



Mobile ESS unit cost vs benefit calculation in Serbia

What are the costs of salary in Serbia?

The costs of salary in Serbia are based on a payroll structure with components applicable to employers. To begin with employee salary costs, each individual is obligated to submit an income tax, charged at a flat rate of 10%.

What benefits do employees in Serbia get?

Employees in Serbia are entitled to mandatory benefits such as health insurance through the national health insurance system, pension and disability insurance through the pension system, and unemployment insurance to support individuals who become unemployed.

Why should employers offer competitive benefits packages in Serbia?

Employers operating in Serbia must adhere to the country's labor laws, which mandate specific benefits and contributions designed to protect workers and ensure social security. Beyond these legal requirements, offering competitive benefits packages is essential for attracting and retaining talent in a dynamic job market.

How much social security do employees pay in Serbia?

Employees are also paying social security contributions - 5,15% for health insurance contributions, 14% for pension fund, and 0,75% for unemployment fund. Employers in Serbia also contribute to the social security system, with 10% contributions to a pension fund and 5,15% contributions to health insurance.

Will Belgrade reimburse travel expenses for employees?

The issue of reimbursing travel expenses for employees in Serbia's capital, Belgrade, has become particularly interesting following the mayor's decision to make public transportation in Belgrade free of charge, starting from January 1, 2025. Coverage for business trips within Serbia and abroad, including transport, accommodation, and meals.

How does social security work in Serbia?

Social security in Serbia encompasses several key types of mandatory insurance, including: Both employees and employers contribute to social security. The salary or wage compensation serves as the contribution base for both parties. While a portion of these contributions is deducted from the employee's salary, the employer also covers a share.

Use our Serbia Payroll Calculator for the 2025 tax year to effortlessly calculate your net salary, income tax, social security contributions, and other deductions. Accurate and easy-to-use, it's your go-to tool for payroll calculations in Serbia.



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