cooperation between different public agencies and organisations providing administration services relating to the protection of the rights of employees seconded abroad, as well as the law enforcement supervision.

Key guidelines

The new Law clearly defines the types of secondment, and

describes and explains certain terms in more detail. The Law provides more precise penalty classification criteria and increases penalties.

The most significant change made to the Law involves the withdrawal of the requirement for international secondments to be notified to the Ministry of Labour. Under the new Law, all relevant information relating to international secondments shall be sent directly to the Ministry of Labour from the Central Registry.

As of the effective date of this Law, the employer's obligation to file with the Ministry of Labour notifications on secondments abroad and

certificates issued by the Central Registry of Compulsory Social Insurance shall cease; the obligation of the Ministry of Labour to post such notifications on its web site shall also cease.

The employer still has the obligation to complete the necessary assignment preparations and to change the base for the insurance with the Central Registry of Compulsory Social Insurance.

Regarding the subject mentioned above, as of the effective date of this Law the Rulebook on the Format of the Notification on Secondments Abroad shall also cease to be valid.

Let's talk!

For a deeper discussion of how this issue might affect your business, please contact:

PricewaterhouseCoopers Consulting d.o.o.
88a Omladinskih brigada street
11070 Belgrade
Tel: +381 11 33 02 100
www.pwc.rs

Branka Rajicic
Partner
branka.rajicic@rs.pwc.com

Ivana Veličković
Senior Manager
ivana.velickovic@rs.pwc.com

Jelena Prica
Senior Consultant
jelena.prica@rs.pwc.com