

INSTITUTE OF COMPARATIVE LAW  
FACULTY OF LAW, JOSIP  
JURAJ STROSSMAYER UNIVERSITY OF OSIJEK

**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

**BOOK OF ABSTRACTS**  
FROM THE INTERNATIONAL SCIENTIFIC CONFERENCE  
**20 YEARS OF THE CONVENTION ON THE RIGHTS**  
**OF PERSONS WITH DISABILITIES**  
25-26 September 2025

**Publishers:**

Institute of Comparative Law, Belgrade, Serbia  
Faculty of Law, Josip Juraj Strossmayer University of Osijek, Croatia

**On behalf of the publishers:**

Prof. Jelena Čeranić Perišić, PhD  
Prof. Tunjica Petrašević, PhD

**Editors:**

Dr. Aleksandra Rabrenović, Institute of Comparative Law, Belgrade, Serbia  
Prof. Dr. Helga Špadina, Faculty of Law, Josip Juraj Strossmayer University of Osijek, Croatia

**Programme Committee:**

Prof. Nataša Lucić, Faculty of Law Josip Juraj Strossmayer University of Osijek, Croatia; Prof. Valentina Ranaldi, Niccolo Cusano University of Rome, Italy; Prof. Strinivasan Soondrasan Pillay, University of Durban, South Africa; Dr. Lazar Stefanović, ALL Institute, Faculty of Law and Criminology, Maynooth University, Ireland; Dr. Draško Gajić, Faculty of Political Sciences, Banja Luka, Bosnia and Herzegovina; Dr. Andrea Rekanović Radonjić, Faculty of Political Sciences, Banja Luka, Bosnia and Herzegovina; Dr. Vesna Čorić, Institute of Comparative Law, Belgrade, Serbia; Dr. Ana Knežević Bojović, Institute of Comparative Law, Belgrade, Serbia; Dr. Katarina Jovičić, Institute of Comparative Law, Belgrade, Serbia; Dr. Milica Matijević, Institute of Comparative Law, Belgrade, Serbia; Dr. Miloš Stanić, Institute of Comparative Law, Belgrade, Serbia; Dr. Jovana Rajić Čalić, Institute of Comparative Law, Belgrade, Serbia; Dr. Jovana Misailović, Faculty of Law, University of Kragujevac, Serbia.

**Reviewers:**

Dr. Mario Reljanović, Institute of Comparative Law, Belgrade, Serbia  
Prof. Zorica Vukašinović Radojičić, University of Criminal Investigation and Police Studies, Belgrade, Serbia  
Dr. Vladimir Mikić, Institute of Comparative Law, Belgrade, Serbia

**Organisational Committee:**

Ljubomir Tintor, Institute of Comparative Law, Belgrade, Serbia  
Djordje Timotijević, Institute of Comparative Law, Belgrade, Serbia

**Print breaking:**

Dogma, Beograd

**Print:**

BIROGRAF COMP D.O.O.

**Circulation:**

100 copies

**ISBN 978-86-82582-39-7**

This Book of Abstracts is a result of research within the project "Adapting the Legal Framework to Social and Technological Changes with a Special Focus on Artificial Intelligence," carried out by the Institute of Comparative Law in 2025 with financial support from the Ministry of Science, Technological Development and Innovation of the Republic of Serbia (contract number 451-03-136/2025-03/200049).

## **THE CHALLENGES OF REASONABLE ACCOMMODATION IN EMPLOYMENT OF PERSONS WITH DISABILITY IN SERBIA**

Reasonable accommodation of work and working conditions is traditionally linked to the position of persons with disabilities, although the authors rightly point out that reasonable accommodation should be linked to the position of other categories in the employment relationship. Reasonable accommodation is a tool for achieving real equality, and can refer to the adjustment of working conditions, work equipment, and working hours. Reasonable accommodation arose as a need for those employees whose abilities to perform work differ.

When it comes to persons with disabilities, reasonable accommodation is an integral part of the right to work in the Republic of Serbia. Reasonable accommodation can include job adjustments and workplace adjustments. The aforementioned adjustments required by persons with disabilities are accompanied by the epithet reasonable, indicating that they are modifications that are necessary and minimal. From the above, we conclude that the request for accommodation is made for the purpose of individualization, that is, to discover the needs of a specific person with a disability, which must be met in order for them to be able to work. Since a person with a disability cannot work without meeting these needs, this means that reasonable accommodation is a type of condition for the employment of persons with disabilities.

Therefore, in this paper, we start from the hypothesis that this condition is the one without which the employment of persons with disabilities as a vulnerable group will not even exist, as a condition *sine qua non*. Furthermore, in the paper, we will consider whether the refusal of reasonable accommodation by an employer in the Republic of Serbia constitutes discrimination, taking into account the role of the state in establishing reasonable accommodation, as a financial aspect of that accommodation.

---

\* <https://orcid.org/0000-0003-4658-3451>

CIP - Каталогизација у публикацији  
Народна библиотека Србије, Београд

**INTERNATIONAL scientific conference 20 years of the convention on the rights of persons with disabilities (2025 ; Beograd)**

Book of abstracts from the International scientific conference 20 years of the convention on the rights of persons with disabilities, 25-26 september 2025, Belgrade / editors Aleksandra Rabrenović, Helga Špadina. - Belgrade : Institute of Comparative Law ; Osijek : University, Faculty of law, Josip Juraj Strossmayer, 2025 (Beograd : Birograf comp). - 79 str. ; 25 cm

"...Book of abstracts is a result of research within the project 'Adapting the legal framework to social and technological changes with a special focus on artificial intelligence'..." --> kolofon. - Tiraž 70. - Str. 9: Preface / editors.

ISBN 978-86-82582-39-7

1. Rabrenović, Aleksandra, 1972- [urednik] [autor dodatnog teksta]  
a) Особе са инвалидитетом -- Међународна заштита -- Апстракт  
341.231.14-056.26(048)

COBISS.SR-ID 175153417