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Reform Impact SEASONAL EMPLOYMENT IN AGRICULTURE

As of January 2019, the Law on Simplified Employment for Seasonal Jobs in agriculture has been in force, which has significantly facilitated the method of registering seasonal workers. Workers can now register electronically, on a daily basis, while the calculation of taxes and contributions is done automatically only for the days when the employee actually worked.

Who are the seasonal workers in agriculture?

60% employed in 2019 also worked on seasonal jobs in previous years

As much as **60%** hired through the portal in 2019 in the last 5 years have not been **8%** concurrently receive financial social assistance

33% come from **Vojvodina**, **32%** from **South** and **East Serbia**



Vojvodina from Sout East Serb

1/2 are on the NES records on average about 4 years and only 1% exercise the right to compensation in case of unemployment

> In addition to seasonal work, 7% were employed on some other basis

In 54% of cases only one member, and in 43% of cases two family members work on seasonal jobs

1/3 come from **a family of four**, where one or two members are minors

What did the reform bring to us?



In 2019, there were formally employed 29,778 seasonal workers, which is 8.5 times more than in the previous year. It has been estimated that in 2019 at least 37% of the total number of seasonal workers in Serbia were registered, compared to 5% in 2018.



In 2019, a total of **311 employers** (70% are legal entities) used the electronic portal for employee registration and **employed a total of 26,609 seasonal workers.**



2.2 million euros were paid to the state budget for taxes and contributions.



After this reform, there was an **increase in the number of workers employed via TI work contracts by 11%** in 2019.



40% of workers who were employed in 2018 via TI work contracts **are now employed through the electronic portal.** Bigger employers have "transferred" 80% of their employees to the electronic system, while small employers have mostly continued with TI work contracts.



It turned out that **employers clearly differentiate** between the workers needed for **shorter period** (15-21 days) which they **employ through the portal**, and the workers they need **for several months** (up to 95 days) who they mostly employ **via a TI work contract.**



97% of surveyed employers are aware of the possibilities offered by the Law, and the words they associate with the reform are **"speed and efficiency"**. They are most satisfied with the introduction of fixed amounts of taxes and contributions per day, but also with the portal, which they consider to be easy to use, descriptive, offering clear and timely information.



What do we need to work on in the future?



ADDITIONAL INFORMATION FOR SEASONAL WORKERS ABOUT THE BENEFITS OF LEGAL LABOR

Workers who learned about the electronic portal and have been registered, often **consider the rights they have thus exercised as less relevant** versus the rights acquired by the status of an unemployed person.



ADDITIONAL INFORMATION FOR AGRICULTURAL HOLDINGS (NATURAL ENTITIES) ABOUT THE PORTAL

Only 99 natural entities in 2019 **used the system** although it has been estimated that about 15% of farms of **about 380,000 in total employ additional workers.**



DISCUSS THE RELATIONSHIP BETWEEN SEASONAL WORK AND THE RIGHT TO A FAMILY PENSION

There is a fear that **most of the seasonal workers on the NES records** (about 35%) **would not agree to be registered** if that would mean **a loss of previously acquired rights** since the seasonal work **does not generate sufficient income** on an annual basis.



ADDITIONAL PROMOTION AND IMPROVEMENT OF THE LOCAL SERVICE CENTERS WORK

Only **15% of service centers** received **any sort of query** from employers and workers, and a bit **less than a third** of employers **evaluated their usefulness positively.** Only **3 out of 15 surveyed municipalities** have **special contact phone numbers** for service centers, while, on average, **we could get in touch with every fifth municipality.**



BETTER USE OF DATA FROM THE REGISTER OF SEASONAL WORKERS

In accordance with the Law, data from the Register, **are accessed only by the NES officials**, and since the process of employing seasonal workers **often occurs outside the NES**, employers continue to face **the problem of not being in position** to quickly and easily **find skilled workers**.

Seasonal employment reform was initiated and supported by NALED in cooperation with the German Development Cooperation within the "Increasing Employment Opportunities for Seasonal Workers in Southeast Europe" Project.

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