

# Жене и мушкарци у Републици Србији

**Women and  
Men in the  
Republic  
of Serbia**

Београд/Belgrade, 2014

Republic of Serbia  
Statistical Office of the Republic of Serbia

# **Women and Men in the Republic of Serbia**

*First Edition*

Belgrade, 2014

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*Use of data from this publication is subject to quoting the source.*

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## Preface

“Women and Men in the Republic of Serbia” is the fourth publication presenting statistical data disaggregated by sex (the first was published in 2005, the second in the 2008 and the third 2011 year). Since 1999, the Statistical Office of the Republic of Serbia does not dispose of certain data for AP Kosovo and Metohija, so they are not contained in the data coverage for the Republic of Serbia (total).

The publication was produced after a review of the beneficiaries’ needs for monitoring the situation in society and relations between the sexes using statistical data, with the intention of rendering statistical data more useful in the design and implementation of policies aimed at eliminating inequalities and advancing equal opportunities.

Sex-disaggregated statistical data collected from the following institutions has been presented: the Statistical Office of the Republic of Serbia (SORS), the Institute of Public Health of Serbia, Ministry of Justice, Ministry of Interior, Ministry of Defence, National Employment Service, Republic Institute for Social Protection, the Republic Fund for Health Insurance, the Republic Fund for Pension and Disability Insurance, Serbian Academy of Sciences and Arts, Institute of Psychology, Faculty of Philosophy in Belgrade and The United Nations Children’s Fund (UNICEF).

This SORS publication provides a broad range of sex-disaggregated statistical data in the following fields:

1. Population
2. Health
3. Education
4. Social Protection
5. Judiciary
6. Employment
7. Earnings and Pensions
8. Time Use
9. Decision-Making

New additions to this publication in relation to the previous ones are the data obtained from the first Survey on Income and Living Condition and from the Study of Serbia’s population of health.

Regular systemic provision of statistical indicators and their improvement are a prerequisite for the analysis of the situation, the adoption of appropriate measures and the monitoring of their implementation.

The SORS is committed to building a sustainable institutional framework of gender statistics, to which this publication will also contribute.

We hope that this publication will contribute to advancing gender equality and improving the status of women in the Republic of Serbia and assist the planning and implementation of equal opportunity policies.

*Belgrade, December 2014*

Director of the Statistical Office of the Republic of Serbia,  
Professor Dragan Vukmirovic, PhD

## Introductory Remarks

**Sex** refers to biological characteristics of women and men which are universal, visible and obvious, and usually unchangeable.

**Gender** refers to a set of roles, obligations and expectations a society assigns and imposes on individuals depending on their sex. They may change over time and they differ from one society to another.

**Gender equality** refers to women and men having equal opportunities, rights and duties in their social, professional and family environments.

The Republic of Serbia is a signatory of a number of important and binding **international documents, which guarantee the equality of men and women and prohibit gender-based discrimination.**

Among these documents the most important documents are of the United Nations (Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women — CEDAW), the Council of Europe (European Conventions for the Protection of Human Rights and Fundamental Freedoms, the European Social Charter and the Council of Europe Convention on preventing and combating violence against women and domestic violence) and the European Union (EU Charter of Fundamental Rights).

Domestic guarantees of gender equality are the Constitution of the Republic of Serbia and relevant laws and regulations.

**The Constitution of the Republic of Serbia** (adopted in 2006) sets the legal basis for the introduction and regulation of the principles of gender equality in Serbia and establishes gender equality as a fundamental constitutional right. Under Article 15 of the Constitution, the state shall guarantee equality between women and men and develop equal opportunities policies. The Constitution also lays down the principle of prohibition of discrimination, including, inter alia, gender-based discrimination.

**The Gender Equality Law** (adopted in 2009) binds all public authorities to actively pursue equal opportunity policies, monitor the realisation of gender equality principles and supervise the exercise of international standards and constitutionally guaranteed rights within their remits. The Law addresses gender equality in employment, health care, family relations, education, culture, sports, political and public life and judicial protection.

**The National Strategy for Improving the Position of Women and Promoting Gender Equality** was adopted in February 2009. This document lays down a comprehensive and consistent state policy aimed at eliminating discrimination against women, improving their status and integrating the principle of gender equality in all spheres within the remits of state institutions, as one of the elements of a wider modernisation and democratisation of society. The Strategy focuses on women's participation in policy and decision making; in the economy, education and health; combating violence against women, and eliminating the presence of gender stereotypes in the media.

The policy of advancing the status of women and gender equality in Serbia aims at achieving the following **priority strategic objectives**:

- ▶ Realisation of women's right to take part in decision-making on an equal footing with men.
- ▶ Eradication of economic inequalities between women and men, elimination of direct and indirect discrimination and more effective use of women's resources in socio-economic development.
- ▶ Achieving gender equality in education and mainstreaming gender into education policy.
- ▶ Improving women's health and mainstreaming gender into health policy.
- ▶ Prevention and elimination of all forms of violence against women and establishing a comprehensive system of protection of women victims of violence.
- ▶ Achieving gender equality in the media, eradication of gender stereotypes and elimination of misogyny/hate speech from the media.

**Institutional mechanisms** in the Republic of Serbia charged with implementing and monitoring the process of advancing gender equality include the following:

- ▶ Gender Equality Committee of the National Assembly of the Republic of Serbia (established in 2002);
- ▶ Gender Equality Council of the Republic of Serbia (established in 2004);
- ▶ Ombudsman (Deputy Ombudsman in charge of gender equality, rights of children and persons with disabilities; the Law on Ombudsman was passed in 2005 and the Deputy Ombudsman was elected in 2008);
- ▶ Division for promotion of gender equality within the Ministry of Labour, Employment, Veteran and Social Affairs (established in 2014);
- ▶ Commissioner for the Protection of Equality (established under the Anti-Discrimination Law in 2010; the Commissioner was appointed in 2010);
- ▶ Coordinating Body for Gender Equality (established in 2014).

There are also provincial gender equality mechanisms in Serbia (the Provincial Secretariat for Labour, Employment and Gender Equality, the Provincial Ombudsman, the Provincial Gender Equality Council, the Gender Equality Committee of the Assembly of the Autonomous Province of Vojvodina, the Provincial Institute for Gender Equality), and local gender equality mechanisms, whose establishment by local self-governments is mandated under the Gender Equality Law.

**Gender-sensitive statistics** moves beyond simple disaggregation and presentation of existing data by sex, and recognises the need for monitoring the different problems and challenges faced by women and men in all walks of life.

The first international official debate on gender-sensitive statistics took place at the First World Conference on Women in Mexico City in 1975. The 1995 Beijing Declaration and Platform for Action, which provides a clear set of recommendations and guidelines for improving the status of women, also addresses gender-sensitive statistics. It lays down the obligation of states to ensure that statistics related to individuals is regularly collected, compiled, analysed and

presented by sex and age and that it reflects problems, issues and questions related to women and men in society.

Regular and comprehensive monitoring and presentation of gender-sensitive data allows for identifying gender discrimination in a society i.e. establishing whether there are inequalities between women and men. It also facilitates the design, planning and implementation of policies aimed at eliminating inequalities and improving the status of discriminated groups or individuals.





# 1. Population

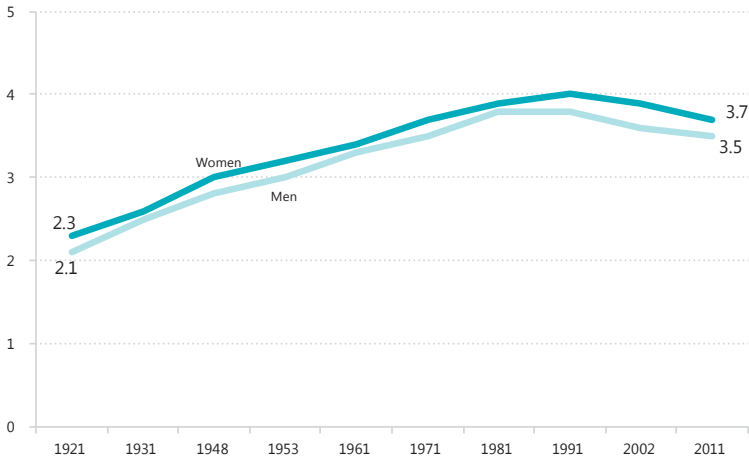
- ▶ **The mean age of population** represents the median age in the referent year.
- ▶ **Population estimates** are based on the results of population counts and on the annual results of the statistics of natural and mechanical changes in population (internal migrations).
- ▶ **Population projections** present the projected number of inhabitants for the referent year. The published data is calculated as a medium low variant. This variant is a combination of hypotheses regarding the medium low fertility rates, changeable mortality rates and changeable migrations in the projection period.
- ▶ **Household** is taken to be every family or other group of persons who live together and share their living expenses (habitation, food, etc). Household can be single-person or multi-person, whether persons are in kin relationships or not.
- ▶ **Population by family structure** consists of the population referenced to sex, marriage and kinship characteristics.
- ▶ **Family** is a union consisting of a married or cohabiting couple, or parents (both or one) and their children. Thereby, a child is any person, regardless of the age and marital status, who lives in a household with one or with both parents and does not have a married/cohabiting partner or his/her own child in that household.
- ▶ **Total fertility rate** represents the total number of live-born children per woman aged 15–49.
- ▶ **Migrant population** includes persons who have changed their place of permanent residence within the territory of the Republic of Serbia in the referent year.
- ▶ **Daily migrants** are those persons who work or go to school/university outside of the place of their usual residence, but who return thereto on a daily basis or several times a week.
- ▶ **The at-risk-of-poverty rate** represents the share of persons whose equalized disposable income is below the relative poverty line. These persons are not necessarily poor, but they are at the higher risk of poverty than others.
- ▶ **At risk of poverty or social exclusion rate** correspond to the share of people who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Material deprivation covers indicators relating to economic strain and durables.



## ***Highlights...***

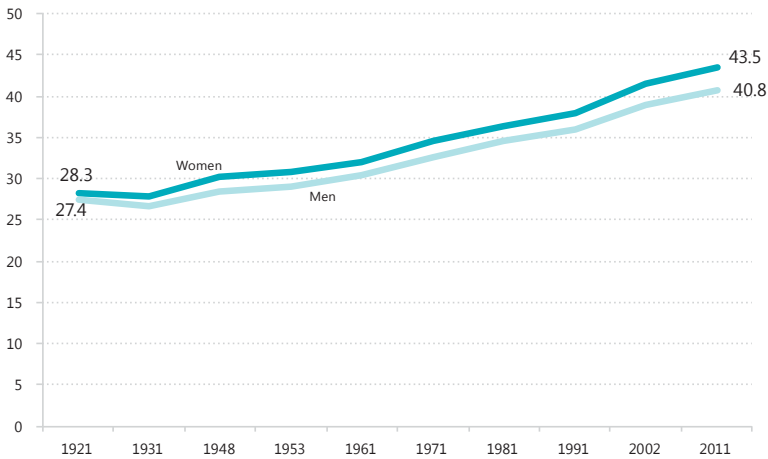
- ▶ 51.3% of the total population of the Republic of Serbia are women.
- ▶ Observed by age, there are more women at the adult and old population, while among younger population men are numerically dominant. On average, women are 2.7 years older than men.
- ▶ An average household in the Republic of Serbia has 3 members. The most prevalent are one-family households of married/cohabiting couples with children (every third household or 36.4%), then follow one-person households, which account for 22.3% of the total number of households, and then households of married/cohabiting couples without children (18.5%).
- ▶ Men are dominant as reference persons of the household in all multi-person households. In one-person households women are more dominant (60% women and 40% men). Therefore, in one-person households, whose reference persons are aged 65 and over, almost three-quarters are women, while among “singles” younger than 50 years men participate with 61%.
- ▶ “Mother with children” type family accounts for 79% of the total number of one-parent families. Over 70% of these families have only one child.
- ▶ More than a half, or 57% of men and 53% of women older than 15 are married/cohabiting. Among singles, women account for 15%, less than men (43% versus 58%). However, women are more prevalent among divorced persons, while in the category of widow/widower, women are even 3.6 times more numerous than men.
- ▶ Among the population aged 15 and over, 80% of women and 81% of men who are cohabiting are single formally, i.e. according to their legal marital status. Average age of cohabiting women is 39, and average age of cohabiting men is 42.
- ▶ As for sources of livelihood, women are more often than men in the category “dependant person” (57.6%), and, more often than with men, their main source of income is pension (57%), scholarships (56.5%) and social benefits (55.5%). Men are dominant in the categories of “other” (65.9%), loan/savings (64%), property incomes (63.8%), financial compensation for unemployed persons (60%) and salary (58%).
- ▶ Women are spatially more mobile: more than a half of them, or 53% of all women moved to the place of permanent residence from another settlement in the Republic of Serbia or immigrated from other countries, while 63% of men never moved. Most of the migrant population moved from another area: every fifth woman and 15% men.
- ▶ Among daily migrants who perform an occupation, there is a considerably higher share of men (62%) than women (38%). On the other hand, among daily migrants who attend school/university, the share of women is slightly higher — 51% compared to 49%.
- ▶ According to the results, the highest rate of poverty risk in 2012 is among the youth of both sexes, and it is 26.8 for women and 27.7 for men, while the lowest rate is among the elderly male population — 15.3.

### Population by censuses, by sex, 1921–2011 (in millions)



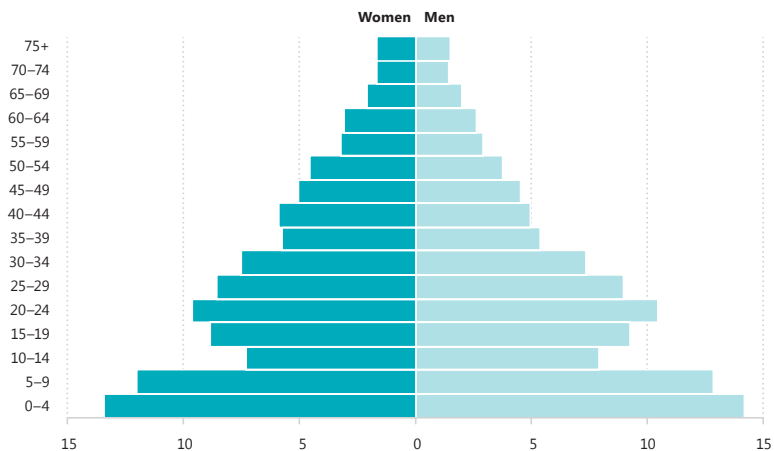
Source: Censuses of Population, Households and Dwellings, SORS

### Average age of population, by sex, 1921–2011



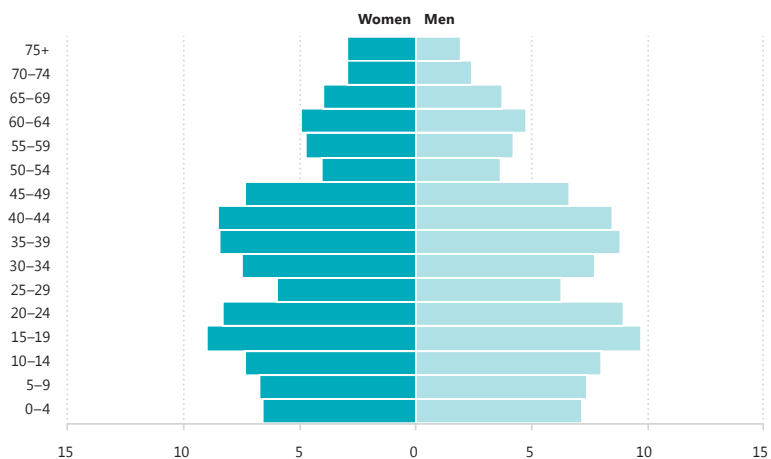
Source: Censuses of Population, Households and Dwellings, SORS

### Population by age and sex, 1931 (%)



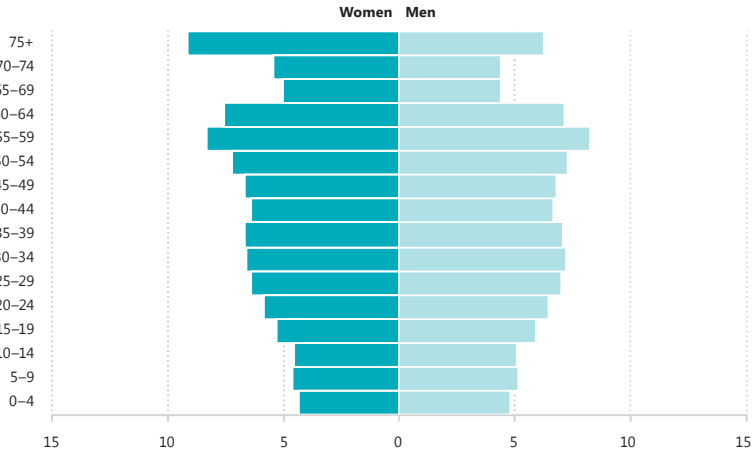
Source: Census of Population, SORS

### Population by age and sex, 1971 (%)



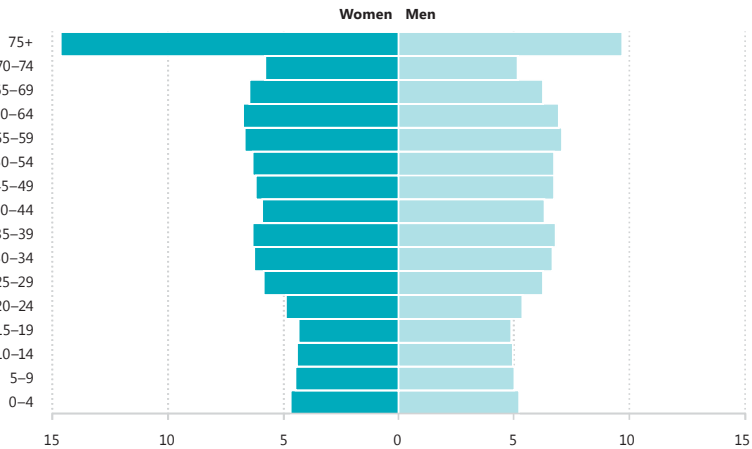
Source: Census of Population, SORS

**Population by age and sex, 2011 (%)**



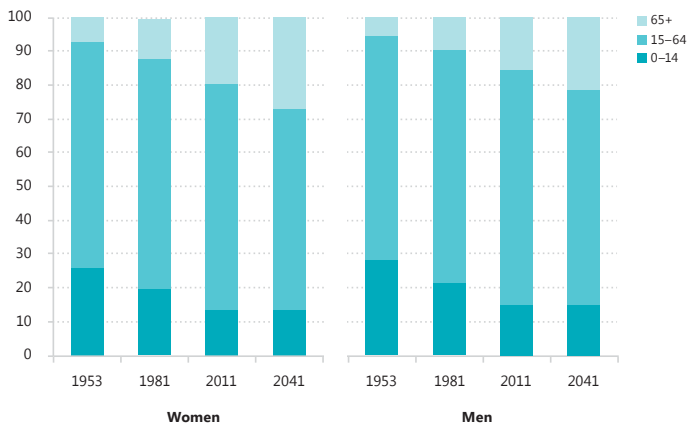
Source: Censuses of Population, Households and Dwellings, SORS

**Population by age and sex, projection, 2041 (%)**



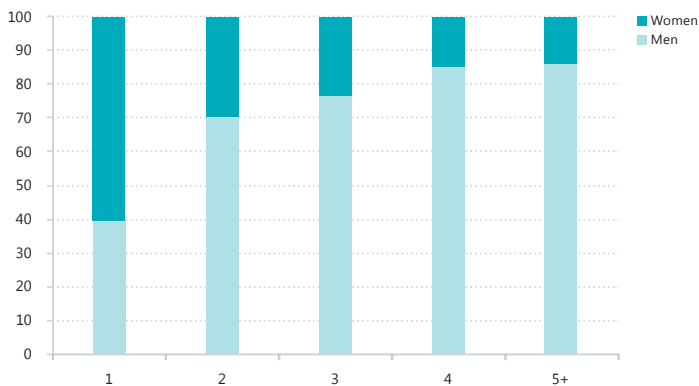
Source: Projection of Population, SORS

### Population by broad age groups and sex, 1953, 1981, 2011 and 2041 (%)



Source: Censuses and projection of Population, SORS

### Households, by number of members and sex of reference person of the household, 2011 (%)



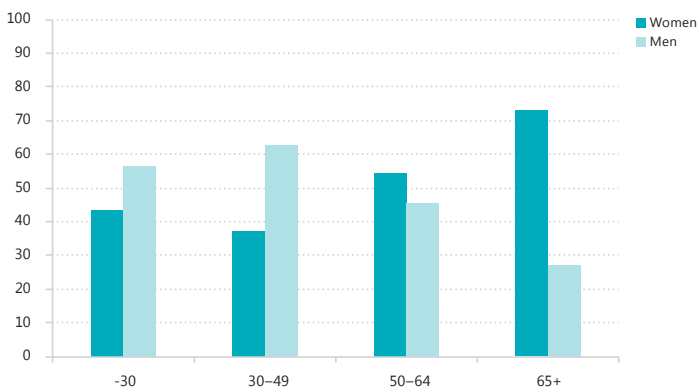
Source: Census of Population, Households and Dwellings, SORS

## Households by family composition and sex of reference person of the household, 2011

	Women		Men		Structure by sex	
	number	%	number	%	women	men
All	751634	100	1736252	100	30	70
Family households	392106	52	1495073	86	21	79
Households with one family	365535	49	1298194	75	22	78
Marital/consensual couple with children	105607	14	799270	46	12	88
Marital/consensual couple with no children	50874	7	408251	24	11	89
Mother with children	204496	27	33784	2	86	14
Father with children	4558	1	56889	3	7	93
Households with two and more families	26571	4	196879	11	12	88
Non-family households	359528	48	241179	14	60	40
One-person households	335001	45	220466	13	60	40
Multi-person households	24527	3	20713	1	54	46

Source: Censuses of Population, Households and Dwellings, SORS

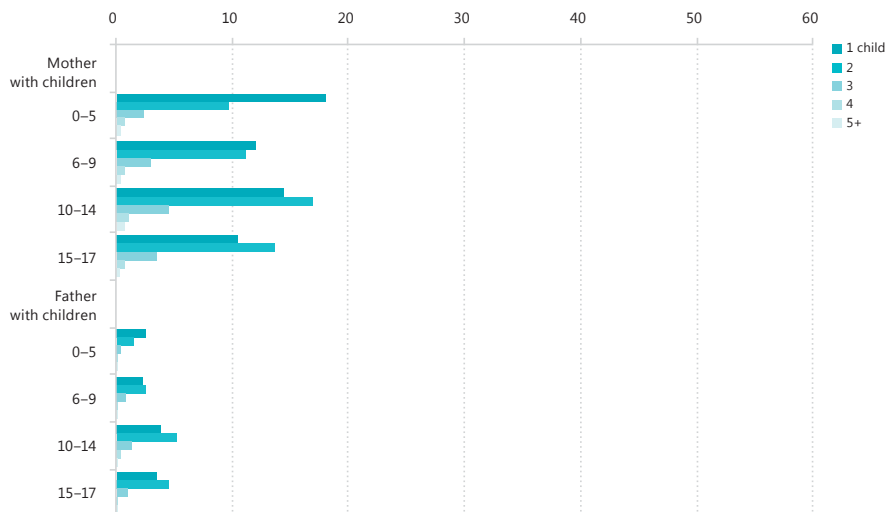
## One-person households, by age and sex, 2011 (%)



Source: Census of Population, Households and Dwellings, SORS

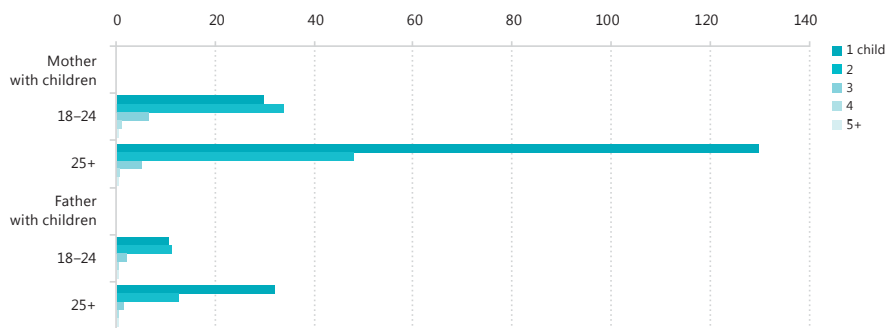


### One-parent families with minor children, by age and number of children, 2011 (in thousands)



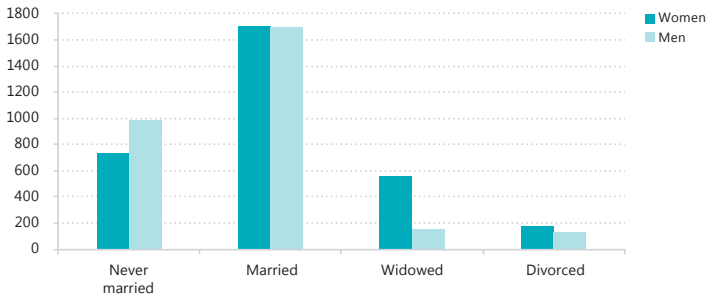
Source: Census of Population, Households and Dwellings, SORS

### One-parent families with adult children, by age and number of children, 2011 (in thousands)



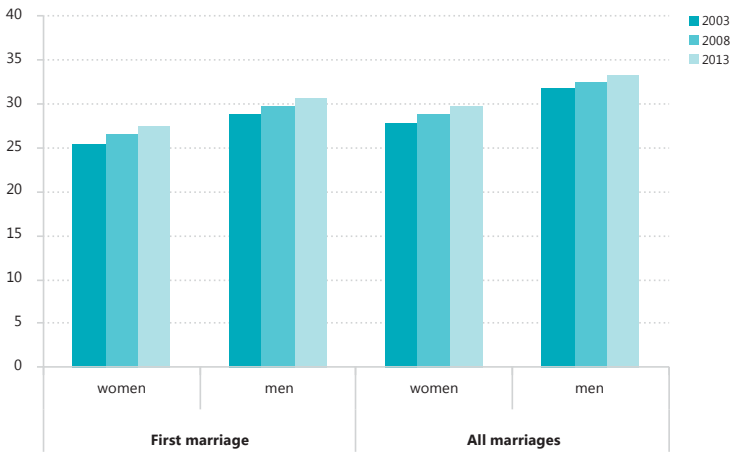
Source: Census of Population, Households and Dwellings, SORS

**Population aged 15 and over by legal marital status and sex, 2011 (in thousands)**



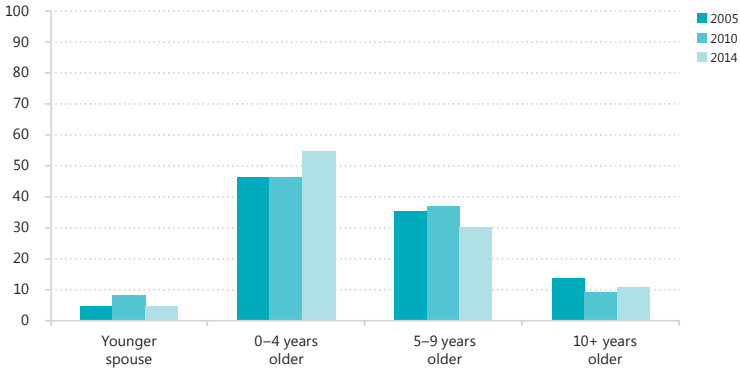
Source: Census of Population, Households and Dwellings, SORS

**Mean age of women and men at the moment of marriages, 2003, 2008 and 2013**



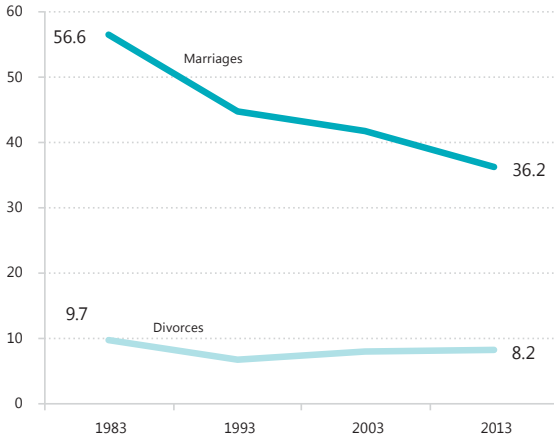
Source: Vital statistics, SORS

**Spousal age difference, women aged 20–24 years, 2005, 2010 and 2014 (%)**

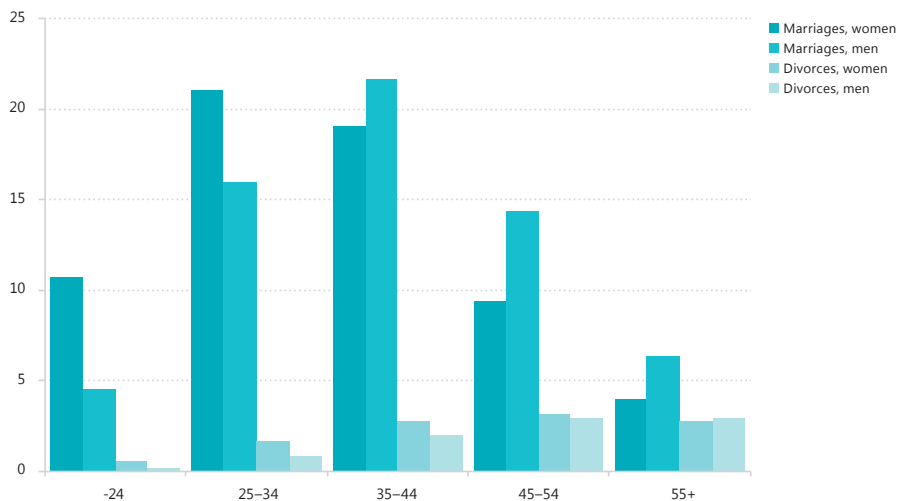


Source: Multiple Indicators Cluster Survey, SORS and UNICEF

**Marriages and divorces, 1983–2013 (in thousands)**



Source: Vital statistics, SORS

**Marriages and divorces, by age and sex, 2013 (in thousands)**


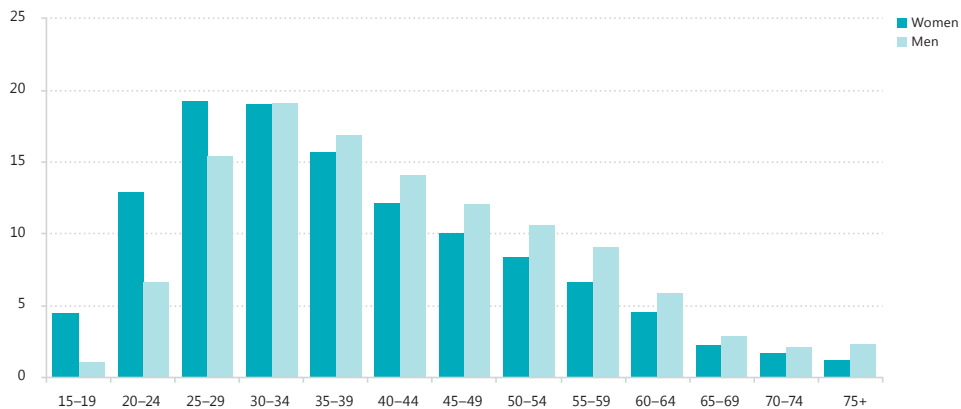
Source: Vital statistics, SORS

**Population aged 15 and over who live in consensual union, by legal marital status and sex, 2011**

	Women		Men		Structure by sex	
	number	%	number	%	women	men
All	118170	100	117893	100	50	50
Never married	93982	80	95278	81	50	50
Married (do not live together)	1093	1	1179	1	48	52
Widowed	3983	3	2664	2	60	40
Divorced	13908	12	13866	12	50	50
Unknown	5204	4	4906	4	51	49

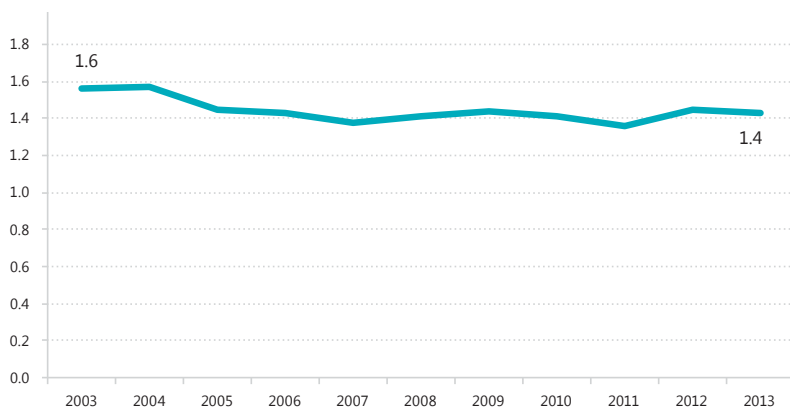
Source: Census of Population, Households and Dwellings, SORS

### Population aged 15 and over who live in consensual union by age and sex, 2011 (in thousands)

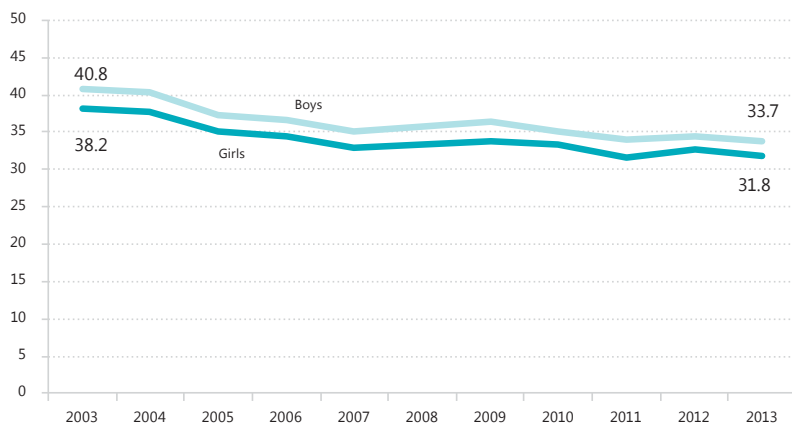


Source: Census of Population, Households and Dwellings, SORS

### Total fertility rates, 2003-2013



Source: Vital statistics, SORS

**Live births by sex, 2003–2013 (in thousands)**


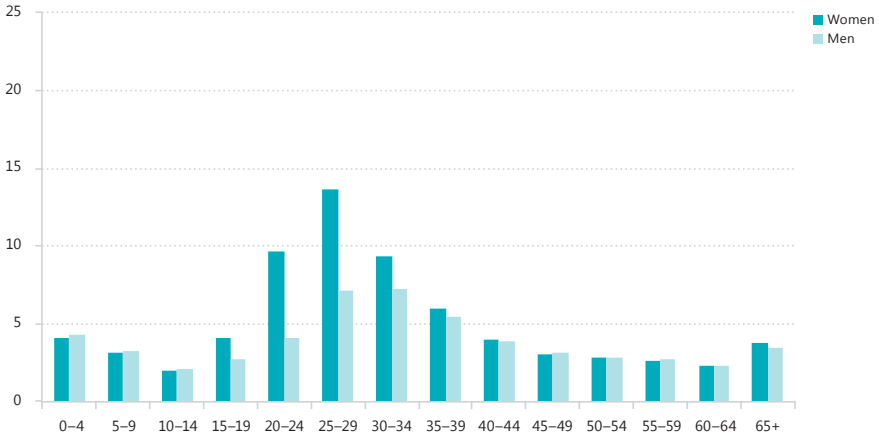
Source: Vital statistics, SORS

**Live births by mother's age and marital status, 2008 and 2013**

Mother's age	Livebirths			
	2008		2013	
	Married	Unmarried	Married	Unmarried
<b>Total</b>	<b>53336</b>	<b>15747</b>	<b>49103</b>	<b>16451</b>
-15	-	59	-	43
15–19	1808	2848	1065	2324
20–24	12770	4648	8326	4288
25–29	18858	3792	16751	4154
30–34	13866	2630	15361	3271
35–39	4920	1322	6325	1875
40–44	735	289	1055	394
45–49	54	19	83	35
50+	10	-	10	5
Unknown	315	140	127	62

Source: Vital statistics, SORS

**Migrant population, by age and sex, 2010 (in thousands)**



Source: Internal migrations, SORS

**Population, by migratory characteristics and sex, 2011**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>3687686</b>	<b>100</b>	<b>3499176</b>	<b>100</b>	<b>51</b>	<b>49</b>
Lives in the same settlement since birth	1735423	47	2214374	63	44	56
Migrants — total	1952263	53	1284802	37	60	40
within Republic of Serbia, of which from:						
another settlement in the municipality	466983	13	230459	7	67	33
another municipality within the same area	338732	9	197429	6	63	37
another area	719417	20	512077	15	58	42
from abroad, of which from:						
the former SFRY republics	381864	10	306084	9	56	44
other countries	44345	1	38235	1	54	46
Unknown	922	0	518	0	64	36

Source: Census of Population, Households and Dwellings, SORS

**Daily migrations of the active population performing an occupation, pupils and students, by sex, 2011**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>379796</b>	<b>100</b>	<b>521503</b>	<b>100</b>	<b>42</b>	<b>58</b>
Daily migrations of the active population performing an occupation in:	234255	62	381735	73	38	62
municipality of permanent residence	132114	35	209845	40	39	61
another municipality	73637	19	104535	20	41	59
another area	27966	7	65739	13	30	70
foreign country	538	0	1616	0	25	75
Daily migrations of the pupils/students going to school/university in:	145541	38	139768	27	51	49
municipality of permanent residence	75730	20	78241	15	49	51
another municipality	39480	10	34959	7	53	47
another area	29213	8	25333	5	54	46
foreign country	1118	0	1235	0	48	52

Source: Census of Population, Households and Dwellings, SORS

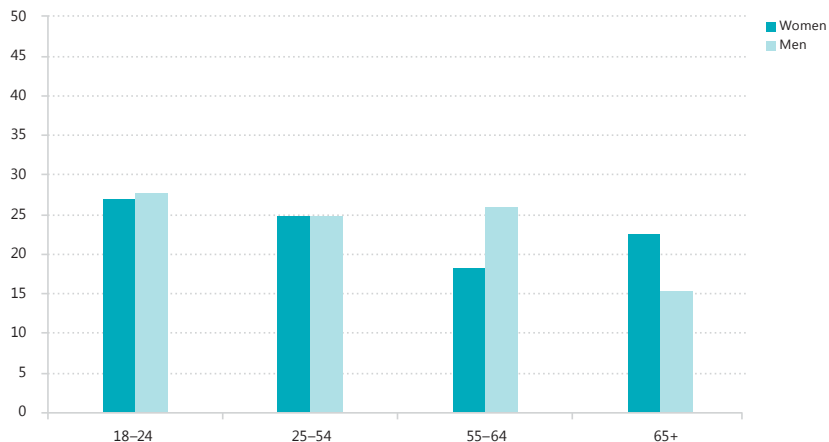
**Population by the main source of livelihood and sex, 2011**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>3687686</b>	<b>100</b>	<b>3499176</b>	<b>100</b>	<b>51</b>	<b>49</b>
Dependent person	1605829	44	1181745	34	58	42
Pension	929856	25	700420	20	57	43
Scholarship for pupils/students, student loan	2933	0	2255	0	57	43
Social welfare	78794	2	63165	2	56	44
Salary or other allowances based on work	908425	25	1253645	36	42	58
Financial compensation for unemployed persons	15304	0	23306	1	40	60
Income from property	40375	1	71074	2	36	64
Loan/savings	9255	0	16442	0	36	64
Other	96915	3	187124	5	34	66

Source: Census of Population, Households and Dwellings, SORS

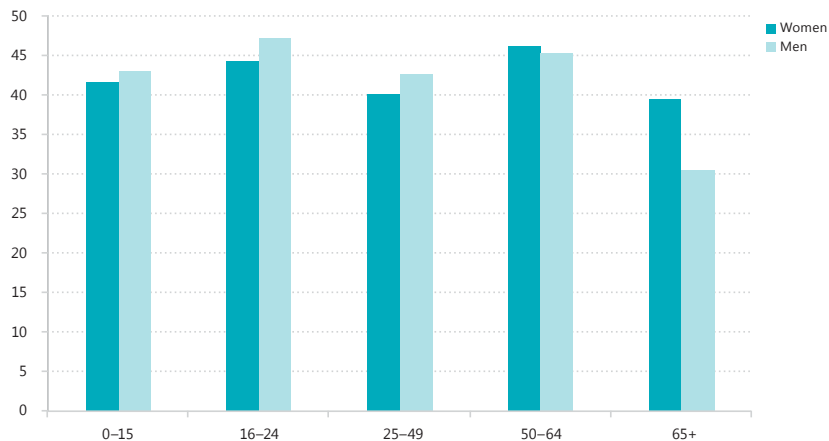


### At-risk of poverty rate, by age and sex, 2013



Source: Income and Living condition Survey, SORS

### People at risk of poverty or social exclusion, 2013



Source: Income and Living condition Survey, SORS

## 2. Health Care

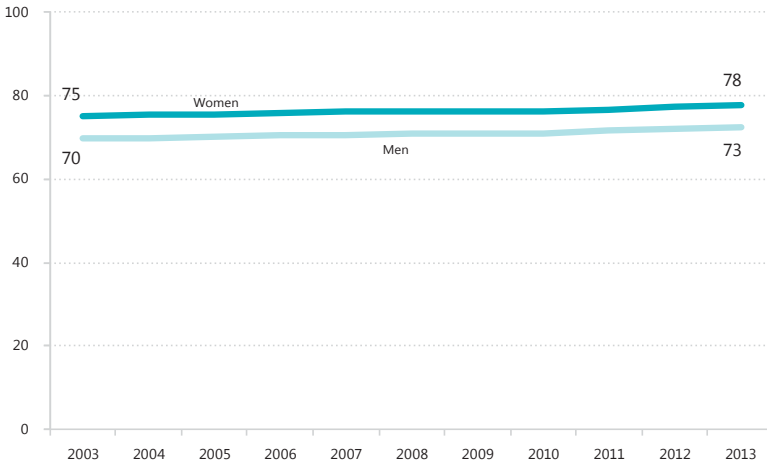
- ▶ **The life expectancy of women/men** is the mean age to which a live-born child (female/male), born in the referent year is expected to live.
- ▶ **The natural increase rate** represents the ratio between the annual surpluses of births over deaths, according to the average number of population, i.e. the difference between the ratio of natality and that of mortality, in the referent year. Rates are expressed per 1,000 inhabitants.
- ▶ **Persons with disabilities** are persons who experience a lot of difficulties or are completely prevented from performing everyday activities at home, in school or at work because of the existence of at least one health problem (seeing, hearing, walking, remembering/concentrating, independence, communication).
- ▶ **Modern contraceptive methods** involve the use of condoms, pills, spirals, injections, implants, diaphragms and local chemical products, as well as the sterilization of women/men.
- ▶ **Traditional contraception methods** involve the use of periodic abstinence and withdrawal method.
- ▶ **Data on diseases or health conditions of the population** aged 15 and over in 2013 were obtained from persons according to their own perception and refer to the prevalence of non-communicable diseases in the population which also includes people who rarely or never use health care.
- ▶ **Absence from work due to health reasons**, in addition to sick leave, also includes shorter absences due to rhinitis, pain, etc.
- ▶ **The main cause of death** is defined as the disease or injury which initiated the train of morbid events leading directly to death, or the circumstances of the accidents or violence which produced the fatal injury.
- ▶ **The mortality rate by cause of death** represents the total number of deaths, due to a specific cause, per 100,000 inhabitants, in the referent year.
- ▶ **The infant mortality rate** represents the number of infant deaths (one year of age or younger) per 1,000 live births in the referent year.



## ***Highlights...***

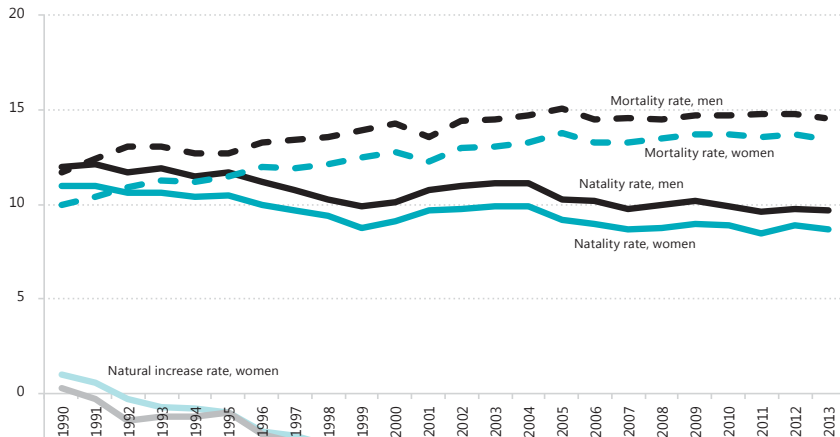
- ▶ During the period from 1990 to 2013, the rate of live births in the Republic of Serbia has had a constant decrease with a slight variation, and the mortality rate has had a constant increase. Since 1991, the natural increase rate is negative for the male population and since 1992 for both women and men.
- ▶ Among persons with disabilities the share of women (58.2%) is higher than that of men (41.8%). The average age of women with disabilities is about 69 years, and for men is about 64 years. Observed by type of problems, the biggest share of persons with disabilities is due to a problem with walking: for 5.8% of the total number of women and for 3.6% of the total number of men in the Republic of Serbia.
- ▶ Young women aged 20–24 less use any method of contraception than women of older age groups.
- ▶ According to their own perception, the most common health problem of the population of both sexes aged 15 and over in 2013 was high blood pressure — 35.2% of women and 26.5% of men reported it. A higher incidence of chronic diseases and conditions is recorded in women, and the only disease in which the higher incidence in men is recorded is myocardial infarction.
- ▶ The study showed that the prevalence of smoking in the population aged 15 years and over is 37.9% among men and 31.6% among women. The only age group in which women predominate is women aged 15 to 19 years — 19.5% for women, and 19% for men.
- ▶ As much as twice as many men than women die at the age of 30–59, mostly due to circulatory diseases and cancers.
- ▶ Three times more men than women die in transport accidents, and as a result of suicide.

### Life expectancy of women and men, 2003–2013



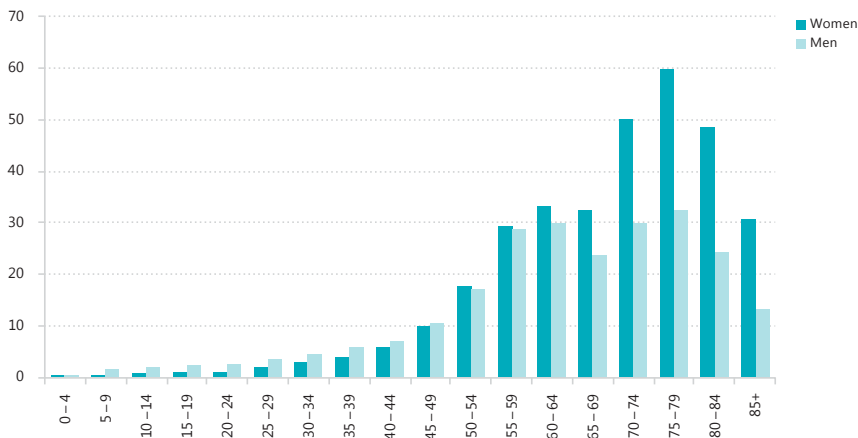
Source: Vital statistics, SORS

### Live births, deaths and natural increase by sex, 2003–2013 (rate)



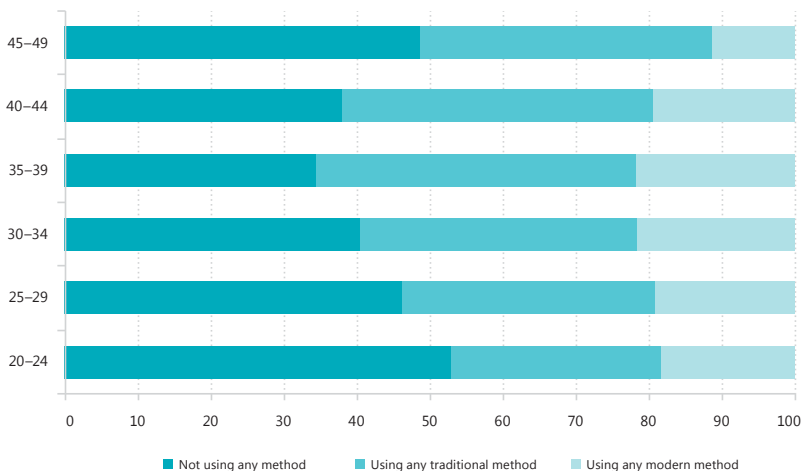
Source: Vital statistics, SORS

### Population with disabilities by sex and age, 2011 (in thousands)



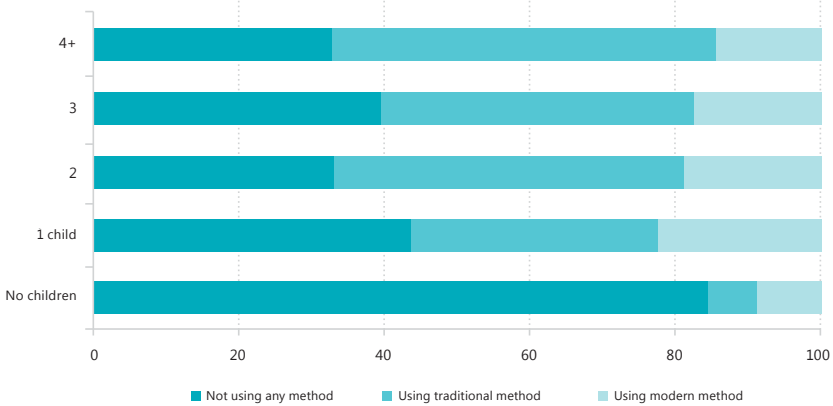
Source: 2011 Census of Population, Households and Dwellings, SORS

### Women currently married or in union, by use of contraceptive method and age, 2014 (%)



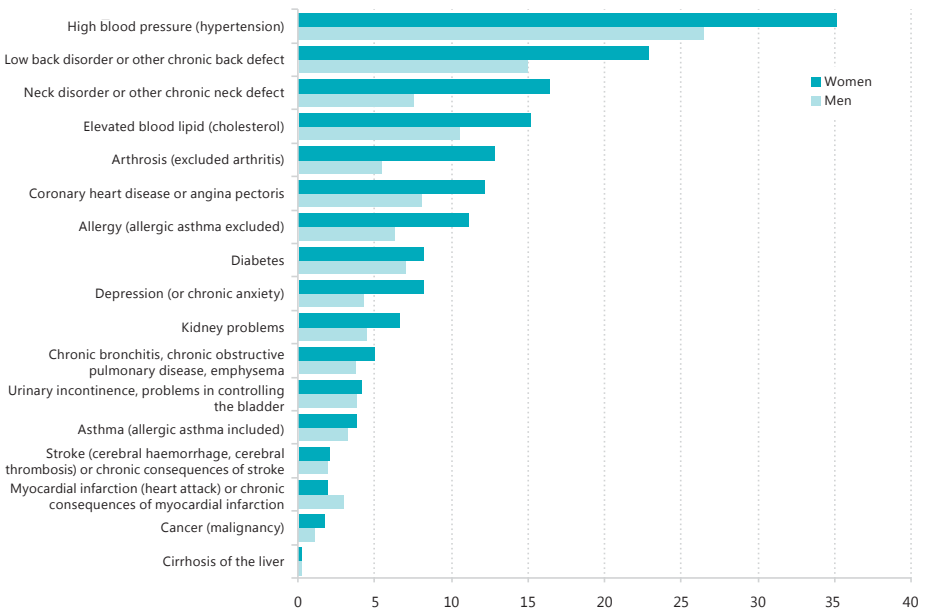
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

**Women currently married or in union, by use of contraceptive method and number of living children, 2014 (%)**



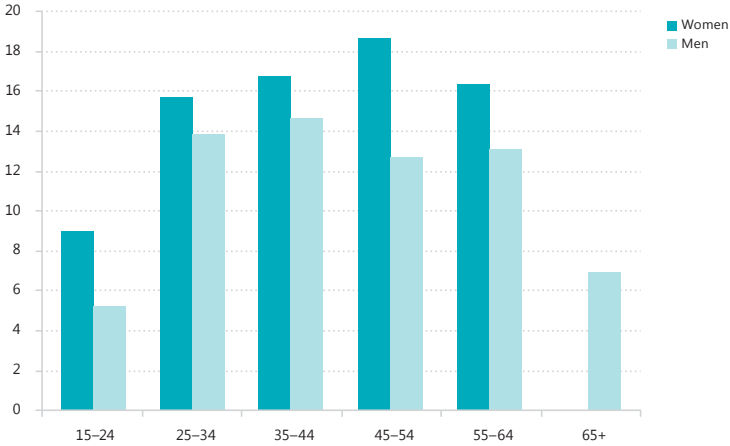
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

**Disease or health conditions of population 15 years and over, by sex, 2013 (%)**



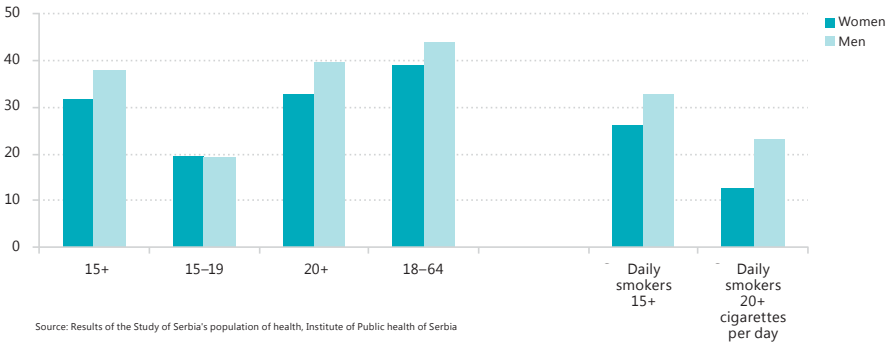
Source: Results of the Study of Serbia's population of health, Institute of Public health of Serbia

**Population 15 years and over who is absent from work due to the health reasons, by age and sex, 2013 (%)**



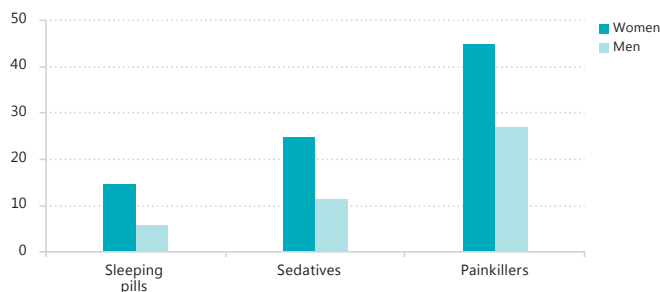
Source: Results of the Study of Serbia's population of health, Institute of Public health of Serbia

**Daily or occasional smoking and smoking status of population 15 years and over, by age and sex, 2013 (%)**



Source: Results of the Study of Serbia's population of health, Institute of Public health of Serbia

### The use of certain psychoactive substances by population aged 15+ in the previous 12 months, by sex, 2013 (%)



Source: Results of the Study of Serbia's population of health, Institute of Public health of Serbia

### Deaths by main causes of death, age and sex, 2013

Cause of death	0-14		15-29		30-44		45-59		60+	
	W	M	W	M	W	M	W	M	W	M
Total	234	324	172	439	632	1310	3577	6884	44775	41953
Diseases of the circulatory system	7	6	15	38	100	291	915	2359	27825	21811
Neoplasms	14	19	39	56	283	223	1833	2377	7086	9716
Diseases of the respiratory system	8	9	11	13	24	36	130	253	1841	2508
Diseases of the digestive system	2	4	6	4	19	54	115	363	1355	1515
Other causes	203	286	101	328	206	706	584	1532	6668	6403

Source: Vital statistics, SORS

### Violent deaths by origin of violence, age and sex, 2013

Origin of violent death	0-14		15-29		30-44		45-59		60+	
	W	M	W	M	W	M	W	M	W	M
Total	23	25	63	248	88	407	159	596	503	1060
Accident	15	20	36	140	22	181	49	245	247	483
Suicide	-	1	11	67	47	148	85	265	153	421
Homicide	7	3	6	17	9	28	8	20	27	27
Other <sup>1</sup>	1	1	10	24	10	50	17	66	76	129

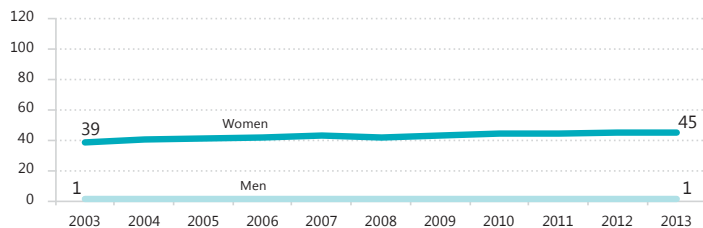
<sup>1</sup> "Other" refers to: injury during legal police and military interventions in the course of duty, war wounds, medical or surgery complications and unknown origin of violent deaths.

Source: Vital statistics, SORS

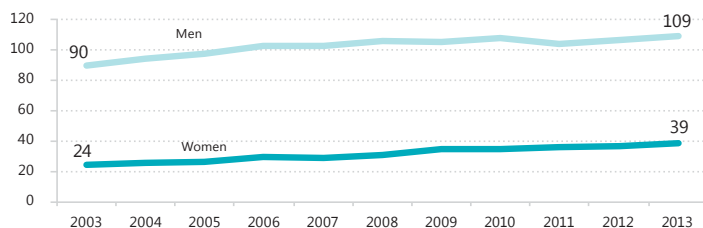


## Main causes of deaths from malignant neoplasms, by sex, 2003–2013 (rate)

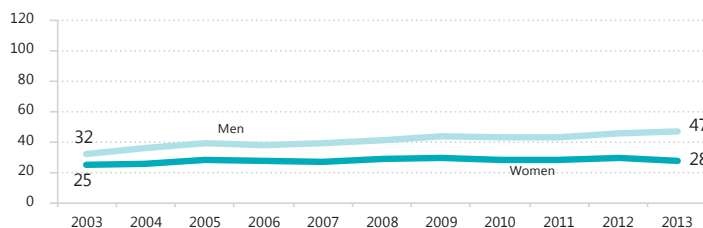
### Deaths from malignant breast neoplasms, 2003–2013



### Deaths from malignant neoplasms of trachea and lung, 2003–2013

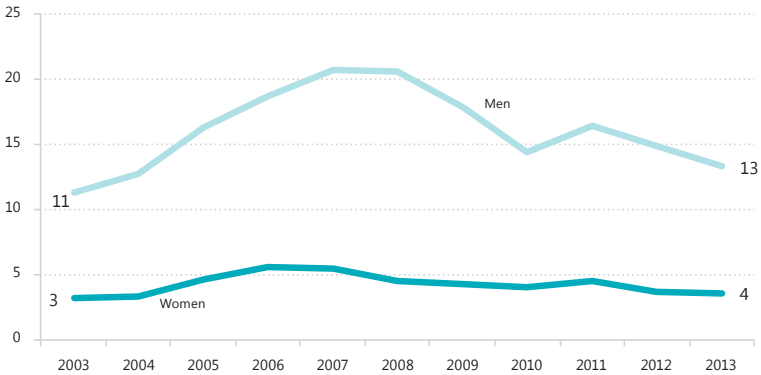


### Deaths from malignant neoplasms of colon and rectum, 2003–2013



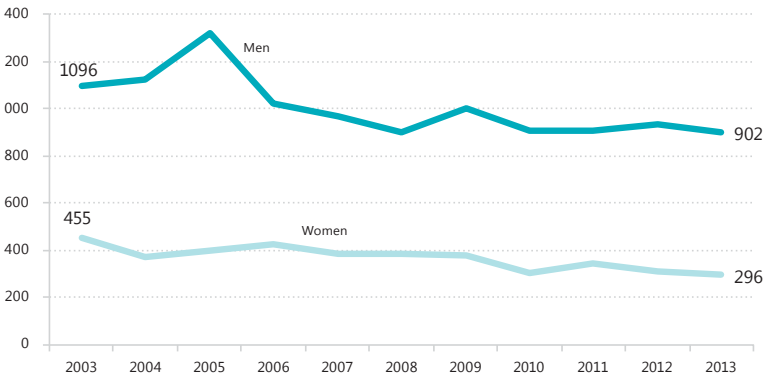
Source: Vital statistics, SORS

### Deaths due to transport accidents by sex, 2003–2013 (rate)



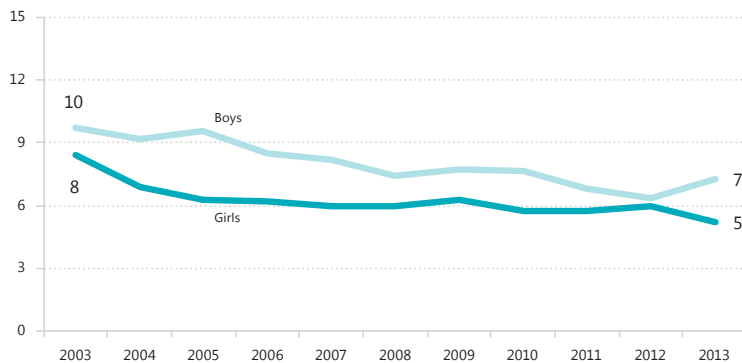
Source: Vital statistics, SORS

### Suicides by sex, 2003–2013



Source: Vital statistics, SORS

### Infant mortality rates by sex, 2003–2013



Source: Vital statistics, SORS

### Main causes of infant mortality, by age and sex, 2013

Causes of death	0–6 days		7–27 days		28 days – 2 months		3–11 months	
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
P05-P08	49	73	9	6	2	3	1	-
P20-P21	11	21	2	2	-	4	-	3
Q20-Q24	3	7	1	2	3	6	2	4
P22	6	13	2	1	3	2	-	-
All other causes	28	47	17	13	12	17	16	22

P05-P08: Disorders related to length of gestation and fetal growth

P20-P21: Intrauterine hypoxia and birth asphyxia

Q20-Q24: Congenital malformations of heart

P22: Respiratory distress of newborn

Source: Vital statistics, SORS

### 3. Education

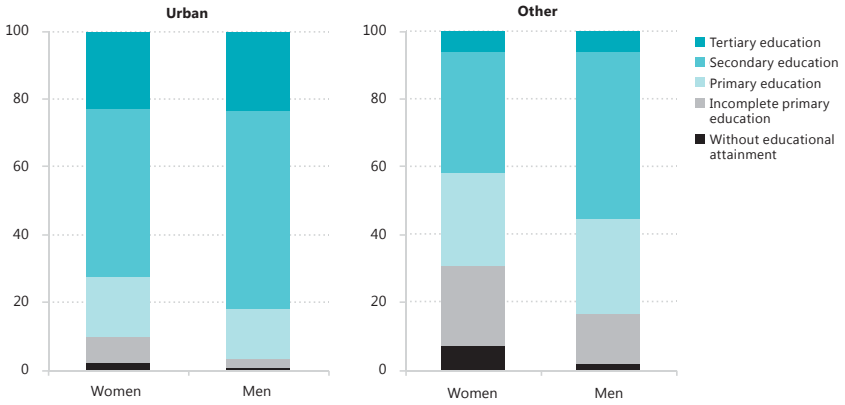
- ▶ **The drop-out rate in regular primary and secondary schools** is the divergence in the number of pupils at the beginning of the school year and the number of pupils at the end of the same school year, compared to the number of pupils at the beginning of the school year.
- ▶ **Individual Education Plan (IOP)** is a special document which plans the additional support in education for a particular child and pupil, and its goal is the optimal child development, inclusion in the peer group and the meeting of educational needs of the child and pupil.
- ▶ **IOP 1** is an adjusted programme which plans the provision of support relating to the adjustment of the space and conditions in which learning takes place, methods of work, textbooks and teaching aids, activities and their schedule, as well as persons who provide support.
- ▶ **IOP 2** is a modified programme which plans the adjustment of the general outcomes of education, the adjustment of specific standards of a pupil's attainment in relation to the prescribed ones, and the adapting of contents for one subject or several or all subjects.
- ▶ **The Interdepartmental Commission (IRK)** is a body for the assessment of the needs for additional educational, health and social support to a child and pupil.
- ▶ **Primary and secondary school teachers** are all teachers employed in primary and secondary schools, both full-time and part-time.
- ▶ **Population aged 18–24 with at lower secondary education and not in further education and training** generally refers to persons aged 18–24 who have finished no more than a lower secondary education and who have not been involved in further education and training in the period of four weeks preceding this survey, in the total population aged 18–24.
- ▶ **Students enrolled in tertiary education** are persons enrolled in first-degree academic studies, first-degree vocational studies, second-degree academic studies (Master's), specialist academic studies, specialist vocational studies and doctoral academic studies.
- ▶ **Participation of population aged 25–64 in education and training** is the number of persons aged between 25 and 64 who participate in any form of education and training as a percentage of the total population of that age.
- ▶ **Literacy of pupils aged 15** (in the fields of reading, mathematics and science) represents the results obtained at the Programme for International Student Assessment (PISA) test. The testing covers full-time 15-year-old pupils (mostly pupils in the first grade of secondary school) and the results serve to assess the knowledge that pupils acquired during their schooling.



## ***Highlights...***

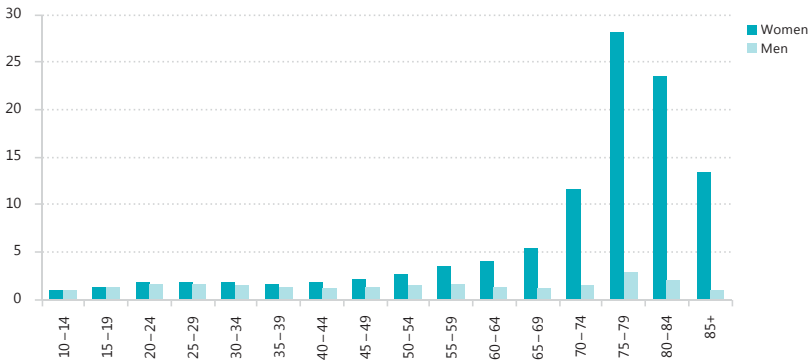
- ▶ Almost 10% of women and approx. 4% of men living in urban areas are without primary school or have an incomplete primary education. In “other” areas, over 30% of women and 17% of men never attended school or have an incomplete primary education.
- ▶ Among the illiterate population, in almost all age groups, there are more women than men.
- ▶ Inclusive education in primary schools there are far more boys than girls (in the individual education plan, there are two fifths of girls and three fifths of boys included).
- ▶ Twice as many boys than girls complete three-year upper secondary vocational schools. Girls are more numerous in the following fields of education: Textile and Leather Industry, Personal Services, Chemistry, Non-metal and Printing and Health and Social Welfare.
- ▶ Among pupils who complete upper secondary four-year general education (gymnasium) there are more girls (5%) than boys (42%). Also, girls are in the majority among pupils who complete upper secondary four-year vocational schools (52% girls and 48% boys). Boys are more numerous in the following fields of education: Electrical Engineering, Machinery and Metal Processing, Geodesy and Construction, Transport, Forestry and Wood Processing and Geology, Mining and Metallurgy.
- ▶ Women prevail in enrolling and completing higher schools and faculties. Among enrolled students there are 56% of women, and among graduates, there are 58% of women (data for 2012).
- ▶ Among graduates in 2012, women account for more than a half in the following fields of education: Education (87%), Health and Social Services (73%), Arts and Humanities (71%) and Social Sciences, Business and Law (61%). Men make the majority of graduates in the following areas of education: Engineering, Production and construction (65%), Natural Sciences, Mathematics and Information Tehnology (54%), Agriculture and Veterinary Science (54%) and Services (51%).
- ▶ More men (52%) than women (48%) received PhD degree in 2012. Women account for the majority in the following fields of education: Health and Social Services and Natural Sciences, Mathematics and Information Tehnology.
- ▶ Among the SANU (Serbian Academy of Sciences and Arts) members men are dominant — in September 2014 over 90% of all the members are men. There are no women in the Department of Technical Sciences and the Department of Social Sciences.
- ▶ According to the results of the PISA test, girls show better results in reading and science literacy and boys in mathematical literacy.
- ▶ In most age groups men prevail in computer literacy. Only among the youngest (16–24 years), slightly more women use computers. In older age groups, among computer users, there are more men than women. Most Internet users are also men.

**Population aged 15 years and over, by educational attainment, type of settlement and sex, 2011 (%)**



Source: 2011 Census of Population, Households and Dwellings in the Republic of Serbia, SORS

**Illiterate person by age and sex, 2011 (in thousands)**



Source: 2011 Census of Population, Households and Dwellings in the Republic of Serbia, SORS

**Children in pre-primary education and employees in pre-primary education institutions (preschools), by sex, 2010–2013**

Year	Children				Employees			
	Number		%		Number		%	
	Girls	Boys	Girls	Boys	Women	Men	Women	Men
2011	89554	95346	48	52	22357	1075	95	5
2012	91501	96839	49	51	23019	1341	94	6
2013	91781	97523	48	52	23637	1264	95	5

Source: Statistics on Education, SORS

**Pupils in regular primary education, by sex, 2011–2013 (number and %)**

	2011		2012		2013	
	Girls	Boys	Girls	Boys	Girls	Boys
Pupils enrolled in first grade of primary school	35201	37534	34198	35994	33669	35024
Pupils enrolled in fifth grade of primary school	34807	37165	35031	37345	34938	36865
Primary education graduates	36365	37929	36621	38083	32824	34038
Drop-out rate in regular primary school (%)	0.5	0.6	0.3	0.6	0.3	0.2

Source: Statistics on Education, SORS

**Inclusive education in regular primary schools, children by sex, beginning of the school year 2013/14**

	Number		%	
	Girls	Boys	Girls	Boys
Pupils with IOP1	1722	2816	38	62
Pupils with IOP2	993	1507	40	60
Pupils with IRK opinion on additional support	1101	1751	39	61

Source: Statistics on Education, SORS

**Pupils in primary schools for children with developmental disabilities, by sex, 2011–2013**

Year	Number		%	
	Girls	Boys	Girls	Boys
2011	2324	3425	40	60
2012	2141	3240	40	60
2013	2109	3239	39	61

Source: Statistics on Education, SORS

**Teachers in primary education, by sex, 2011–2013**

	Number		%	
	Women	Men	Women	Men
2011	36008	14692	71	29
2012	36461	15072	71	29
2013	36490	14471	72	28

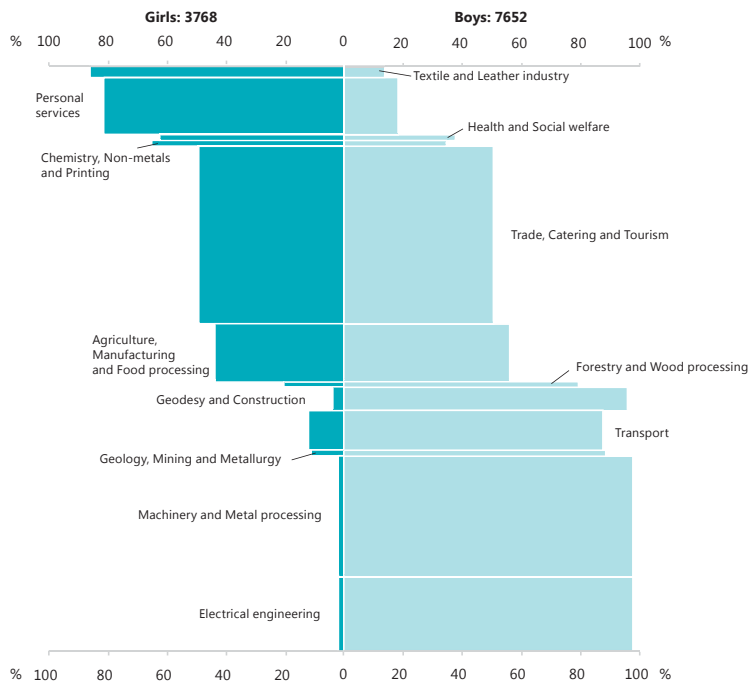
Source: Statistics on Education, SORS

**Pupils in regular upper secondary education, by sex, 2011–2013 (number and %)**

	2011		2012		2013	
	Girls	Boys	Girls	Boys	Girls	Boys
Pupils enrolled in first grade of upper secondary school	37347	40177	37369	39722	33292	35775
Total number of pupils enrolled in upper secondary school	140846	142327	139523	140899	134092	136264
Upper secondary education graduates	34335	33393	34428	33797	34230	33805
Drop-out rate in regular upper secondary schools (%)	0.6	2.2	1	2	1.3	1.8

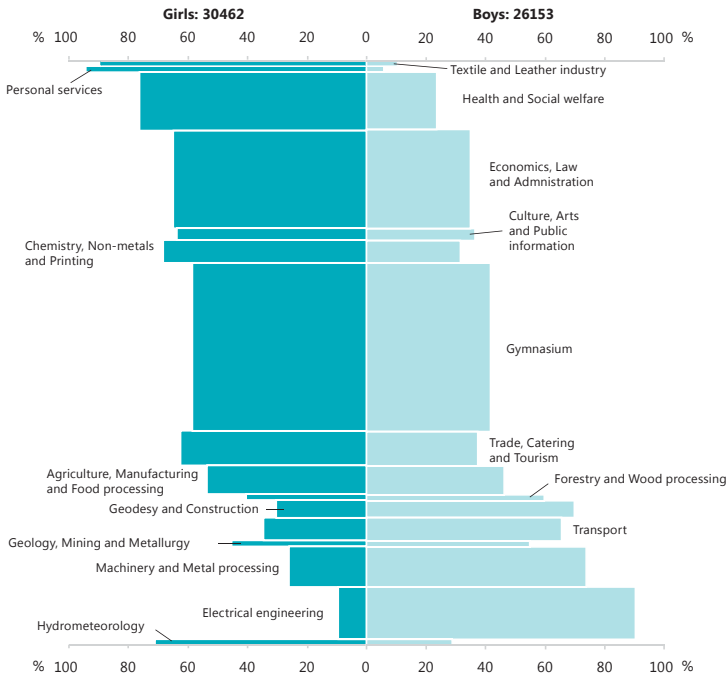
Source: Statistics on Education, SORS



**Pupils who finished three-year upper secondary vocational school, by fields of education and sex, 2013 (%)**

**Pupils in upper secondary schools for children with developmental disabilities, by sex, 2011–2013**

Year	Number		%	
	Girls	Boys	Girls	Boys
2011	786	1929	38	62
2012	835	1325	39	61
2013	808	1297	38	62

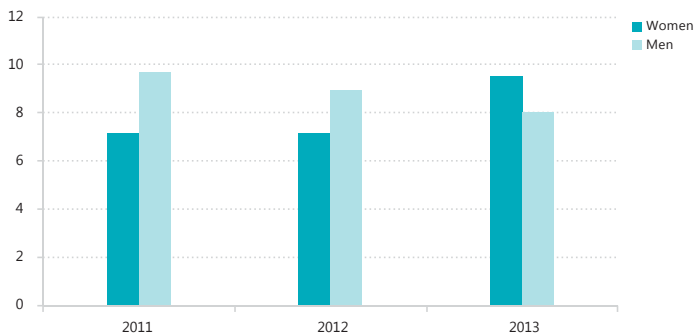
Source: Statistics on education, SORS

**Pupils who have finished four years of upper secondary school, by fields of educations and sex, 2013 (%)**

**Teachers in upper secondary education, by sex, 2011–2013**

Women	Number		%	
	Women	Men	Women	Men
2011	19338	11141	63	37
2012	19610	11120	64	36
2013	19626	11141	64	36

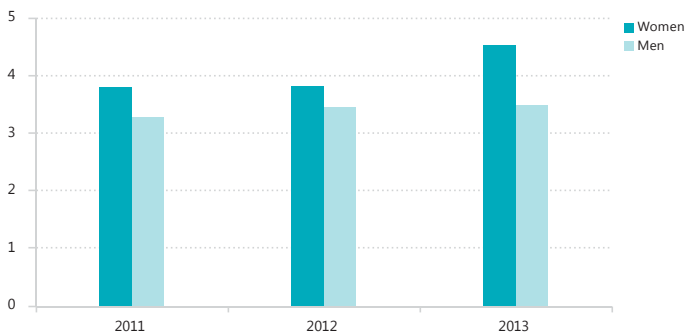
Source: Statistics on education, SORS

### Population aged 18–24 with at most lower secondary education and not in further education and training, by sex, 2011–2013 (%)



Source: Labour Force Survey, SORS

### Population aged 25–64 in education and training, by sex, 2011–2013 (%)

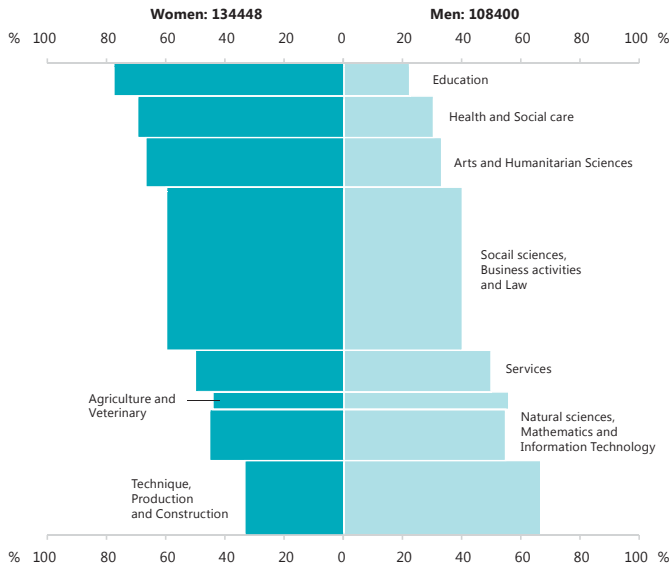


Source: Labour Force Survey, SORS

### Students enrolled in tertiary education, by sex, 2010–2013

Year	Number		%	
	Women	Men	Women	Men
2011	129220	102441	56	44
2012	133427	105518	56	44
2013	134448	108400	55	45

Source: Statistics on education, SORS

**Students enrolled in tertiary education, by fields of education and sex, 2013 (%)**


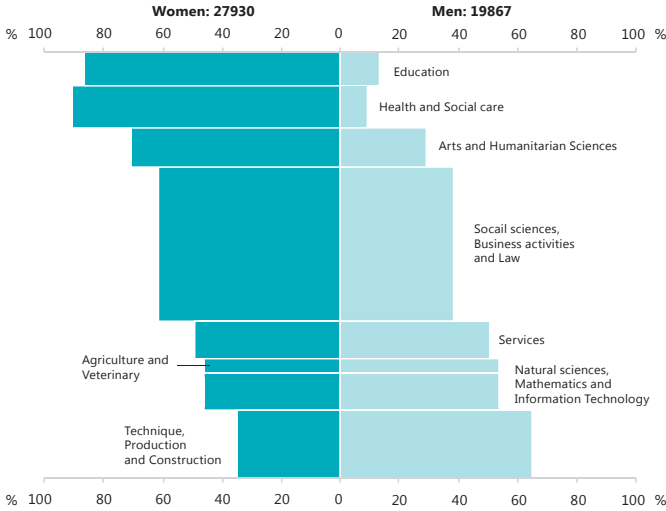
Source: Statistics on education, SORS

**Teaching staff in tertiary education, by sex, 2013/2014**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>7154</b>	<b>100</b>	<b>8175</b>	<b>100</b>	<b>47</b>	<b>53</b>
Doctoral degree holders	3816	53	5320	65	42	58
Master's degree holders and specialists	1448	20	1237	15	54	46
Without a scientific title	1890	27	1618	20	54	46

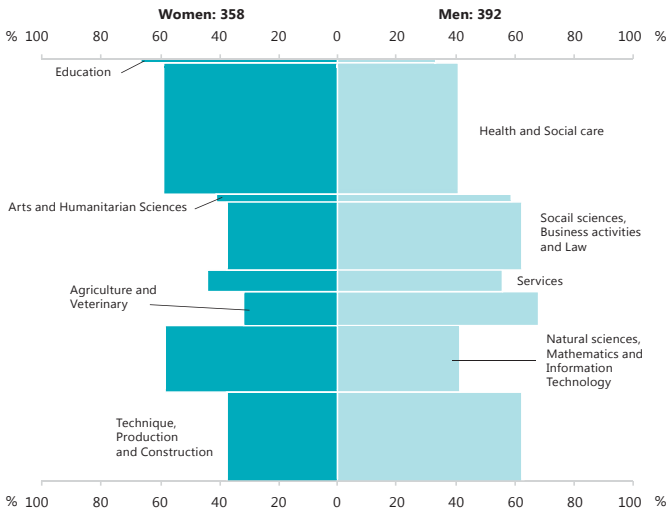
Source: Statistics on education, SORS

**Graduated students in tertiary education, by fields of education and sex, 2012 (%)**



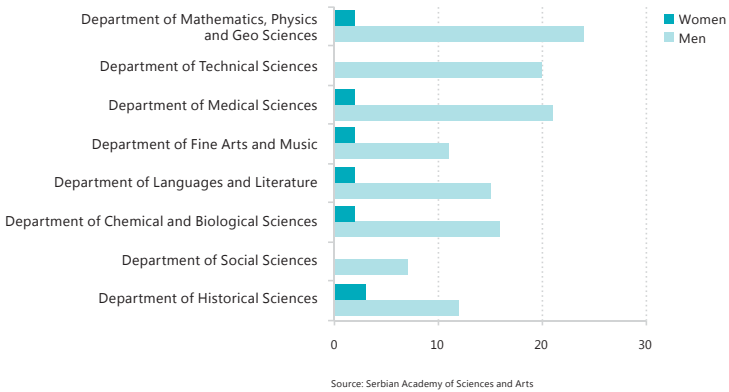
Source: Statistics on education, SORS

**Doctors degrees awarded, by fields of education and sex, 2012 (%)**



Source: Statistics on education, SORS

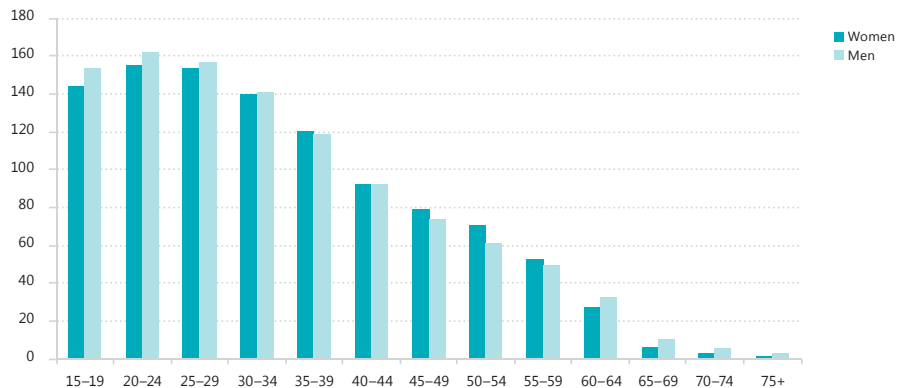
### Members of the Serbian Academy of Sciences and Arts (SANU), by gender, 2014



### Literacy of pupils aged 15, by sex, 2006, 2009 and 2012 (in points)

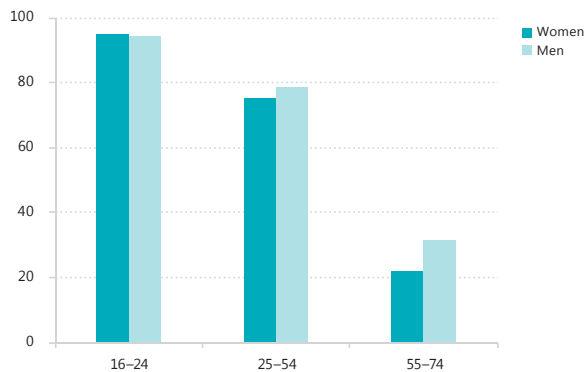


### Computer literate persons by age and sex, 2011 (in thousands)



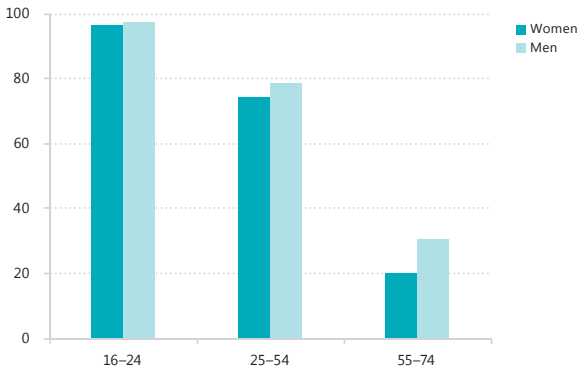
Source: 2011 Census of Population, Households and Dwellings, SORS

### Computer users by age and sex, 2014 (%)



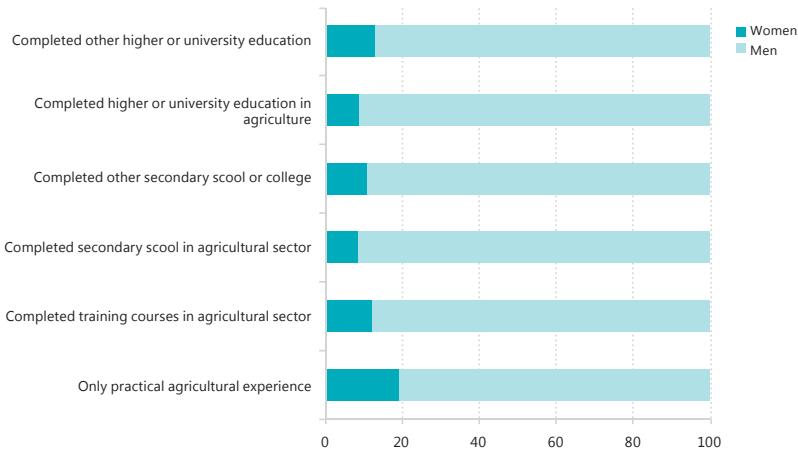
Source: Usage of information and communication technologies, SORS

### Internet users by age and sex, 2014 (%)



Source: Usage of information and communication technologies, SORS

### Training of managers on the holdings, by sex, 2012 (%)



Source: Census of Agriculture, SORS



## 4. Social Protection

- ▶ **Social protection** is an organized social activity of public interest carried out with the aim of empowering citizens to lead an independent and productive life in the community, preventing the emergence of social exclusion and eliminating its consequences.
- ▶ **Beneficiary of rights or social welfare services** is an individual or family who face(s) obstacles in meeting the needs, due to which such individual or family is unable to reach or maintain the quality of life or does not have enough resources to meet the basic needs, and cannot achieve them by the work, from property income or from other sources.
- ▶ **Children are the beneficiaries of rights and services in the social welfare system** when, due to family and other life circumstances, their health, safety and development are at risk, or if it is certain that without the support of the social protection system they cannot reach an optimum level of development. The objectives of social protection in general, and thus the social protection of children, are achieved by providing social welfare services and by activities that prevent, reduce or eliminate dependence on social services.
- ▶ **Beneficiaries of social protection institutional accommodation** are persons who cannot be accommodated with their biological or another family, or provided with community services, or for whom such arrangements would not be in their best interest.
- ▶ **Social protection institutions for the accommodation of beneficiaries** include institutions that mainly accommodate children without parental care, centres for family accommodation, institutions for upbringing of children and youth, institutions that mainly accommodate children with developmental disabilities, institutions for accommodation of adults and elderly with disabilities and institutions for accommodation of elderly.



### ***Highlights...***

- ▶ Out of the total number of children beneficiaries registered with social work centres, most numerous are the children of both sexes in the age group 6–14 years, 47% girls and 46% boys.
- ▶ Among persons with disabilities registered with social work centres nearly a half of all women are women aged 65 and over (48%), and men are those from the age group 26–64 (46%).

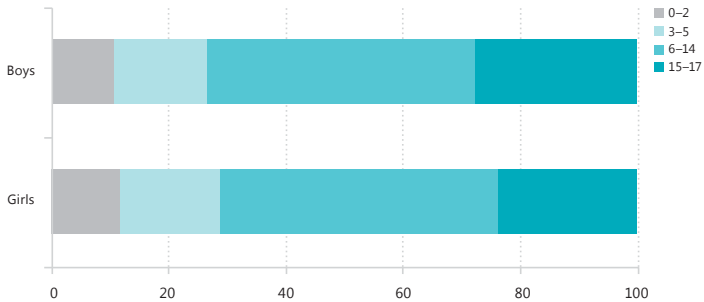
**Employed professional workers in social welfare institutions, by age and sex, 2013**

	Managers*		Professional workers (employees and associates)**		Administrative and financial staff		Other	
	Women	Men	Women	Men	Women	Men	Women	Men
-30	2	0	148	32	26	10	37	18
31-39	26	6	401	56	78	28	70	60
40-49	41	11	318	47	124	21	95	54
50-59	75	32	663	120	141	27	114	47
60-64	15	18	82	54	18	9	15	21
65+	1	2	1	3	0	0	1	0

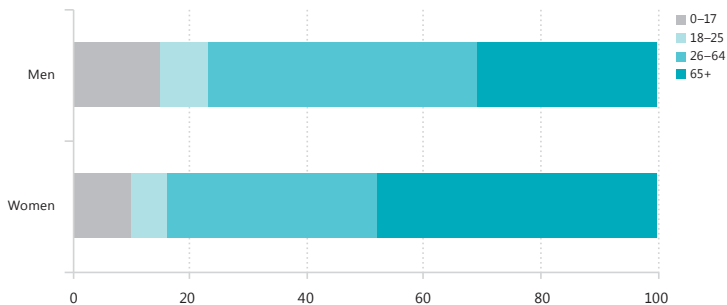
\* Directors and managers of departments

\*\* Social worker, psychologist, pedagogy, andragogy, special pedagogy, lawyer and sociologist

Source: Republic Institute for Social Protection

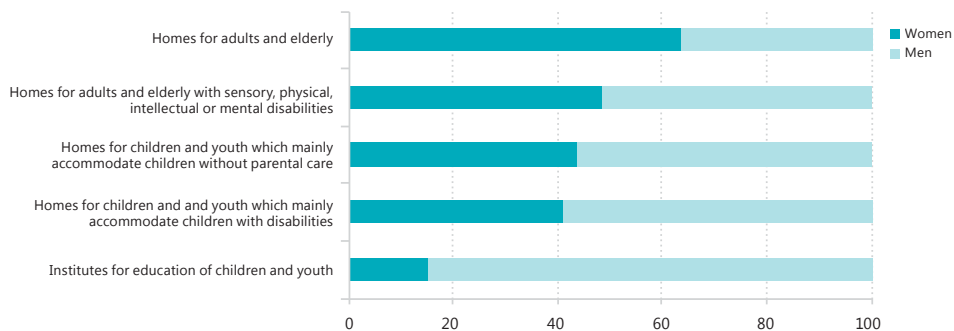
**Children beneficiaries registered with Center for social work, by age and sex, 2013 (%)**


Source: Republic Institute for Social Protection

**Persons with disabilities registered with Center for social work, by age and sex, 2013 (%)**


Source: Republic Institute for Social Protection

**Beneficiaries of social welfare institutions, by type of institution and sex, 2013 (%)**



Source: Republic Institute for Social Protection

## 5. Judiciary

- ▶ **Convicted person** is a person found guilty and sentenced for the offence in question by courts of general jurisdiction in the relevant year.
- ▶ **Convicted minor** is a person aged between 14 and 18 years at the time the crime was committed, who perpetrated a criminal offence and was sentenced to juvenile imprisonment or an educational measure.
- ▶ **Convicted adult** is an adult perpetrator pronounced guilty and sentenced. Adult perpetrators of criminal offences are those who, at the moment the criminal offence was committed, were over the age of 18.

### *Highlights...*

- ▶ In 2013, 95% of all adult persons convicted of the crime of domestic violence were men, 5% were women.
- ▶ As much as 95% of all convicted minors are boys in 2013 data.



**Convicted minors, by criminal offence and sex, 2009 and 2013**

Criminal offences	2009		2013	
	Girls	Boys	Girls	Boys
<b>Total</b>	<b>94</b>	<b>1808</b>	<b>128</b>	<b>2520</b>
Against life and limb	15	260	7	275
Homicide	0	10	1	10
Serious bodily injury	4	109	0	94
Minor bodily injury	9	104	5	127
Other offences	2	37	1	44
Against sexual freedom	3	35	0	33
Rape	0	9	0	10
Other offences	3	26	0	23
Against human health	5	89	4	141
Illegal narcotic production, possession and trafficking	5	86	1	30
Enabling narcotics consumption	0	3	1	6
Other offences	0	0	2	105
Against property	47	1044	75	1532
Theft	11	128	28	272
Aggravated theft	26	604	34	871
Armed robbery and banditry	6	98	5	155
Other offences	4	214	8	234
Other criminal offences	24	380	42	539

Source: Judiciary Statistics, SORS

**Convicted minors, by age and sex, 2009 and 2013**

Age	2009		2013	
	Girls	Boys	Girls	Boys
<b>Total</b>	<b>94</b>	<b>1808</b>	<b>128</b>	<b>2520</b>
14	19	325	35	435
15	29	418	32	592
16	23	564	33	694
17	23	501	28	799

Source: Judiciary Statistics, SORS

**Convicted adult perpetrators, by criminal offence and sex, 2009 and 2013**

Criminal offences	2009		2013	
	Women	Men	Women	Men
<b>Total</b>	<b>3801</b>	<b>37079</b>	<b>3204</b>	<b>29037</b>
Against life and limb	231	3179	199	2198
Homicide	8	180	16	183
Infanticide at birth	7	0	0	0
Serious bodily injury	22	816	28	741
Bodily injury	163	1670	136	950
Other offences	31	513	19	324
Against civil freedoms and rights	27	461	60	723
Coercion	1	58	4	52
Endangering safety	18	284	46	553
Other offences	8	119	10	118
Against sexual freedom	10	228	9	227
Rape	0	77	0	60
Other offences	10	151	9	167
Against marriage and family	310	2941	284	2818
Neglect and abuse of minor	23	15	22	11
Domestic violence	111	1739	81	1451
Non-payment of alimony	140	1053	153	1252
Other offences	36	134	28	104
Against property	825	8783	1007	8722
Theft	269	1874	535	2960
Aggravated theft	168	3468	137	3008
Armed robbery and banditry	17	687	35	756
Other offences	371	2754	300	1998
Against commercial law	191	1037	173	996
Against human health	192	3359	169	2714
Illegal narcotic production, possession and trafficking	180	3228	75	1256
Enabling narcotics consumption	7	110	10	71
Other offences	5	21	84	1387
Against official duty	141	737	142	558
Abuse of office	76	447	63	291
Embezzlement	52	181	62	161
Official fraud	1	5	0	2
Accepting bribes	3	29	8	35
Giving bribes	3	32	3	51
Other offences	6	43	6	18
Human trafficking	3	17	7	20
Other criminal offences	1871	16337	1154	10061

Source: Judiciary Statistics, SORS

**Convicted adult perpetrators, by age and sex, 2009 and 2013**

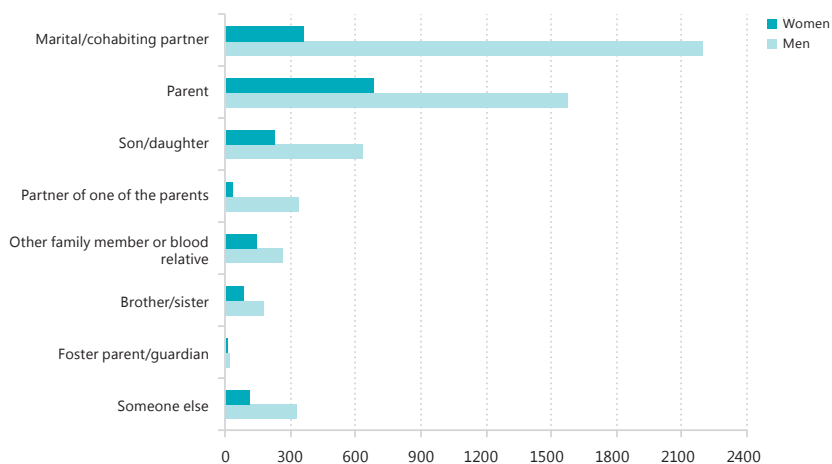
Age	2009		2013	
	Women	Men	Women	Men
Total	3801	37079	3204	29037
18–20	168	3297	140	2561
21–29	893	11925	678	8814
30–39	942	8465	816	7460
40–49	891	6433	719	4814
50–59	563	4656	543	3550
60+	327	2215	283	1690
Unknown	17	88	25	148

Source: Judiciary Statistics, SORS

**Victims of validly convicted adults, by criminal offence and sex, 2009 and 2013 (%)**

Criminal offence	Victims			
	2009		2013	
	Women	Men	Women	Men
Homicide	33	67	20	80
Murder	30	70	33	67
Murder on sudden provocation	30	70	21	79
Serious bodily injury	10	90	13	87
Bodily injury	18	82	17	83
Abuse and torture	32	68	27	73
Rape	98	2	98	2
Sexual intercourse with a powerless person	82	18	89	11
Sexual intercourse with a child	73	27	100	0
Sexual intercourse based on abuse of position	63	37	100	0
Illegal sexual activities	90	10	96	4
Neglect and abuse of a minor	38	62	51	49
Domestic violence	76	24	78	22
Armed robbery	47	53	39	61
Banditry	50	50	51	49
Human trafficking	80	20	84	16

Source: Judiciary Statistics, SORS

**Perpetrators of domestic violence, by relationship/kinship with the victim and sex, 2013**


Source: Republic Institute for Social Protection

**Beneficiaries of CSW victims of domestic violence, by dominant type of violence, age and sex, 2013 (%)**

	0-17		18-25		26-64		65+	
	Girls	Boys	Women	Men	Women	Men	Women	Men
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Physical violence	28	31	40	36	51	43	40	37
Sexual violence	4	1	2	0	1	0	0	1
Psychical violence	27	25	40	40	37	42	28	28
Negligence	39	40	12	20	4	9	12	20
Economic violence	1	1	2	3	5	1	16	12
Other	2	2	4	2	3	6	3	4

CSW: Center for social work

Source: Republic Institute for Social Protection



**Perpetrators of domestic violence, by age and sex, 2009 and 2013**

Age	2009		2013	
	Women	Men	Women	Men
<b>Total</b>	<b>209</b>	<b>3089</b>	<b>223</b>	<b>3265</b>
-14	1	1	-	2
14-18	5	50	5	53
18-20	3	69	4	72
21-30	36	581	47	520
31-40	63	748	50	941
41-50	47	829	46	801
51-60	30	560	42	584
60+	24	251	29	292

Source: Ministry of Interior

**Victims of the crime of domestic violence, by age and sex, 2009 and 2013**

Age	2009		2013	
	Women	Men	Women	Men
<b>Total</b>	<b>2877</b>	<b>757</b>	<b>2978</b>	<b>849</b>
-14	91	90	88	79
14-18	83	41	67	36
18-20	108	22	91	27
21-30	495	96	550	103
31-40	696	70	749	87
41-50	611	94	598	83
51-60	440	150	445	184
60+	353	194	390	250

Source: Ministry of Interior

**Persons deprived of liberty, by sex, 2009 and 2013**

	2009		2013	
	Women	Men	Women	Men
Persons deprived of liberty*	544	15088	554	13708

\* As of December 31<sup>st</sup>

Source: Ministry of Justice, Administration for the Execution of Penitentiary Sanctions

## 6. Employment

- ▶ **Active population** (labour force) includes all employed and unemployed persons aged 15 and over.
- ▶ The **formally employed** are persons who entered into employment with an employer (enterprise, institution, cooperative or other organization and entrepreneur) on the basis of a written contract of employment for a definite or indefinite period of time and who have social and legal protection. They include: employees in legal entities, entrepreneurs, persons employed by entrepreneurs and persons who perform their profession independently. Employed persons working under a work contract or a contract on temporary and occasional jobs are not taken into account.
- ▶ The term **employed** in the Labour Force Survey implies persons who, in the week observed, did some work for remuneration (in money or in kind) for at least an hour, and also employed persons who were absent from work in the respective week.
- ▶ The term **employed in legal entities** includes employees in companies, enterprises, institutions, cooperatives and other organizations in the formal sector.
- ▶ The term **unemployed** in the Labour Force Survey means persons who, in the respective week, did not work for remuneration and who did not have a job from which they were absent and to which they could return after the leave. However, this is subject to the following:
  - ▷ In the last four weeks, these persons undertook active steps to find a job and if a job was offered, they would start within two weeks' time;
  - ▷ In the last four weeks, these persons undertook no active steps to find a job, since they had already found a job and were about to start working after the respective week and within the following three months at the latest.
- ▶ **Registered unemployed** are persons aged 15 to 65 who are capable of work and ready to work immediately, who are not employed or have otherwise acquired the right to work, and who are registered as unemployed with the National Employment Service and are actively seeking work.
- ▶ **Inactive population** consists of population aged 15+ who were not categorised under active population.
- ▶ **Activity rate** represents the percentage share of the active population in the total population aged 15 and over.
- ▶ **Unemployment rate** is the percentage share of the unemployed in the total number of active population
- ▶ **Long-term unemployment rate** is the percentage of those who have been unemployed for a year or longer in the total active population.
- ▶ **Inactivity rate** is the percentage share of the inactive population in the total population aged 15 and over.

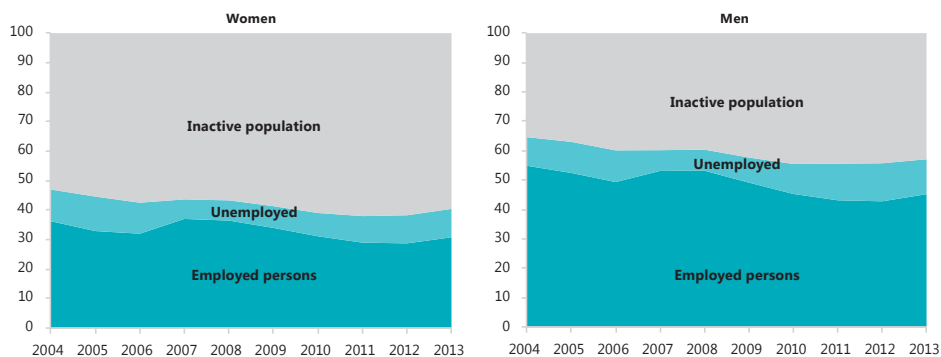
- ▶ **Informal employment** rate is the percentage of persons who perform informal (unreported) work out of the total number of employees. Unreported work includes employed in an unregistered company, employed in a registered company, but without a formal employment contract and without social and pension insurance and unpaid contributing household members.
- ▶ **Agricultural holding** is a technical and economic independent production unit with a single management on which an enterprise, farm cooperative, institution or another legal entity, unincorporated enterprise or family agricultural holding undertakes agricultural production, either as primary or secondary activity.
- ▶ **Holder of a family holding** is a physical person who is economically and legally responsible for the activities of the holding, and in whose name the holding is operated, i.e. the person who takes the economic risks of operation.
- ▶ **Members of the holding are** the holder of the holding practicing agricultural activity on the holding in 2011/12, family members and relatives of the holder (married or cohabiting partner, children, parents, in-laws or adoptive kin, and brothers and sisters of the holder and his/her spouse) who work on the holding in 2011/12, but who do not necessarily live on the holding (belong to another household), and regardless whether they are paid for their work on the holding in any way or not.
- ▶ **Labour regularly employed on the holding** are all persons who regularly carry out work on the holding and who receive remuneration for their work (in money or in kind, etc.) from the holding, and who are not family members or relatives of the holder, regardless whether the holding pays taxes and contributions for their hiring (whether they are registered with the respective authorities or not).
- ▶ **Annual work unit (AWU)** is unit of measure representing the amount of human work spent in carrying out agricultural activity on a holding. This unit is the equivalent of the work of one person working full time in one year: eight hours per day, 225 working days.



### ***Highlights...***

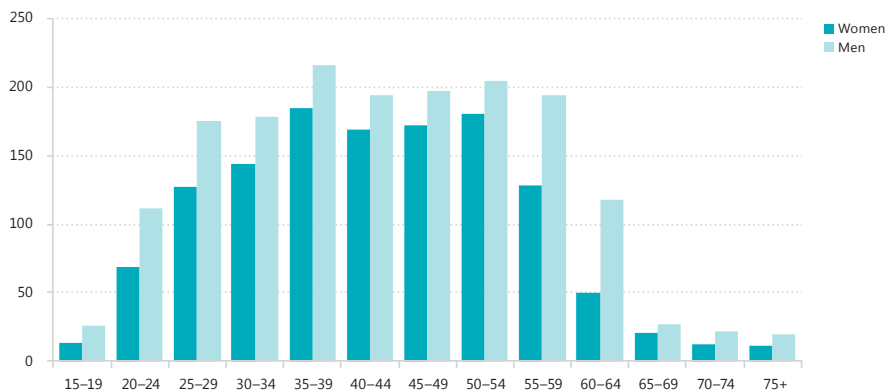
- ▶ The activity rate of women with higher education is higher than the activity rate of men with the same level of education (71% vs. 65%) and for 31 percentage points is higher than the average activity rate for all women aged 15 years and over, which is 40%.
- ▶ There are less employed women than employed men by 16 percentage points (42% vs. 58%).
- ▶ Most of employed women are aged from 45 to 54 years (29.4%), while of employed men are those from 35 to 44 years of age (25.5%).
- ▶ The employment rate of women aged 25 to 54 years is 14 percentage points lower than the employment rate of men of the same age (56% vs. 70%).
- ▶ There are more employed married women than employed married men by five percentage points (71% vs. 66%).
- ▶ There are twice as many self-employed among men than among women (aged 15 to 64 years, 29% of men and 14% women).
- ▶ There is a higher number of informally employed women and men among self-employed persons than among employed workers in all age groups. The largest number of informally employed are aged 65 years and over (81.3% women and 51.6% men).
- ▶ The unemployment rate for women aged 15 and over is three percentage points higher than for men (24% vs. 21%). The highest unemployment rate for women occurs in the age group 15 to 24 years and it is 12 percentage points higher than unemployment rate of men in the same age group (57% vs. 45%).
- ▶ Women are much less at the position of the holder of a family holding than men. On the level of Serbia — total, they are represented among the holders of family holding with 17.3%.
- ▶ Holders of family holdings in the territory of the Republic of Serbia are the most numerous in the age category of 65 years or more (women 47%, men 32%).
- ▶ Women are a large majority among family members and relatives who are engaged in agricultural activity on the holding (62.9%, men 37.1%), while they constitute a distinct minority among full-time employees on holdings (14.8%, men 85.2%).

### Main sets of population aged 15 and over, by activity and sex, 2004–2013 (%)



Source: Labour Force Survey, SORS

### Active population by age and sex, 2013 (in thousands)



Source: Labour Force Survey, SORS

**Activity rates, by age and sex, 2013**

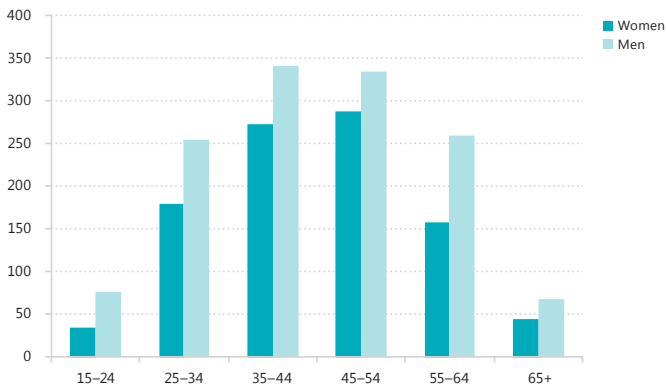
Age	Total	Women	Men
15+	48	40	57
15–64	62	53	70
15–24	29	23	34
25–54	81	74	88
55+	22	15	31

Source: Labour Force Survey, SORS

**Activity rates of population aged 15 and over, by educational attainment and sex, 2013**

Educational attainment	Total	Women	Men
Total	48	40	57
No school	13	10	28
Incomplete primary school	21	16	30
Primary school	34	26	44
Secondary school	57	49	65
Higher school – college	55	56	55
University, faculty or academy	68	71	65

Source: Labour Force Survey, SORS

**Employed persons, by age and sex, 2013 (in thousands)**

Source: Labour Force Survey, SORS

**Employment rate, by age and sex, 2013**

Age	Total	Women	Men
15+	38	31	45
15–64	47	40	55
15–24	15	10	19
25–54	63	56	70
55+	20	14	27

Source: Labour Force Survey, SORS

**Employment rate for persons aged 15 and over, by educational attainment and sex, 2013**

Educational attainment	Total	Women	Men
Total	38	31	45
No school	10	8	*
Incomplete primary school	19	15	26
Primary school	26	20	35
Secondary school	43	35	51
Higher school–college	44	46	43
University, faculty or academy	56	58	55

\* Too imprecise estimate to be published.

Source: Labour Force Survey, SORS

**Employed persons, by marital status and sex, 2013**

Marital status	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
Total	978107	100	1332611	100	42	58
Single	160969	16	369776	28	30	70
Married	689755	71	884238	66	44	56
Widowed	51931	5	21994	2	70	30
Divorced	75452	8	56603	4	57	43

Source: Labour Force Survey, SORS

**Structure of employed by professional status, age and sex, 2013 (%)**

Age Professional status	15+		15-64		15-24		25-54		55+	
	W	M	W	M	W	M	W	M	W	M
Total	15	32	14	29	*	18	12	26	27	50
Self-employed	72	65	75	68	74	68	80	71	42	45
Employees	13	4	11	3	*	15	8	3	31	4

\* Too imprecise estimate to be published.

Source: Labour Force Survey, SORS

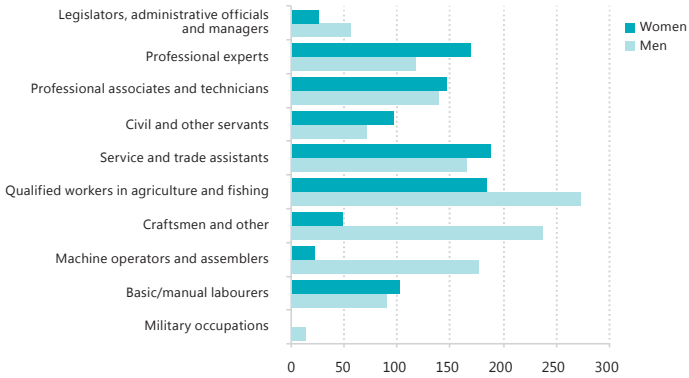
**Employed persons, by employment status, activity sections, type of ownership and sex, 2013**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Employees</b>	<b>700997</b>	<b>100</b>	<b>860083</b>	<b>100</b>	<b>45</b>	<b>55</b>
Agriculture sector	10366	1	28684	3	27	73
Industry sector	156596	22	362800	42	30	70
Service sector	534035	76	468600	54	53	47
<b>Type of ownership</b>	<b>700997</b>	<b>100</b>	<b>860083</b>	<b>100</b>	<b>45</b>	<b>55</b>
Private ownership – registered	341243	49	460416	54	43	57
Private ownership – unregistered	6446	1	15919	2	29	71
State ownership	346602	49	368728	43	48	52
Other types of ownership	6705	1	15021	2	31	69
<b>Self-employed</b>	<b>150301</b>	<b>100</b>	<b>421747</b>	<b>100</b>	<b>26</b>	<b>74</b>
Agriculture sector	66437	44	226259	54	23	77
Industry sector	9641	6	65415	16	13	87
Service sector	74223	49	130073	31	36	64
<b>Type of ownership</b>	<b>150300,9</b>	<b>100</b>	<b>421747</b>	<b>100</b>	<b>26</b>	<b>74</b>
Private ownership – registered	87654	58	252180	60	26	74
Private ownership – unregistered	52291	35	150746	36	26	74
State ownership	-	-	-	-	-	-
Other types of ownership	10356	7	18821	4	35	65

- No occurrence

Source: Labour Force Survey, SORS



**Employed persons by occupations and sex, 2013 (in thousands)**


Source: Labour Force Survey, SORS

**Employed persons, by working hours, age and sex, 2013 (%)**

Age	15+		15-64		15-24		25-54		55+	
	W	M	W	M	W	M	W	M	W	M
<b>Working hours</b>										
Full time	88	90	90	91	80	81	92	93	75	82
Less than full-time	12	10	10	9	20	19	8	7	25	18

Source: Labour Force Survey, SORS

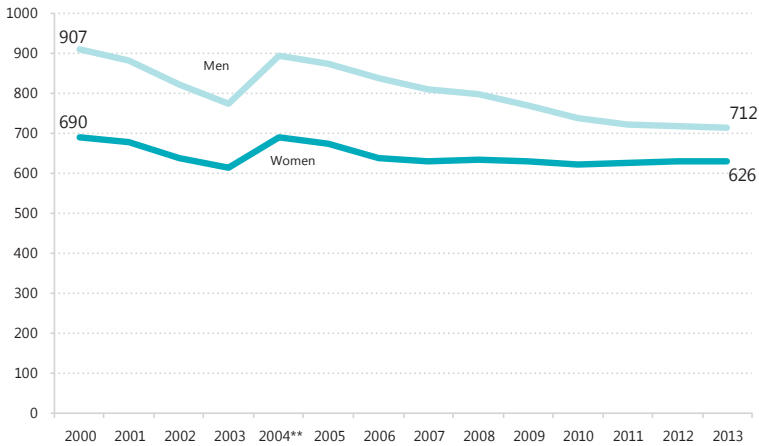
**Formally and informally employed persons, by employment status, age and sex, 2013 (%)**

Age	15+		15-64		15-24		25-54		55+	
	W	M	W	M	W	M	W	M	W	M
<b>Employees</b>										
Formally employed	96	95	97	95	83	84	97	96	95	97
Informally employed	4	5	3	5	*	16	3	4	*	*
<b>Self-employed</b>										
Formally employed	65	65	69	66	*	63	73	69	51	57
Informally employed	35	35	31	34	*	*	27	31	49	43

\* Too imprecise estimate to be published.

Source: Labour Force Survey, SORS

**Employed in legal entities, by sex, 2000–2013 (in thousands)\***

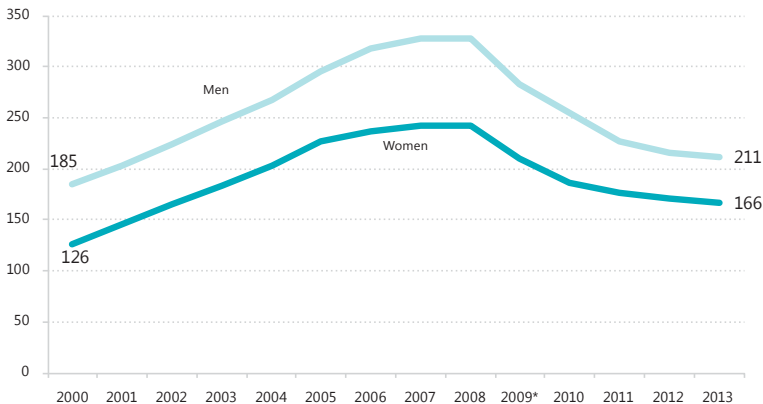


\* Annual average

\*\* Starting from 2004 are involved employees in small businesses (up to 50), which are not covered by regular semiannual survey

Source: Employment statistics, SORS

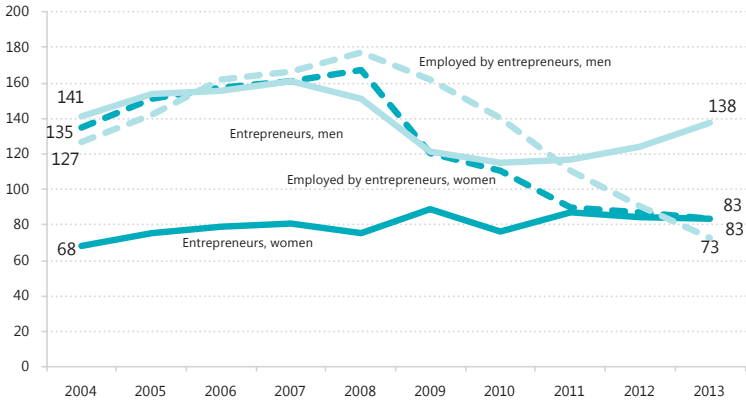
**Entrepreneurs and persons employed by entrepreneurs, by sex, 2000–2013 (in thousands)**



\* The decrease in their number is, among other things, a result of database consolidation in the Republic Health Insurance Fund

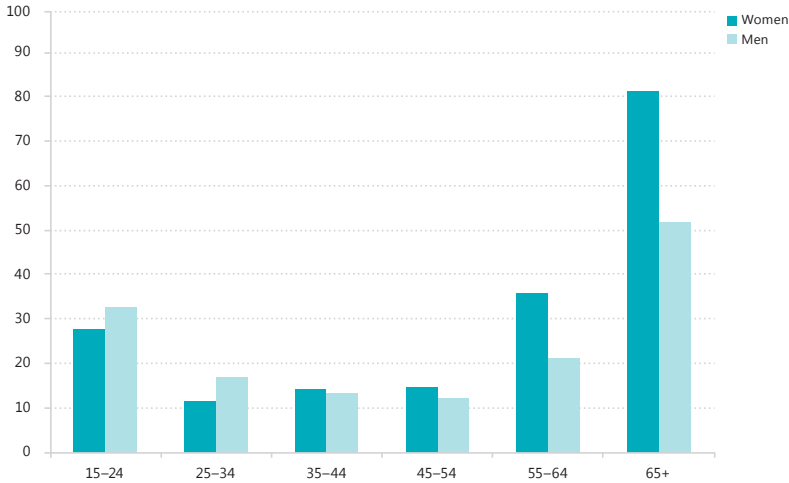
Source: Republic Health Insurance

**Entrepreneurs and persons employed by entrepreneurs, by sex, 2004–2013 (in thousands)**



Source: Republic Health Insurance

**Share of informal employment in total employment by age and sex, 2013 (%)**



Source: Labour Force Survey, SORS

**Informal employment, by sectors and sex, 2013**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>204143</b>	<b>100</b>	<b>241453</b>	<b>100</b>	<b>46</b>	<b>54</b>
Agriculture sector	155354	76	151908	63	51	49
Industry sector	6888	3	42238	17	14	86
Service sector	41901	21	47307	20	47	53

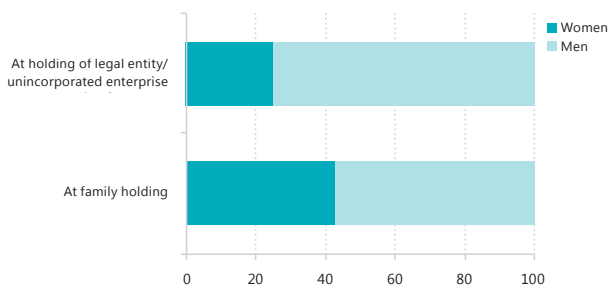
Source: Labour Force Survey, SORS

**Membres and regularly employed labour force at family holding, by sex and age, 2012 (%)**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
Holder of a family holding	106946	100	510419	100	17	83
-25	427	0	3368	1	11	89
25-34	2431	2	21916	4	10	90
35-44	7542	7	57466	11	12	88
45-54	16134	15	107395	21	13	87
55-64	30019	28	156959	31	16	84
65+	50393	47	163315	32	24	76
Family members and relatives who practiced agricultural activity at holding	501487	100	295712	100	63	37
-25	30425	6	54422	18	36	64
25-34	50180	10	63608	22	44	56
35-44	83896	17	61095	21	58	42
45-54	108580	22	50664	17	68	32
55-64	122820	24	36642	12	77	23
65+	105586	21	29281	10	78	22
Regularly employed labour	264	100	1521	100	15	85
-25	16	6	133	9	11	89
25-34	37	14	320	21	10	90
35-44	70	27	340	22	17	83
45-54	72	27	407	27	15	85
55-64	53	20	248	16	18	82
65+	16	6	73	5	18	82

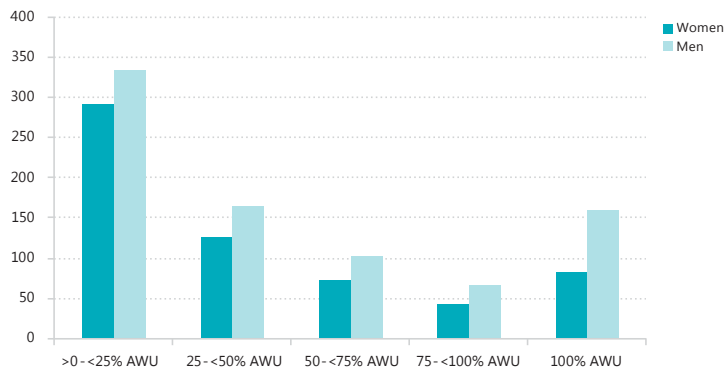
Source: Census of Agriculture, SORS

### Membres of the holding and regularly employed labour force, by sex and legal status of holding, 2012 (%)



Source: Census of Agriculture, SORS

### Membres of the holding and regularly employed labour force, by annual work unit (AWU) and sex, 2012 (in thousands)



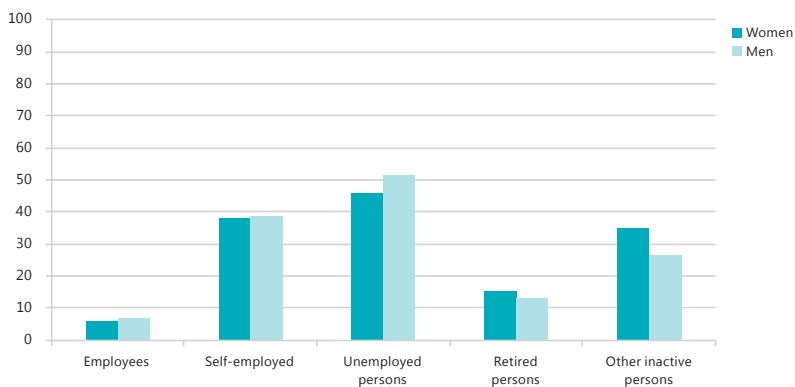
Source: Census of Agriculture, SORS

### Membres and regularly employed labour force at family holding, by activities carried out at holding and sex, 2012

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
Holders of holdings	106946	100	510419	100	17	83
Practised agricultural activities only	88271	83	351983	69	20	80
Practised other gainful activity	18675	17	158436	31	11	89
Family members and relatives who practiced agricultural activities at holding	501487	100	295712	100	63	37
Practised agricultural activities only	374768	75	162711	55	70	30
Practised other gainful activity	126719	25	133001	45	49	51
Regularly employed labour	264	100	1521	100	15	85
Practised agricultural activities only	236	89	1394	92	14	86
Practised other gainful activity		11	127	8	18	82

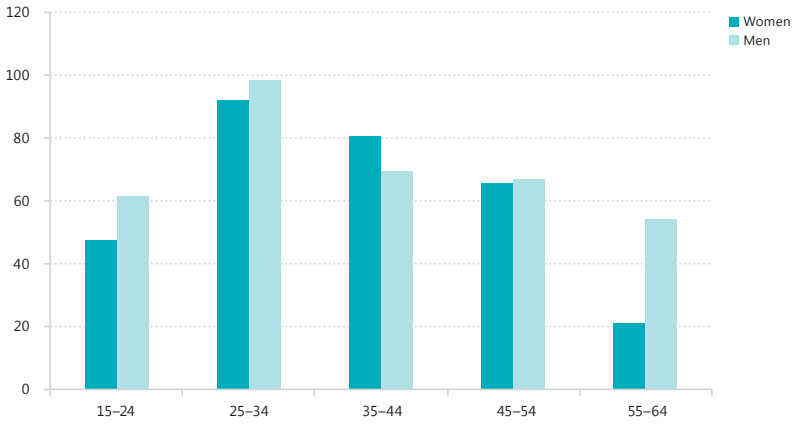
Source: Census of Agriculture, SORS

### At-risk-of-poverty rate, persons aged 18 and over, by the most frequent status in the labor market and by sex, 2013 (%)



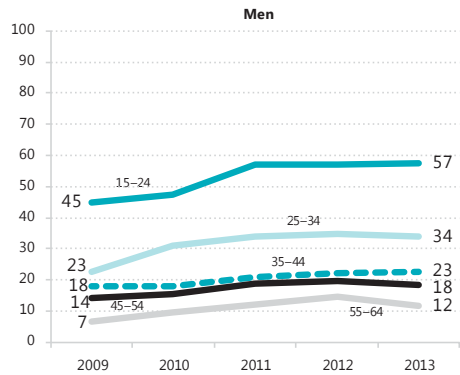
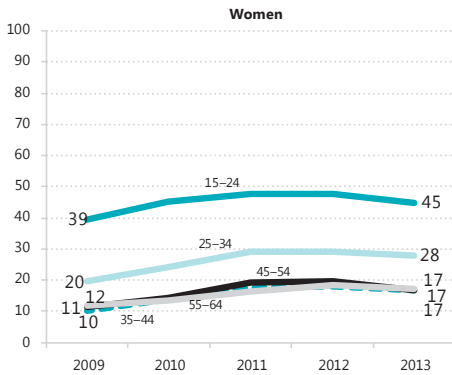
Source: Survey on Income and Living Conditions, SORS

### Unemployed persons, by age and sex, 2013 (in thousands)



Source: Labour Force Survey, SORS

### Rates of unemployment by age groups and sex, 2009–2013



Source: Labour Force Survey, SORS

### Unemployment rates and long-term unemployment, population aged 15 and over, by age and sex, 2013

Age	Unemployment rates		Long-term unemployment rates	
	Women	Men	Women	Men
15+	24	21	18	16
15-64	25	22	19	16
15-24	57	45	34	26
25-54	24	20	19	16
55+	9	14	8	12

Source: Labour Force Survey, SORS

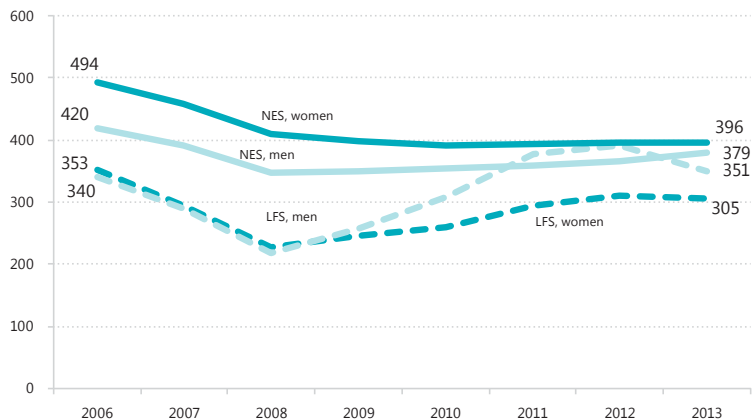
### Unemployed by marital status and sex, 2013

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
Total	305399	100	348309	100	47	53
Single	112974	37	182449	52	38	62
Married	160357	53	149018	43	52	48
Widowed	6025	2	*	*	*	*
Divorced	26043	9	16842	5	61	39

\* Too imprecise estimate to be published  
Source: Labour Force Survey, SORS

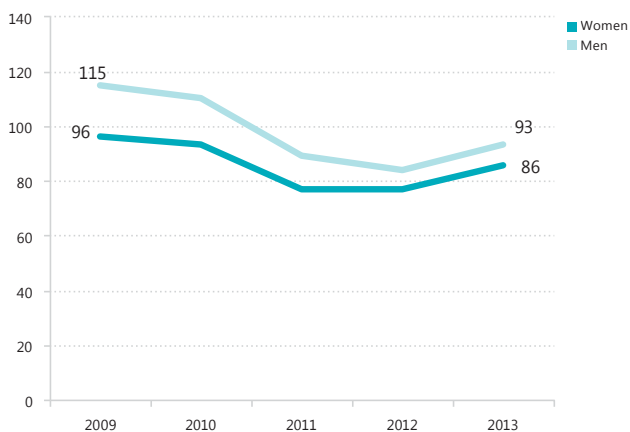


### Unemployed persons, by sex, 2006–2013 (in thousands)



Source: Labour Force Survey (LFS) and National Employment Service (NES)

### Unemployed persons, beneficiaries of financial compensation, by sex, 2009–2013 (in thousands)



Source: National Employment Service

**Inactivity rate by age and sex, 2013**

Age	Total	Women	Men
15+	52	60	43
15-64	38	47	30
15-24	71	77	66
25-54	19	26	12
55+	78	85	69

Source: Labour Force Survey, SORS

**Inactive population by reasons why they don't want to work and sex, 2013 (in thousands and %)**

	Women		Men		Structure by sex	
	Number	%	Number	%	Women	Men
<b>Total</b>	<b>1502</b>	<b>100</b>	<b>990</b>	<b>100</b>	<b>60</b>	<b>40</b>
Expecting to resume previous job (temporary dismissed)	*	*	8	1	33	67
Illness or disability	131	9	100	10	57	43
Care of children or adult disabled persons	93	6	3	0	97	3
Other personal or family reasons	177	12	26	3	87	13
Education or training	280	19	265	27	51	49
Retirement	636	42	471	48	57	43
Discouraged persons	99	7	70	7	58	42
Other reasons	82	5	45	5	65	35

\* Too imprecise estimate to be published  
Source: Labour Force Survey, SORS

## 7. Earnings and Pensions

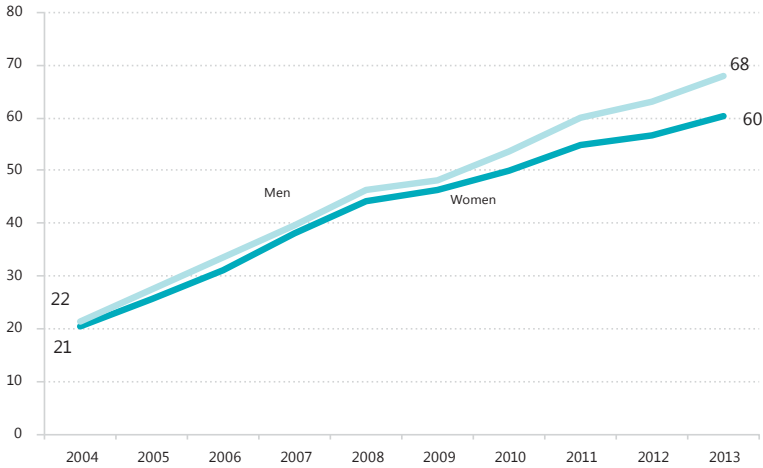
- ▶ According to the article 105 of the Labor Law, an **employee's earnings** include: the remuneration which includes taxes and contributions paid from the earnings by the employee for work performed and time spent at work; raised earnings; earnings compensation and other income (except: personal local public transport financial support and time spent on business trips in the country and abroad, pension indemnity, solidarity assistance, jubilee premium and compensation in case of death and compensation for damages due to occupational injury or occupational disease). SORS calculates average earnings from the total sum of monthly earnings paid out in the reporting month, divided by the number of (formal) employees according to personnel records of legal entities and entrepreneurs who submit data (employees of the Ministry of Defense and the Ministry of Interior are not included).
- ▶ **Average earnings of employees** in legal entities differ from the overall average earnings in the element that they do not include the salaries of those employed by entrepreneurs. Average salaries of formal employees can be shown by sex only for employees in legal entities, because their salaries are ascertained through statistical survey. Salaries of the employed by entrepreneurs are obtained on the basis of data from the records of the Tax Administration, which does not provide data disaggregated by sex.
- ▶ **Gender pay gap** is the difference between average gross earnings received by male employees and average gross earnings received by female employees, expressed as a percentage of average gross earnings of men. Differences in average earnings shown in this chapter are not comparable with the differences implied by the EUROSTAT definition of the (unadjusted) gender pay gap because they do not include the earnings of employees employed by entrepreneurs and are not based on hourly earnings. However, as the majority of employees in the Republic of Serbia are employed by legal entities and as part-time work is not a widespread practice, the data presented are still relevant and can serve as an indirect estimate of the gender pay gap across the economy.
- ▶ **Education (qualification) level** required to perform certain jobs and tasks is the level of education determined for a position (by a general act, or job classification act).
- ▶ **Pension** is a monthly cash benefit to which an individual is entitled in respect of insurance for old age, disability, death and physical impairment. There are three categories of pensions: old age, disability and family pension. Beneficiaries can claim the right to an old age pension on the basis of years worked or age, and the right to disability pension is claimed on the basis of disability. In case of the death of the holder, the right to the pension is transferred to a family member. For this kind of pension there is no data on the beneficiaries' sex.

***Highlights...***

- ▶ Among old-age pension beneficiaries, women account for just over a half, while men make up almost two-thirds of all disability pension beneficiaries. In both categories, women on average receive lower pensions than men: women on average have 20% lower old-age pensions, and 16% lower disability pensions than their male counterparts.
- ▶ Women who became entitled to old-age pension (were employed), on average use that right 2 years longer than men because, according to the law, they are younger when they retire.
- ▶ However, the same women who became entitled to old-age pension, on average live 2 years shorter than the men in old-age pension.



**Average earnings of employees in legal entities, by sex, 2004–2014**



Source: Earnings statistics, SORS

**Average earnings of employees in legal entities, by industry/activity sector and sex, March 2014**

Activity sector	Average salaries and wages, RSD		Average in the sector = 100	
	Women	Men	Women	Men
Total	60185	68026	94	106
Agriculture, forestry and fishing	48850	49930	98	101
Mining and quarrying	87971	95571	93	101
Manufacturing	46962	57861	87	108
Electricity, gas, steam and air conditioning supply	90082	108236	86	104
Water supply, sewerage, waste management and remediation activities	54677	55603	99	100
Construction	57368	50963	110	98
Wholesale and retail trade and repair of motor vehicles and motorcycles	54923	74018	86	116
Transportation and storage	60115	61479	98	101
Accommodation and food service activities	39282	46101	93	109
Information and communication	95671	104751	95	104
Financial and insurance activities	91144	120518	89	118
Real estate activities	68115	72027	96	102
Professional, scientific and technical activities	93852	97178	98	102
Administrative and support service activities	47252	44530	104	98
Public administration and defence; compulsory social security	75626	80742	97	104
Education	56550	65507	95	110
Human health and social work activities	57871	70823	95	117
Arts, entertainment and recreation	55360	57134	99	102
Other service activities	72386	59089	113	92

Source: Earnings statistics, SORS

**Number of employees in legal entities and their average earnings, by level of educational attainment and sex, March 2014\***

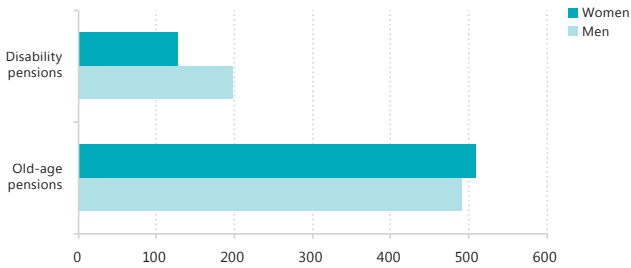
Level of educational attainment	Number of employees		Average salaries and wages, RSD	
	Women	Men	Women	Men
Total*	493552	514504	60185	68026
University educational attainment	153439	103479	88199	115040
Vocational higher educational attainment	49248	30430	62922	74283
Secondary educational attainment	178129	158490	51038	59856
Lower educational attainment	22049	26054	33731	43061
Highly qualified	5940	33561	49439	75349
Qualified	30171	102967	38018	50337
Semi-qualified	20628	22558	33929	42686
Non-qualified	33948	36965	32303	41978

\* Employees engaged in some small-size enterprises and in unincorporated enterprises (entrepreneurs) are not covered, as well as employees in the Ministry of Defense and in the Ministry of Interior  
 Source: Earnings statistics, SORS

**Ratio of the number of women to the number of men employed in legal entities and their average earnings, by educational attainment, March 2014\***


\* Data refer only to employees in legal entities  
 Source: Earnings statistics, SORS

**Pension beneficiaries from the employed category, by type of pension and sex, 2013\* (in thousands)**



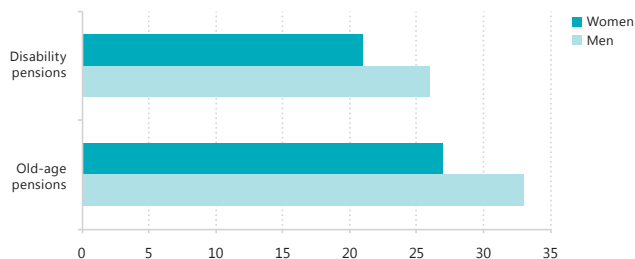
\* As of January 1<sup>st</sup>, 2008, pension insurance funds for the employed, self-employed and farmers have been combined into one.  
Source: Republic Pension and Disability Insurance Fund

**Pension beneficiaries by categories, pension type, average age and sex, 2013**

Pension beneficiaries by type of pension	Number of women beneficiaries per 100 men beneficiaries	Average age of beneficiaries		Average pension for women compared to average pension for men
		Women	Men	
<b>Employed</b>				
Old-age pensions	93	67	70	80
Disability pensions	66	66	67	83
<b>Self-employed</b>				
Old-age pensions	59	63	70	88
Disability pensions	26	59	64	93
<b>Farmers</b>				
Old-age pensions	191	72	76	97
Disability pensions	91	61	64	95

Source: Republic Pension and Disability Insurance Fund

## Average pensions from the employed category, by type of pension and sex of the beneficiary, 2013 (in thousands RSD)



Source: Republic Pension and Disability Insurance Fund

## New pension beneficiaries, by sex, 2013

Pension beneficiaries	Old-age Pensions		Disability Pensions	
	Women	Men	Women	Men
<b>Employed</b>				
Number of new beneficiaries	29018	30446	3685	7724
Average pension (RSD)	22796	26481	18074	20830
Average age	59	63	52	56
Average years worked	29	35	20	25
<b>Self-employed</b>				
Number of new beneficiaries	2284	3572	268	910
Average pension (RSD)	21446	25093	16793	19779
Average age	59	63	51	56
Average years worked	27	33	18	22
<b>Farmers</b>				
Number of new beneficiaries	3929	2697	267	528
Average pension (RSD)	11222	13538	11449	12564
Average age	60	65	54	57
Average years worked	18	23	14	17

Source: Republic Pension and Disability Insurance Fund



**Pension beneficiaries no longer claiming pension due to death, by type of pension and sex, 2013**

Permanently stopped right – because death	Old-age Pensions		Disability Pensions	
	Women	Men	Women	Men
<b>Employed</b>				
Number of pensions	7001	18146	4536	12235
Years of life	75	77	72	72
Average number of years of claiming the right to a pension	19	17	22	18
<b>Self-employed</b>				
Number of pensions	119	800	103	795
Years of life	71	75	61	68
Average number of years of claiming the right to a pension	12	11	9	11
<b>Farmers</b>				
Number of pensions	4475	4683	212	468
Years of life	77	80	63	66
Average number of years of claiming the right to a pension	17	15	10	9

Source: Republic Pension and Disability Insurance Fund

## 8. Time Use

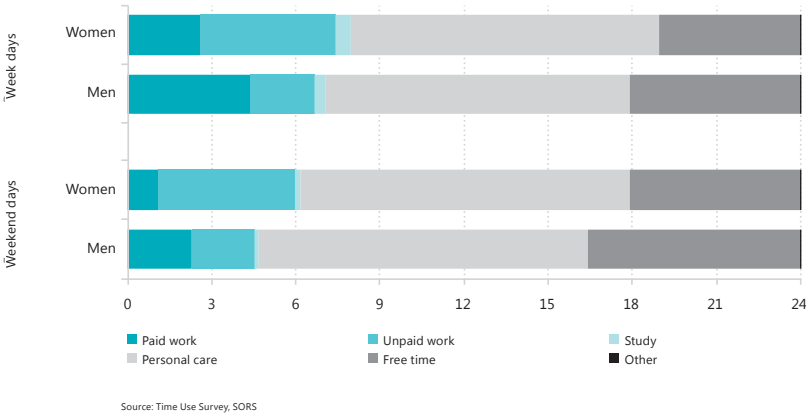
- ▶ **Average time** is the average time spent on certain activities by all persons.
- ▶ **Activities** are activities (actions) aggregated at the highest level, performed by respondents during the day.
- ▶ **Paid work** consists of time spent on the main and second job, lunch breaks during working hours, travel to/from work and other related activities.
- ▶ **Unpaid work** consists of managing food, taking care of textiles, household upkeep and management, gardening and pet care, construction and repairs, shopping and services, child care, other household and family care activities and travel related to household and family care activities.
- ▶ **Total work** represents the sum of time spent in paid and unpaid work.
- ▶ **Free activities** refer to the time spent with family and friends, spent on entertainment, culture and sports, watching TV shows, reading books or newspapers, resting, working or playing on the computer, and similar activities, and travel related to these activities.
- ▶ **Personal care** refers to the time spent on sleeping, eating, washing, bathing, dressing and other personal care activities.

### *Highlights...*

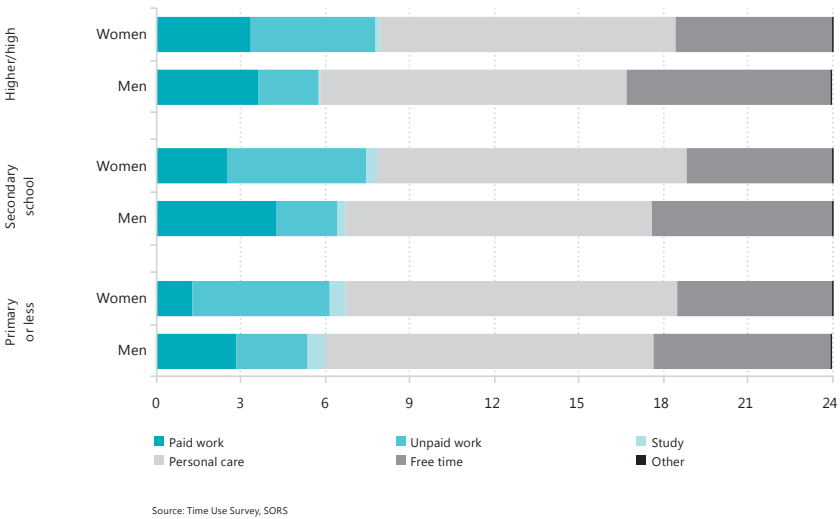
- ▶ On weekdays, on the total work women spend more than seven hours, and men spend less than seven hours. The ratio of paid and unpaid work is in favour of women and unpaid work. On weekend days, women. During weekends, on average women spend more time on unpaid work than men in the total work.
- ▶ The more educated women are, the more time they spend on paid work, but this rule applies to men when it comes to leisure time. As far as unpaid work is concerned, regardless of the level of education, women spend more than four hours, but women with higher education spend less than other women on unpaid work. Women with secondary education spend most of their time on paid work.
- ▶ As for leisure activities, on average men spend six and a half hours per day, and women less than five and a half hours, and they spend a half of their total free time watching TV.
- ▶ On average, both men and women spend one hour in travel, with one difference — women spend less than a half of that time in public transport, while men spend that time driving the car.



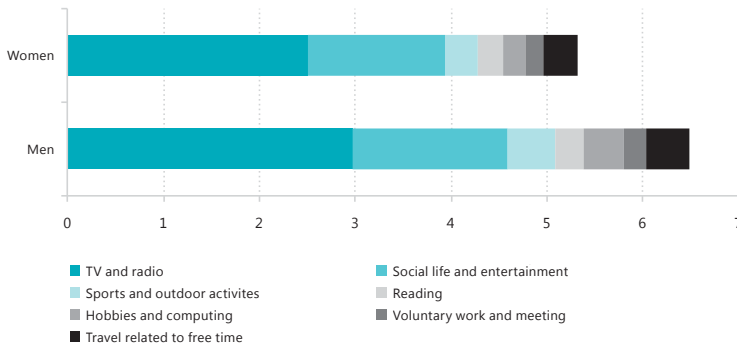
**Average time spend in activities, weekdays and weekend days, population 15 years and over, by sex, 2010/2011 (hours)**



**Average time spend in activities, weekdays and weekend days, population 15 years and over, by highest completed level of education and sex, 2010/2011 (hours)**

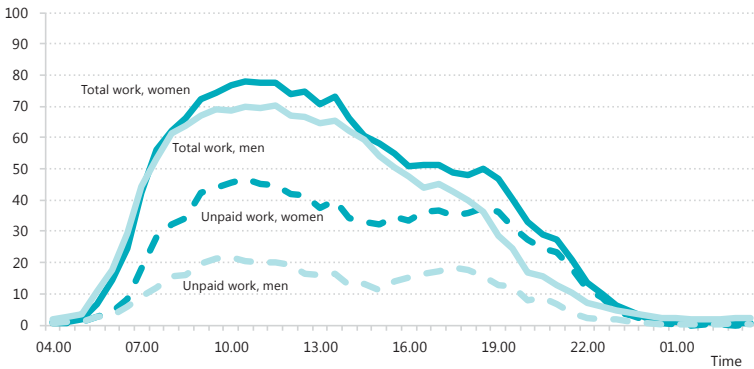


**Average time spend in free time, level of activities 1 and 2, population 15 years, by sex, 2010/2011 (hours)**



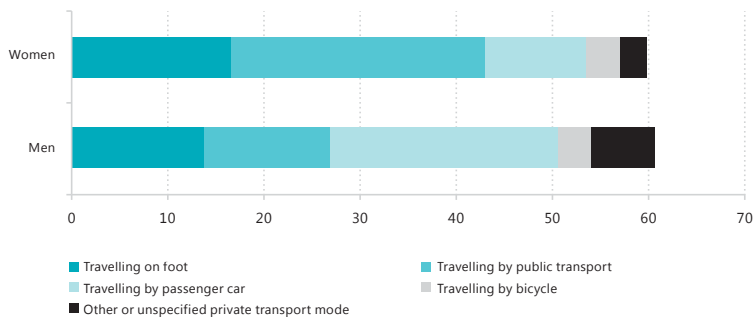
Source: Time Use Survey, SORS

**Average time spend in total and unpaid work, weekdays, population aged 30–64, by sex, 2010/2011 (%)**



Source: Time Use Survey, SORS

**Average time spend in travel to and from work, population aged 30–64, by mode of transport and sex, 2010/2011 (minutes)**



Source: Time Use Survey, SORS

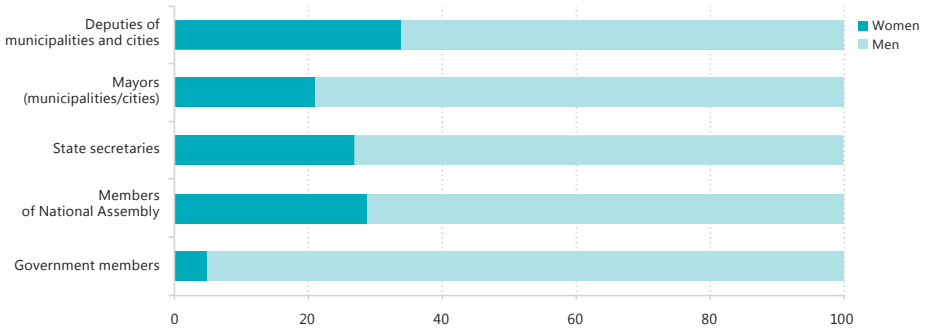
## 9. Decision-Making

- ▶ **Data on the members of the National Assembly**, members of the Government and state secretaries refer to the period after the elections in March 2014.
- ▶ **Data on the councilors in the municipal and city assemblies** and municipal presidents/mayors relate to the situation after the 2012 elections.
- ▶ **A manager of a holding** is the person who makes daily decisions and organises agricultural production on the holding. This person can be a production manager or, when there are several managers for various production lines, the person in charge of organising the entire agricultural production on the holding. Each holding can have only one manager.

### *Highlights...*

- ▶ Only 5% of municipal presidents/mayors are women, and 29% of the councilors in the municipal and city assemblies are women.
- ▶ Women seldom have a position of a trustee or manager of holdings: 15.9% are women and 84.1% are men.



**Decision-making by level and sex, 2014 (%)**


Source: Government of the Republic of Serbia

**Public prosecutors and Public prosecutors Deputies, by sex, 2014\***

	Number		Structure by sex	
	Women	Men	Women	Men
<b>Public prosecutors</b>				
Total	10	28	26	74
Republic Public Prosecutor's Office	1	0	100	0
Appellate public prosecution offices	1	3	25	75
Higher public prosecution offices	3	16	16	84
Basic public prosecution offices	5	7	42	58
Organized Crime Prosecution Office	0	1	0	100
War Crimes Prosecution Office	0	1	0	100
<b>Public prosecutors Deputie</b>				
Total	375	313	55	45
Republic Public Prosecutor's Office	6	5	55	45
Appellate public prosecution offices	29	31	48	52
Higher public prosecution offices	87	88	50	50
Basic public prosecution offices	250	175	59	41
Organized Crime Prosecution Office	3	8	27	73
War Crimes Prosecution Office	0	6	0	100

\* The data refer to persons who hold the function, June 2014  
 Source: Public Prosecutors

**Judges, by sex, 2014\***

	Number		Structure by sex	
	Women	Men	Women	Men
The Constitutional Court	5	10	33	67
<b>Courts of general jurisdiction</b>				
Total	1415	653	68	32
Supreme Court Cassation	23	12	66	34
Appellate Courts	165	69	71	29
High Courts	218	147	60	40
Basic Courts	1009	425	70	30
<b>Courts of special jurisdiction</b>				
Total	600	201	75	25
Administrative Court	27	9	71	29
Commercial Appellate Court	22	7	76	24
Commercial Court	115	45	72	28
Misdemeanor Appellate Court	48	10	83	17
Misdemeanor Court	388	130	75	25

\* The data refer to June 2014  
Source: Ministry of Justice

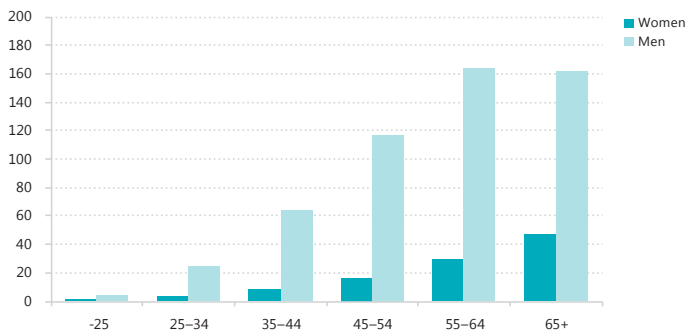
**Employees in the security sector, by sex, 2010 and 2013 (%)**

	2010		2013	
	Women	Men	Women	Men
Total	27	73	34	66
Leadership/Command duties	14	86	21	79
<b>Ministry of Defence and Serbian Armed Forces</b>				
All	19	81	19	81
Leadership/Command duties		90	18	82
<b>Ministry of Interior</b>				
All	21	79	34	66
Leadership/Command duties		89	10	90
<b>Customs Administration</b>				
All	42	58	42	58
Leadership/Command duties		67	34	66
<b>Administration for the Execution of Penitentiary Sanctions</b>				
All	24	76	43	57
Leadership/Command duties		93	29	71
<b>Security Information Agency</b>				
All	31	69	30	70
Leadership/Command duties		89	12	88

Source: Ministry of Defence

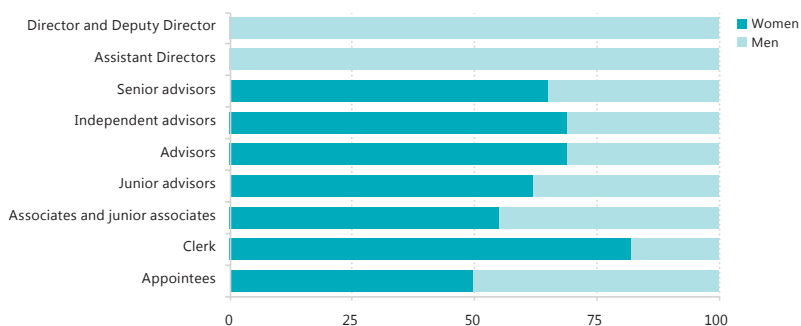


### Managers at holdings, by age and sex, 2012 (in thousands)



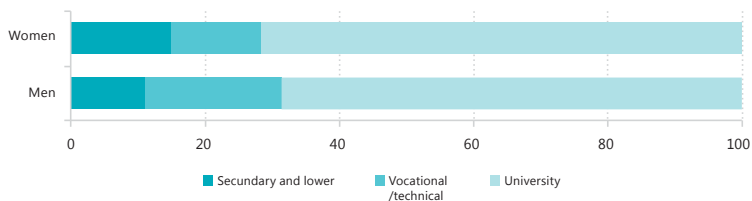
Source: Census of Agriculture, SORS

### Employees in SORS by titles and sex, 2014 (%)



Source: Legal and Personal Affairs Division, SORS

### Employees in SORS by educational attainment and sex, 2014



Source: Legal and Personal Affairs Division, SORS

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