

Country:



I - Employment through job contract

Type of position	Monthly Base Gross Salary	Monthly Net Salary	Total Monthly Salary cost	Other expected benefits
Team Lead	4079-6301	3000-5000	4654-6876	Expected: - Private Health Insurance - Laptop and other equipment - 25+ days of vacation Desirable: - Private Pension Fund - Bonds and Shares of the company - Bonuses
Architect	4079-5746	3000-4500	4654-6320	
Senior Developer	3523-4635	2500-3500	4098-5209	
Intermediate Developer	1690-3523	1200-2500	1971-4098	
Junior Developer	1119-1690	800-1200	1305-1971	

Note: Taxes and contributions in Serbia are 16.15% on top of monthly gross salary

II - Employment on entrepreneurship basis / contractors

Type of position	Monthly Base Gross Salary	Monthly Net Salary	Total Monthly Salary cost	Other expected benefits
Team Lead	N/A	4200-6700	4500-7000	Expected: - Private Health Insurance - Laptop and other equipment - 25+ days of vacation Desirable: - Private Pension Fund - Bonds and Shares of the company - Bonuses
Architect	N/A	4200-6200	4500-6500	
Senior Developer	N/A	3700-5700	4000-6000	
Intermediate Developer	N/A	1700-3700	2000-4000	
Junior Developer	N/A	900-1700	1200-2000	

Limitations, if any, of contractor type of engagement // legislation in country of scope

For Contractors, the Employer pays the amount from Total Monthly Salary cost and the employee pays all the taxes and contributions (around 300eur), which enables a higher net amount for them. The limitation for this type of agreement is an "Independence Test" that aims to prevent this type of contract to be misused. It can be used for Contractors only, not as a substitute for a permanent working contract.

Recommended is to use Job contract on indefinite period of time with 6 months probation period. Notice period in Serbia is up to 30 days.

Employment/engagement through ManpowerGroup if a company has no legal entity in the country of scope	Job contract	Contractors	Additional comments
	YES	YES	

General preference towards remote work at the market	Yes	No	Relative
Team Lead	*		
Architect	*		
Senior Developer	*		
Intermediate Developer	*		
Junior Developer	*		

Short overview of IT talent pool in the country of scope

IT market in Serbia has a solid ratio of cost and quality. Talent pools can vary from small to medium/large depending on specific technologies.

Serbia has 3 main University Centers: Belgrade, Novi Sad, and Niš.

We have around 2000 IT companies present on our market, 70% of them are Software related.

The most common tech stack includes Java, c#/dotnet, php, JavaScript, Angular, React, Vue, Node.js.

Motivational factors of IT talent pool

Main motivators for job change are:

- Better working conditions (salary, more flexible working hours, more vacation days..)
- New technologies
- Interesting project

Source: MP Market Experience