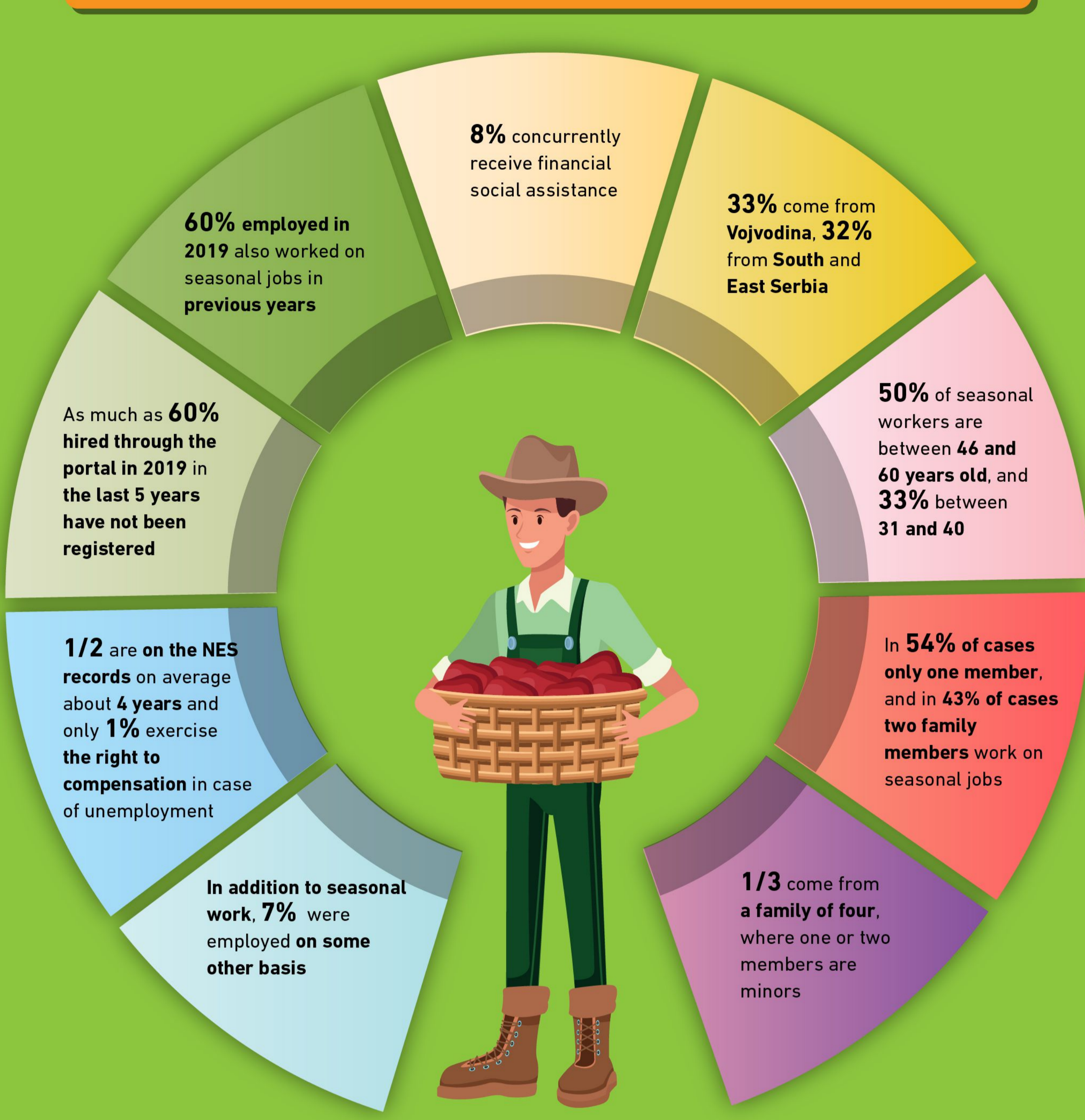


Reform Impact

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?



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.