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Ivica Lazović was born in 1975. He is a professional civil servant currently serving as the Director of the Republic Agency for Peaceful Settlement of Labor Disputes. He has completed studies at various levels, including the Faculty of Law at the University of Belgrade, the Faculty of Political Sciences, and the Faculty of Philosophy. He obtained his doctorate from the Faculty of Political Sciences at the University of Belgrade with a thesis titled "Human Resource Management in the State Administration of the Republic of Serbia: Analysis of Personnel Unit Systems." He also holds a master's degree in Administration and Management from the same faculty, specializing in Political Systems. He completed his undergraduate studies at the Faculty of Law, where he defended his thesis on "Protection of Rights in Employment Relations in the Former Yugoslav Republics," and at the Faculty of Philosophy, where he defended his thesis on "The Role of Trade Unions in Organizing Strikes during the Post-Socialist Transformation of Serbian Society." Ivica Lazović completed the fourth highest level of professional development at the National Defense School "Voivoda Radomir Putnik," part of the Military Academy of the University of Defense, in the field of Security and Defense Studies as a student of the 11th class in 2022.

Ivica Lazović has completed several international specialist training programs, among which the most significant are the programs organized by the Swedish Institute for Public Administration (SIPU International). He participated in the three-year program "Development of Modern Human Resource Management in the State Administration of the Republic of Serbia" from 2004 to 2006. He also had multiple study visits to Sweden and completed the "Training of Trainers in Management and Human Resource Development" program at SIPU International in Stockholm.

In 2007, he successfully completed the one-year specialist course "Leadership Skills" at the French National School of Administration (École nationale d'administration, ENA) in coordination with the Personnel Management Service. He also completed a three-month specialist course on "Modern Anti-Corruption Methodology" organized by the Center for Management in Belgrade, with the support of the Swedish International Development Cooperation Agency (SIDA),

defending his final paper in 2005. Additionally, he completed a four-module training program on "Quality Management in the Public Sector" organized by the SIGMA Program, OECD, and the Government of the Republic of Serbia in 2011.

Furthermore, he completed a one-year postgraduate study program in Political Theory and Practice of Democracy at the Alternative Academic Educational Network, defending his final thesis in 2002.

Ivica Lazović has participated in numerous other professional seminars, training sessions, workshops, and conferences. Here are some notable examples:

- "Writing Policy Proposals" organized by the Office for European Integration, Belgrade Open School, and Friedrich Ebert Foundation (2005)
- "Training for Job Analysts" within the Central Team as part of the Salary System Reform project, organized by the European Agency for Reconstruction and consulting firms HELM and Euroekna (2006)
- International seminar organized by Monash University (Melbourne, Australia) and the Faculty of Economics, University of Belgrade, on the topic of "Human Resource Management for Business Efficiency Improvement" (2008)
- Specialized seminar by the International Labour Organization (ILO) on collective labor dispute resolution (2015)
- One-month program on "Empowering Leadership Skills in Public Administration" implemented by PwC Academy with the support of the European Policy Centre and the Government of the Republic of Serbia (2016)
- Participation in the training session "Changes in Administrative Law and Environmental Acquis" organized by the Faculty of Law and Jean Monnet (2020)
- Completion of interdisciplinary courses on policy creation and analysis at the Faculty of Law, University of Belgrade (2021)

These are just a few examples, indicating Ivica Lazović's active involvement in professional development and continuous learning in various areas related to his field of expertise.

Since 2003, Ivica Lazović has been employed as a professional civil servant. He has held various positions in different institutions. From 2003 to 2006, he worked at the Ministry of Public Administration and Local Self-Government in the Central Human Resources Development Unit, where he was responsible for planning and monitoring human resources management. From 2006 to 2007, he worked in the Personnel Management Service of the Government of the Republic of Serbia, where he was involved in organizing and implementing training programs and standardizing job descriptions.

From 2007 to 2012, he worked at the Ministry for Kosovo and Metohija as the Head of the Department for Personnel and General Legal Affairs. Later, from 2012 to 2015, he served as the Manager of the Group for Personnel and General Legal Affairs at the Office for Kosovo and Metohija.

After successfully completing the competition, he was appointed as the Deputy Director of the Republic Agency for Peaceful Settlement of Labor Disputes in 2015. He held this position until 2021, when he went through another competition and was appointed as the Director of the agency. He has also passed the state professional exam for working in state institutions.

Ivica Lazović is an accredited lecturer at the National Academy for Public Administration. He has conducted five training courses on Human Resources Management, Internal Rulebook Development, Civil Servant Socialization in Position, Decision Making, and Workplace Harassment. He has also served as a lecturer for the Personnel Management Service, conducting

four training courses on Human Resources Management, Introduction to the Job, Integrity Plans as a Mechanism for Combating Corruption, and Management in Public Administration.

He has been a proposer and coordinator of the project "Implementation of Quality Management System in the Office for Kosovo and Metohija's Work Procedures," implemented in 2014 in collaboration with the Institute for Research and Projecting in Industry at the Faculty of Mechanical Engineering, University of Belgrade, with financial support from the Swedish PROFID Fund. He has been a member of numerous working groups involved in drafting regulations, including the Law on Strikes, Law on Peaceful Settlement of Labor Disputes, Law on Socio-Economic Council, Law on Kidnapped and Missing Persons, Law on Seasonal Work, and others.

Ivica Lazović has obtained the academic title of "Research Associate" by the decision of the Scientific Committee for Law, Economics, and Political Science of the Ministry of Science, based on the recommendation of the Institute for Strategic Research of the University of Defense. He has also been appointed as an Associate Professor in the field of Public Law and General and Theoretical Sciences at the Faculty of Law, University of Business Academy in Novi Sad.

He is a member of the management board of the Association for Labor Law and Social Security and is actively involved in the Lawyers' Association of Serbia.

He has published several scientific papers and articles, of which the following are notable:

Papers published in internationally significant scientific journals (M20):

1. Ivica Lazović, Predrag Jelenković, "The Role of Communication in Increasing the Efficiency of a State Authority: A Case Study of the Republic Agency for Peaceful Settlement of Labor Disputes," *Tema, University of Niš*, (2020), 3/2020, UDK 316.744:349.2, <https://doi.org/10.22190/TEME180824066L>, pp. 1039-1053 (M24),
2. Ivica Lazović, "Do Unions Exist Among Civil Servants: An Analysis of Union Organizing in the Public Administration in Serbia," *Serbian Political Thought, Institute for Political Studies, Belgrade*, (2018), No. 3/2018, UDK 331.105.44:35.07(497.11), DOI: <http://doi.org/10.22182/spm.6132018.7>, pp. 141-156 (M24),

Papers from international scientific conferences (M30):

1. Ivica Lazović, Mile Radivojević, "Improvement of Operations of the Republic Agency for Peaceful Settlement of Labor Disputes Through the Use of New Information Technologies," *9th International Scientific Conference "Social Actors Facing the Challenges of Information Technologies in the Search for a New Vision of Social Peace," Proceedings, Belgrade, 2017, ISBN 978-86-86707-66-6, COBISS.SR-ID 236423948*, pp. 119-128 (M31),
2. Ivica Lazović, "Privatization and Growth of the Grey Economy as Followers of Transition," *International Scientific Symposium "Days of Archibald Reiss," Criminalistic-Police Academy in Belgrade, Thematic Proceedings, Vol.3, (2017), ISBN 978-86-7020-190-3, COBISS.SR-ID 249247756*, pp. 87-101 (M31),
3. Ivica Lazović, "Peaceful Settlement of Labor Disputes in the Republic of Serbia as a Contribution to the Legal Environment of Business," *21st International Scientific Conference on Economic and Social Development - Belgrade, Serbia, May 18-19, 2017, Book of Proceedings, ISSN 1849-7535*, pp. 21-28, (M31),

Monographs of national importance (M40):

1. Ivica Lazović, "Public Administration and Human Resource Management," *Media Center "Odborana," Military Book Library. Edition Focus; Belgrade, 2019, ISBN 978-86-335-0690-8, UDC 005.96:35.07, COBISS.SR-ID 279939852, 307 pages, scientific monograph (M43)*,

Papers in scientific journals of national importance (M50): M51

1. Ivica Lazović, "The Right to Strike in the Republic of Serbia, in Anticipation of the New Strike Law," *Legal Life, Kopaonik School of Natural Law, no. 11, 2018, Volume 3, ISSN 0350-0500, COBISS.SR-ID 517630396*, pp. 333-353, (M51),

2. Ivica Lazović, "The Right to Peaceful Resolution of Labor Disputes and Its Implementation in the Normative Framework of the Republic of Serbia," *Legal Life, Kopaonik School of Natural Law*, no. 11, 2017, Volume 3, ISSN 0350-0500, COBISS.SR-ID 517630396, pp. 343-354 (M51),

M52

1. Ivica Lazović, "Peaceful Resolution of Labor Disputes: Current Practices and Empirical Indicators for System Improvement," *Labor and Social Law - Journal for the Theory and Practice of Labor and Social Law*, 2022, no. 2/22, Belgrade, ISSN 1450-5800, pp. 163-182, (M52),
2. Ivica Lazović, "Regulating Ethical Conduct through Codes - Ethical Code of Mediators and Arbitrators," *Legal Life, Kopaonik School of Natural Law*, no. 11, 2019, Volume 3, ISSN 0350-0500, UDC 34 (497.11) (05), pp. 549-560, (M52),
3. Ivica Lazović, Mile Radivojević, "Contribution of the International Labor Organization to Peaceful Resolution of Labor Disputes," *Labor and Social Law - Journal for the Theory and Practice of Labor and Social Law*, 2019, no. 1/19, Belgrade, ISSN 1450-5800, UDC: 349.2:331.109.6, pp. 203-222, (M52),
4. Ivica Lazović, Mile Radivojević, "Current Trends and Possible Directions for Further Development of the Institute of Peaceful Resolution of Labor Disputes," *Labor and Social Law - Journal for the Theory and Practice of Labor and Social Law*, 2018, Belgrade, 2/18. ISSN 1450-5800, UDC 394.2-364, UDK 331.109.6, pp. 125-142, (M52),
2. Ivica Lazović, Mile Radivojević, "Challenges of Labor Legislation in the Field of Peaceful Settlement of Labor Disputes," *Labor and Social Law - Journal for the Theory and Practice of Labor and Social Law*, 2020, no. 1/20, Belgrade, ISSN 1450-5800, UDC 331.109, pp. 187-202, (M53),
3. Ivica Lazović, "Specificities of Public Administration and Human Resource Management in the European Union - Review of the Republics of the SFRY in the EU," *Administration and Public Policies, Institute for Political Studies, Belgrade*, No. 3/18, ISSN 2406-2529, UDC 35, Year IV vol. 10, pp. 17-32, (M53),

M54

1. Ivica Lazović, "Right to Housing for Roma, Status and Possibilities for Improvement," *Review of the Kopaonik School of Natural Law, Kopaonik School of Natural Law*, no. 11, 2020, Volume 3; ISBN-978-86-903009-7-6, pp. 646-660 (M54),

Uncategorized papers: Ivica Lazović (editor), "Handbook on Best Practices in Peaceful Settlement of Labor Disputes," *Belgrade: Initiative for Development and Cooperation - IRS*, 2018 (Belgrade: Printing Line), ISBN 978-86-917353-4-0, UDC 331.109.6 (497.11), COBISS.SR-ID 272669964.