

Serbia's Care Workforce Gap

A sustainable, gender-responsive long-term care system

Panel presentation | Vladimir Petronijevic

Home care coverage falls far short of need

- 1.49m people are aged 65+
- 12,606 home-help users in 2024
- 1,245 caregivers; 64.4% accredited
- No service in 33 municipalities

Demand will rise — and the care burden is gendered

Workforce pathway

1,245 (2024) → 15,000 floor

17,000 by 2035 → 19,000–20,000
by 2052

2035 cost: EUR 183-211 million/year

Gender impact

70.8% of users are women (home-
help service)

Unpaid care: women 17.9% of time;
men 8.7%

Scale services, professionalise care, retain workers

- Universal municipal coverage
- 100% accredited training and decent work
- Need-, hours- and geography-based standard
- Fund 17,000 by 2035; review every 3 years
- Track gender outcomes and workforce migration

The policy choice is broader than hiring

Three priorities

- Care as infrastructure
- Dynamic workforce targets
- Coverage, quality and equality

Thank you