

# FIC INDEX FOR 2025

TABLE 1: RANKING BY PROGRESS IN IMPLEMENTING RECOMMENDATIONS IN 2025

Rating in 2025		Average score in 2025	Average score in 2024	Change of scores in 2025	Significant progress 2025	Certain progress 2025	No progress 2025	Average time of delayed recommendations 2025	Rating in 2024
<b>Sectors</b>									
1	Digitalization	2.50	2.29	0.21	2	2	0	2.0	2
2	Telecommunications	2.27	1.67	0.61	6	2	3	3.3	9
3	Energy Sector	2.13	2.63	-0.49	6	5	4	3.4	1
4	Tobacco Industry	2.00	n/a	n/a	0	4	0	1.0	n/a
5	Capital market trends	2.00	2.00	0.00	1	3	1	6.8	5
6	Protection of Competition	1.70	2.00	-0.30	1	5	4	7.6	6
7	Taxes: Electronic Business Model	1.67	1.63	0.04	1	4	4	2.2	12
8	Law on Central Register of Beneficial Owners	1.67	1.67	0.00	0	2	1	4.0	8
9	Labour: Employment of Foreign Nationals	1.67	1.67	0.00	1	0	2	4.0	10
10	Public Procurement	1.67	2.00	-0.33	0	2	1	6.0	4
11	Illicit Trade and Inspection Control	1.63	1.29	0.34	0	5	3	3.4	22
12	Payment Services	1.60	1.33	0.27	0	3	2	3.2	17
13	Customs	1.60	1.20	0.40	0	3	2	6.2	26
14	Taxes: Property Tax	1.60	1.00	0.60	0	3	2	7.8	46
15	Pharmaceutical Industry	1.55	1.70	-0.15	1	9	10	4.8	7
16	Real Estate: Cadastral Procedures	1.50	1.23	0.27	1	5	8	3.2	24
17	Industry of Crude Oil, Gas and Petroleum Products	1.50	1.14	0.36	1	2	5	3.3	27
18	Real Estate: Construction Land and Development	1.45	1.33	0.12	1	3	7	2.3	18
19	Protection of Users of Financial Services	1.43	2.00	-0.57	0	3	4	3.6	3
20	Law on Public Notaries	1.40	n/a	n/a	0	2	3	4.8	n/a
21	Prevention of Money Laundering	1.40	1.40	0.00	0	2	3	8.6	16
22	Taxes: Value Added Tax	1.36	1.08	0.28	2	0	9	6.7	31
23	State Aid	1.33	1.50	-0.17	0	1	2	3.0	15
24	Real Estate: Restitution	1.33	1.33	0.00	0	1	2	8.0	20
25	Environmental Regulations	1.30	1.55	-0.25	0	3	7	2.4	14
26	Transport	1.29	n/a	n/a	1	6	21	1.0	
27	Consumer Protection	1.25	1.67	-0.42	0	1	3	1.0	11
28	Food & Agriculture: Regenerative Agriculture	1.25	n/a	n/a	0	1	3	1.0	n/a
29	Trade	1.25	1.60	-0.35	0	1	3	1.8	13
30	Arbitration Proceedings	1.25	1.00	0.25	0	1	3	7.5	45
31	Law on Personal Data Protection	1.22	1.07	0.15	0	2	7	5.6	32
32	Taxes: Personal Income Tax	1.22	1.11	0.11	0	2	7	7.0	29
33	Food & Agriculture: Food and Food Contact Material Inspections	1.20	1.00	0.20	0	1	4	5.8	41

Rating in 2025		Average score in 2025	Average score in 2024	Change of scores in 2025	Significant progress 2025	Certain progress 2025	No progress 2025	Average time of delayed recommendations 2025	Rating in 2024
<b>Sectors</b>									
34	Taxes: Tax Procedure	1.17	1.00	0.17	0	2	10	7.2	44
35	Leasing	1.17	1.00	0.17	0	1	5	9.0	48
36	Foreign Exchange Operations	1.14	1.33	-0.19	0	1	6	7.1	19
37	Food & Agriculture: Food Safety Law	1.14	1.00	0.14	0	1	6	7.3	43
38	Judicial Proceedings	1.14	1.00	0.14	0	1	6	8.0	47
39	Public-Private Partnerships	1.08	1.08	0.00	0	1	11	6.7	30
40	Private Security Industry	1.07	1.22	-0.15	0	1	13	4.0	25
41	Law on Whistleblowers	1.00	1.00	0.00	0	0	5	1.0	53
42	Factoring	1.00	n/a	n/a	0	0	4	1.0	n/a
43	Food & Agriculture: Synergy of Science and Business for the well-being of Customers and a Healthier Diet	1.00	n/a	n/a	0	0	5	1.0	n/a
44	Mining and Geological Research	1.00	1.00	0.00	0	0	14	1.6	33
45	Insurance	1.00	1.00	0.00	0	0	31	2.7	34
46	Tourism & Hospitality	1.00	1.00	0.00	0	0	12	2.8	35
47	Labour: Occupational Health and Safety	1.00	1.00	0.00	0	0	6	3.3	36
48	Labour: Labour Law	1.00	1.00	0.00	0	0	11	4.4	39
49	Intellectual Property	1.00	1.00	0.00	0	0	7	4.9	37
50	Labour: Staff Leasing	1.00	1.00	0.00	0	0	3	5.0	38
51	Company Law	1.00	1.00	0.00	0	0	8	6.0	42
52	Food & Agriculture: Quality and Labelling of Food Products	1.00	1.00	0.00	0	0	4	6.3	40
53	Law on Bankruptcy	1.00	1.25	-0.25	0	0	8	6.6	23
54	Real Estate: Mortgages and Real Estate Financial leasing	1.00	1.00	0.00	0	0	5	7.0	50
55	Labour: Human Capital	1.00	1.00	0.00	0	0	7	7.6	51
56	Labour: Secondment of Employees Abroad	1.00	1.00	0.00	0	0	3	8.3	49
57	Taxes: Corporate Income Tax	1.00	1.00	0.00	0	0	9	9.3	52
58	Taxes: Parafiscal Charges	1.00	1.00	0.00	0	0	6	11.3	55
59	Labour: Law on Vocational Rehabilitation and Employment of Persons with Disabilities	1.00	1.33	-0.33	0	0	3	13.7	21
<b>AVERAGE/TOTAL</b>		<b>1.32</b>	<b>1.30</b>	<b>0.02</b>	<b>25</b>	<b>97</b>	<b>348</b>	<b>5.0</b>	
<b>Areas</b>									
	Real Estate and Construction	1.32	1.23	0.09	2	9	22	5.1	
	Food and Agriculture	1.12	1.00	0.12	0	3	22	4.3	
	Taxes	1.29	1.10	0.19	3	11	47	7.4	
	Labour	1.09	1.09	0.00	1	0	35	6.6	

## RANKING METODOLOGY

Starting with the 2017 edition of the White Book, we have included in our annual report a ranking of economic sectors according to the progress made in implementing the FIC recommendations for improving the business climate and regulations in Serbia. Foundations for the ranking methodology were laid down in the White Book for 2011, which provided first tables with scorecards assessing the progress achieved in the previous year. Based on that, we proceed in 2018 with compiling quantitative scores that measure progress and compare the level of accomplishments across sectors and years. The scores are calculated on a Likert-type scale with three levels: significant progress (3 points), certain progress (2 points) and no progress (1 point). Certain progress is the exact midpoint between the two extreme values of significant progress and no progress.

Each methodology of ranking qualitative assessments has advantages and disadvantages. The advantage is that qualitative data can be reduced to a small number of numerical indicators or scores that can be compared in an obvious way. Thus, one can immediately see whether progress has been made in a given year compared to the previous one and which sectors should be credited the most.

Ranking problems, on the other hand, are multiple. As FIC members are treated equally, each sector has the same weight in compiling the outcome. It is true that the FIC singled out several sectors as "Pillars of Development" but does not set them apart from other sectors in the ranking process. Furthermore, sectors are not identical, so there must necessarily be a different number of particular recommendations. Moreover, the composition of these recommendations may change from year to year according to

the dynamics of changing regulations and economic policies of the Government of Serbia. In this regard, there is no fixed number of recommendations, nor a predefined questionnaire with possible recommendations, evaluated by FIC members and published by the White Book.

Of course, the mean value of scores suppresses some of the information that matters and, above all, the variability of progress in the recommendations. In this edition of the White Book, we will approximate this variability by the number of recommendations without progress, which can easily be compared with the total number of recommendations. We will use this as an ancillary criterion for assessing sector progress. It did matter when the proposals were first suggested and how much time elapsed before they were adopted. The longer the waiting period, the less valuable their progress will be, as it produces a positive effect later. We still do not use this criterion in the ranking procedure, but we list it in the table as additional information.

Each chapter of the White Book, beside the label, has the score of that chapter. Additional to individual sectors, there are 4 cross-cutting areas: Real Estate and Construction, Food and Agriculture, Labour Regulations and Taxes. Table 1 clearly shows which sectors comprise each area. The six cross-cutting areas are listed in the bottom section of Table 1 in a separate bracket.

In this 2025. report, we presented 59 topics with 461 new recommendations. In the previous year, there were 61 topics and 470 recommendations. The average score for fulfilling the recommendations published in 2024 is 1.30, and this year it is 1.32. The average waiting time for recommendations to be fulfilled is 5 years.