

INSTITUTE OF COMPARATIVE LAW
FACULTY OF LAW, JOSIP
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BOOK OF ABSTRACTS
FROM THE INTERNATIONAL SCIENTIFIC CONFERENCE

**20 YEARS OF THE CONVENTION ON THE
RIGHTS OF PERSONS WITH DISABILITIES**
25-26 September 2025

Editors:
Aleksandra Rabrenović
Helga Špadina

Belgrade, 2025

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SOCIAL ENTREPRENEURSHIP AND EMPLOYMENT OF PERSONS WITH DISABILITIES IN THE SERBIAN LABOUR MARKET

The first anti-discrimination legislation which was passed in the Republic of Serbia (RS) in 2006 was the Law on Preventing Discrimination of Persons with Disabilities. Three years later the Serbian National Assembly adopted the Law on the Prohibition of Discrimination, as an umbrella legislation, which provides protection from discrimination in different fields of social life based on diverse personal characteristics, including disability. The legal act which focuses exclusively on the employment of persons with disabilities in the RS is the Law on Professional Rehabilitation and Employment of Persons with Disabilities. This law introduced quotas for the employment of persons with disabilities which require every employer with more than 20 employees to employ one person with disability. Although this kind of measure can improve the level of employment of persons with disabilities, they still face different obstacles to enter the labor market. One innovative way for the employment of these people is social entrepreneurship which combines classical economic side of the business, which aims to maximize its profit, with the objective of resolving different social challenges, such as employment of people with disabilities. The legislative framework of this kind of entrepreneurship in the RS was adopted in 2022, as the Law on Social Entrepreneurship, and is looking very promising.

The objective of this paper is to analyse employment of people with disabilities through the social entrepreneurship. The aim is to systematize current challenges and incentives for the implementation of the Law on Social Entrepreneurship regarding the improvement of the employability of persons with disabilities. The methodology framework includes doctrinal method which will support the analysis of the legislative framework on social entrepreneurship coupled with identification of concrete gaps which slow down its full implementation. The descriptive method will illustrate examples of social enterprises which employ people with disabilities in the RS, and emphasize their positive impact, and serve as a role model for the development of social entrepreneurship in the future.

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