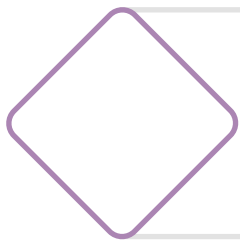


Gender Equality Index for the Republic of Serbia 2024

Gender aspects of time use





Gender Equality Index for the Republic of Serbia 2024

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The Gender Equality Index Report is based on the methodology of the Gender Equality Index developed by the European Institute for Gender Equality (<http://eige.europa.eu/>) for the European Union and its Member States. The data used for calculation of the Gender Equality Index for Serbia refer to 2022. EIGE revised the methodology in 2025 and findings in this report are comparable with the EU up to 2024.

The views expressed in this publication are those of the author and do not necessarily reflect the opinion or position of the partners in the initiative of development of the Gender Equality Index, who cannot be held responsible for its content or any further use of the information contained in this publication, including: European Institute for Gender Equality, Cabinet of the Minister without portfolio in charge of gender equality, prevention of violence against women and economic and political empowerment of women of the Government of the Republic of Serbia, Statistical Office of the Republic of Serbia and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and SeConS Development Initiative Group. All terms used in the publication in the masculine grammatical gender cover both the male and female gender of the persons they relate to.

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This publication does not represent the official views of the Government of the Republic of Serbia, European Union and UN Women.

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ABBREVIATIONS OF COUNTRY NAMES

AL	Albania	IT	Italy
AT	Austria	LT	Lithuania
BA	Bosnia and Herzegovina	LU	Luxemburg
BE	Belgium	LV	Latvia
BG	Bulgaria	ME	Montenegro
CY	Cyprus	MK	North Macedonia
CZ	Czechia	MT	Malta
DE	Germany	NL	The Netherlands
DK	Denmark	PL	Poland
EE	Estonia	PT	Portugal
EL	Greece	RO	Romania
ES	Spain	SE	Sweden
FI	Finland	SI	Slovenia
FR	France	SK	Slovakia
HR	Croatia	RS	Serbia
HU	Hungary	UK	United Kingdom
IE	Ireland	EU-27	27 member states of the European Union

FOREWORD

Gender equality is one of the key prerequisites for the development of a just and inclusive society. It is not only a human rights issue, but also a necessary condition for improving the quality of life of all citizens, and our moral imperative. The Gender Equality Index, as a comprehensive instrument, allows us to monitor progress, identify areas where additional investments are needed, and direct public policies towards further improving the position of women and men in all spheres of society.

The Republic of Serbia was the first country in the region to introduce the Gender Equality Index, which was first published in 2014. Since then, Serbia has made continuous progress - from an initial value of 52.4 to today's 60. This result is not accidental, but is a consequence of a systemic approach, continuous improvement of the legislative framework, development of institutional mechanisms and increasing recognition of the importance of gender equality in society.

It is particularly important to highlight the area of political power, in which Serbia achieves exceptional results. With an index of 74.4, Serbia is ahead of the European Union average, which is 62.6. This indicator shows a high level of participation of women in decision-making processes and public life, as well as the effects of policies aimed at increasing their representation. Such results contribute to better quality and more inclusive decision-making, which is of particular importance for the development of a modern and democratic society to which we aspire.

The special importance of women's participation in political and public life is also reflected in the ability of society to adequately respond to challenges such as domestic violence, but also in any other place. It is precisely the greater representation of women in decision-making processes that contributes to placing these topics more visibly in the public space, to developing more effective protection measures and to raising awareness about the unacceptability of all forms of violence. The voice of women in politics is important not only for equal representation, but also for creating policies that reflect the real needs of society and contribute to building a safer environment for all.

Progress is also noticeable in other areas such as the labor market and education, where measures aimed at empowering women and improving equal opportunities have yielded concrete results. At the same time, growing awareness of the importance of gender equality also influences the change of social norms, which is an important prerequisite for long-term and sustainable change.

While we are aware that some of the data on which the index is based refers to earlier periods, including 2022, we are further encouraged by the latest available da-

ta in certain domains, which indicate that progress has continued and been further improved. Despite the results achieved, there is still much room for further work. It is particularly important to improve the situation in the area of health, in order to move closer to European Union standards.

The Gender Equality Index clearly shows us that progress is possible when there is political will, institutional commitment and cooperation of all relevant actors. This is precisely why we continue to work to strengthen policies that contribute to greater equality, economic security, political participation and a better quality of life for all citizens.

I am confident that further efforts, based on data, knowledge and cooperation, will contribute to the continuation of positive trends and the building of a society in which equal opportunities will be a given reality and a minimum of mutual understanding below which, as a community, we do not want to go.

Tatjana Macura

Minister without portfolio in charge of gender equality, prevention of violence against women and economic and political empowerment of women

KEY FINDINGS

The fourth Gender Equality Index for the Republic of Serbia, based on data from 2022, amounts to 60.0 points, and indicates continuous, albeit increasingly slow, progress in improving gender equality. Compared to the first Gender Equality Index from 2014, there has been an increase of 7.6 points, and a 2.0-point increase from the previous reporting period (2018). If progress were to continue at this pace, it would take 40 years to achieve full gender equality at a high level of achievement within the domains covered by the index. However, given that in some domains the Index shows negative trends or stagnation, this scenario seems overly optimistic from today's perspective.

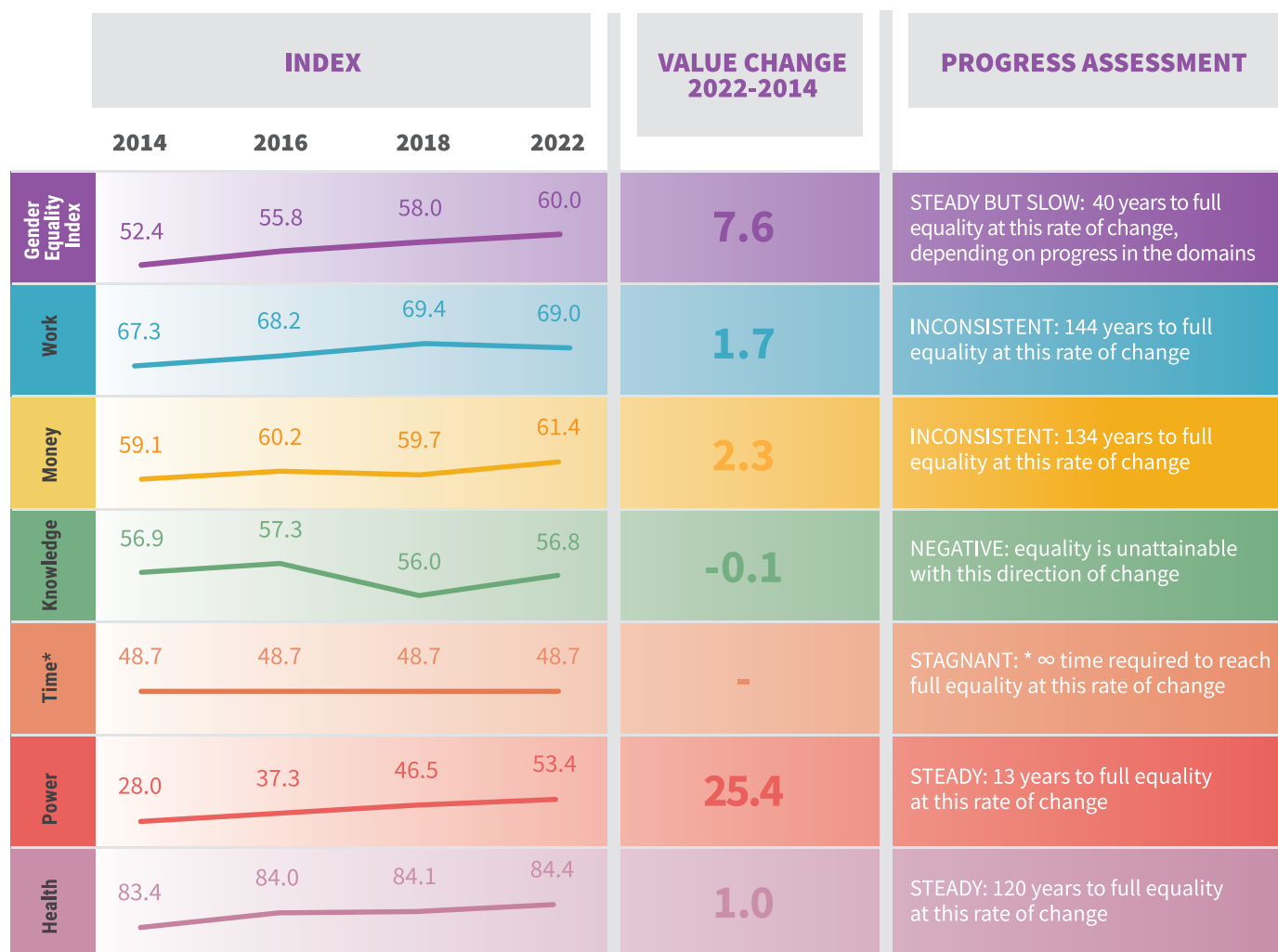
Comparative data for the Gender Equality Index for 2014, 2016, 2018, and 2022 show that the growth of the Index in the period between the third and fourth reports is the smallest, indicating a slowdown in the already slow progress.

The data indicate uneven progress across the six domains of the Gender Equality Index. Compared to 2018, the greatest progress, similar to previous years, was recorded in the domain of power. A slight increase in the Index value is registered in the domains of money, knowledge, and health. A negative change is registered in the domain of work, while the domain of time cannot be tracked due to a lack of more recent data.

Figure 1: Changes in Index values by domain, Republic of Serbia, 2018-2022



When observing the entire period during which the Gender Equality Index has been monitored (2014-2022), it is noted that the greatest progress was achieved in the domain of power, primarily due to the increased share of women in legislative and executive bodies at the national and local levels, based on legally defined quotas. Small progress was made in the domains of money, knowledge, and health, while a slight negative trend was recorded in the domain of work. The domain of time cannot be adequately monitored due to a lack of more recent data, so it is conditionally seen as stagnation (Figure 2).

Figure 2: Gender Equality Index in total and by domain, changes 2014-2022, Republic of Serbia

*Data for this domain are only available for 2015 and 2016, so the stagnant trend is actually a consequence of the lack of new data, and not of the factual situation.

Slowing progress has led to the widening gap between Serbia and the EU. While this difference was 9.4 points in the previous report (2021), it now stands at 11 points. When compared to the EU-27 average and individual member states, it is observed that Serbia's increase in the Index value is below the EU average (2.0 points versus 3.6). Serbia also recorded a smaller increase than 19 member states and a larger increase than 8 member states (more details in Figure 8).

A comparison of Serbia with EU member states and Western Balkan countries shows that, in several domains, Serbia is ranked lower than in the previous reporting period. This is another indicator that the measured progress of 2.0 points is not a satisfactory outcome in relative terms.

The findings presented in this report offer important insights into the factual situation, processes, and outcomes of past policies. They also serve as a warning that it is necessary to raise the issue of gender equality once again to the top of state priorities. This can be done by consolidating and improving the legal framework and policies, establishing a more adequate and effective institutional structure at all levels, and allocating financial resources through gender-responsive budgeting, as well as other resources that can truly serve as a clear indicator of political commitment to advancing gender equality.

The 2024 Gender Equality Index Report for the Republic of Serbia is the fourth such report for the country¹. The Gender Equality Index is an instrument that monitors gender inequalities in the European Union (EU), as well as in the EU candidate countries. In addition to the Republic of Serbia, reports have also been published by Albania (2020)², Bosnia and Herzegovina (partial report in 2022³), North Macedonia (2019⁴ and 2022⁵), and Montenegro (2019⁶ and 2023 - factsheet⁷), which allows for the monitoring of gender equality using the same Gender Equality Index methodology in four Western Balkan countries, thus also enabling regional insights. EIGE also published a comparative report for the Western Balkans in 2023⁸.

The 2024 Report for Serbia was prepared through the cooperation of the Statistical Office of the Republic of Serbia, SeConS – Development Initiative Group, UN Women, with financial support from the European Union and with expert support from the European Institute for Gender Equality. Support for the development of the Gender Equality Index was also provided by the Ministry without Portfolio in charge of Gender Equality, Prevention of Violence Against Women, and the Economic and Political Empowerment of Women.

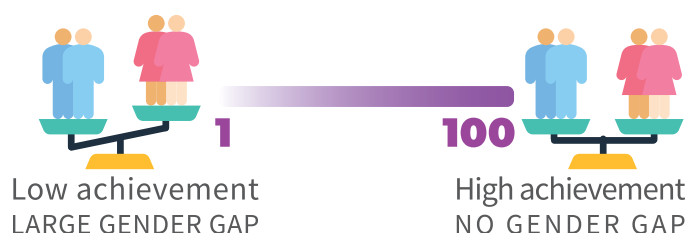
The 2024 edition of the Gender Equality Index also includes a thematic chapter focused on gender patterns in time use, based on the analysis of data from the Time Use Survey conducted by the Statistical Office of the Republic of Serbia in 2021 and 2022.

ABOUT THE GENDER EQUALITY INDEX

The Gender Equality Index is an aggregate indicator that enables the measurement of the complex concept of gender equality. It is rooted in a gender perspective that reflects the most important areas of EU policy and is conceptually shaped to be based on the view that gender equality contributes to the transformation of societies⁹. Hence, the values of the Index primarily reflect the gender gap, and not the specific status of women and men individually.

It is very important to bear in mind that the Gender Equality Index simultaneously **measures both the level of achievement and the gender gap** in different areas, on a scale from 1 to 100. Thus, values of the Index closer to 1 reflect low achievement (for example, low employment) and a large gender gap, while those values closer to 100 reflect both a high achievement (for example, high employment) and a small or no gender gap.

Illustration 1: Gender Equality Index



The Index tracks the level of achievement and gender equality across **six key domains** of gender equality policies: work, money, knowledge, time, power, and health. It also includes two satellite domains: intersecting inequalities and violence against women. The first six domains form the core of the Index. The two satellite domains complement this core of the Index, but they are not part of it, as they apply only to specific parts of the

¹ The first report was published in 2016 based on 2014 data, the second was published in 2018 based on 2016 data, and the third was published in 2021 based on 2018 data.

² https://eige.europa.eu/sites/default/files/gender_equality_index_albania.pdf

³ https://eige.europa.eu/sites/default/files/eige-eng_web.pdf

⁴ https://eige.europa.eu/sites/default/files/gender_equality_index_macedonia_mk.pdf

⁵ <https://eige.europa.eu/sites/default/files/documents/Gender%20Equality%20Index%20for%20North%20Macedonia%20%282022%29.pdf>

⁶ https://eige.europa.eu/sites/default/files/gender_equality_index_2019_report_final.pdf

⁷ <https://eige.europa.eu/sites/default/files/documents/Montenegro%20Gender%20Equality%20Index.pdf>

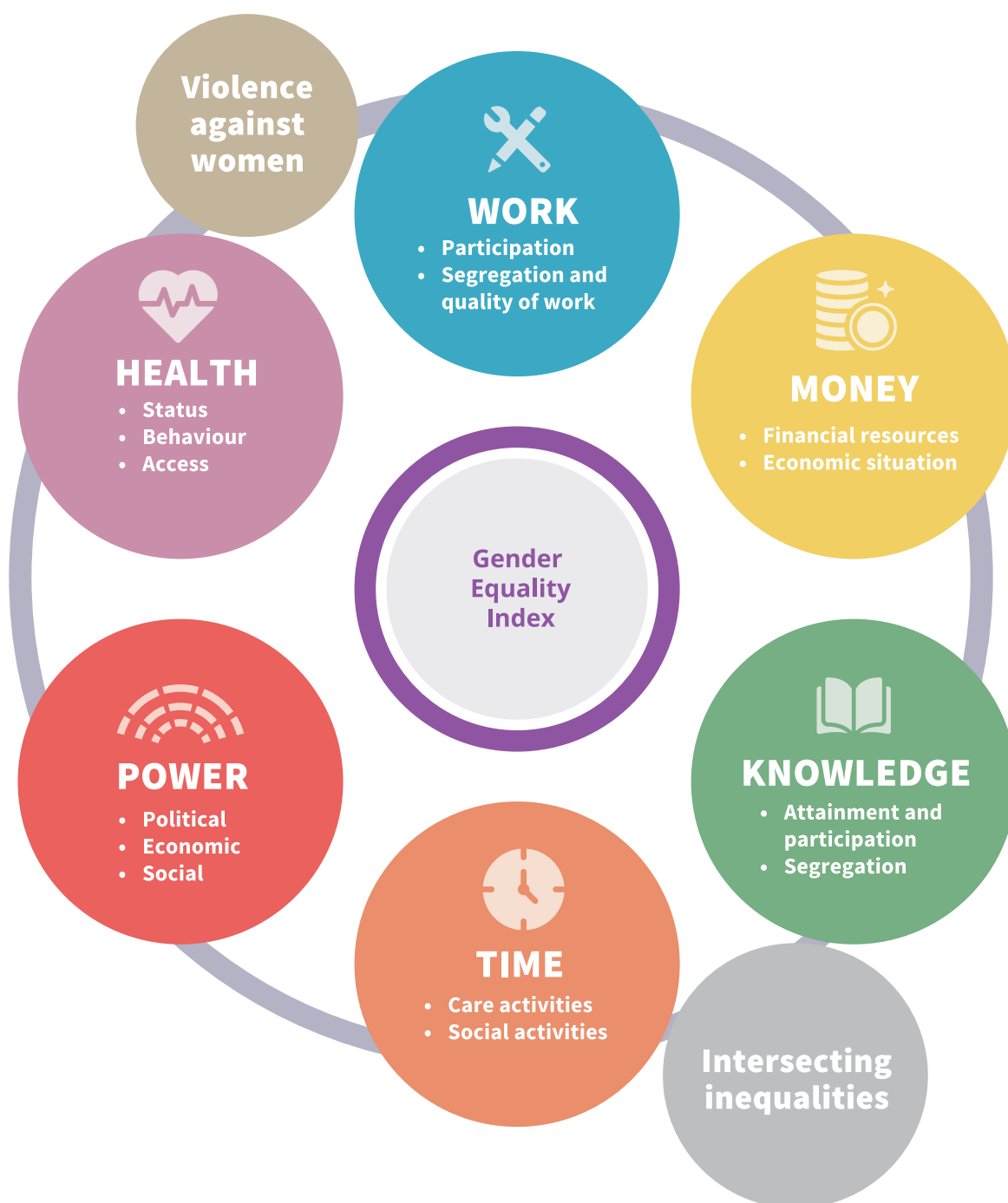
⁸ EIGE (2023). Gender Equality Index: Measuring progress in the Western Balkans 2023, Publications Office of the European Union, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-measuring-progress-western-balkans>

⁹ More about the conceptual framework on which the Gender Equality Index is based can be found in the first report for Serbia (SIPRU, 2016). A detailed presentation of the conceptual framework on which the Index is based is given in the first report of the European Institute for Gender Equality (EIGE, 2013). EIGE reports and methodological publications are available at the following address: <https://eige.europa.eu/gender-equality-index>

population – violence against women refers only to the female population, while in the case of intersecting inequalities, the gender gap is measured within specific

social groups. Each domain consists of multiple subdomains that represent the key aspects of the given areas (Illustration 2).

Illustration 2: Conceptual framework – the domains and sub-domains of Gender Equality Index



ON THE IMPORTANCE AND POTENTIAL FOR MONITORING GENDER EQUALITY BASED ON THE INDEX

Monitoring gender equality based on the Gender Equality Index makes it possible to observe changes in key aspects covered by the domains and sub-domains of the Index, thus providing a view of the effects of different policies or the consequences of the absence of policies and measures in specific areas of gender equality. The

comparative insights the Index provides in relation to the EU (compared to the average, but also to individual member states) make it possible to monitor progress in the context of Serbia's EU accession. These comparative insights are invaluable because they indicate which domains require more decisive progress from Serbia to

reach EU standards, using the experiences of countries that can serve as good role models.

A comparison with other Western Balkan countries enables a comprehensive exchange of information and experiences on the achievements made. This may serve as a factual basis for regional initiatives to improve gender equality and act as an incentive for individual countries to demonstrate greater political commitment in this area.

SOCIAL CONTEXT OF GENDER EQUALITY

The period to which the report refers (2018-2022) was marked by multiple crises. The COVID-19 pandemic, which defined 2020-2021, had multiple consequences on the position of women and men, gender relations, and daily life. Gender inequalities imposed increased burdens on women due to their dominant concentration in the paid work and care economy sectors (health and education sectors), as well as in the area of unpaid work in the function of family care.¹⁰ Having in mind that the previous Gender Equality Index report was published in 2021, but was primarily based on 2018 data, it could not show the consequences of the pandemic's impact on gender equality and the position of women. The 2024 Gender Equality Index is predominantly based on data from 2022, so it can be considered a reflection, in part, of the consequences of the pandemic reality.

The war in Ukraine, which began in early 2022, also brought economic consequences that spread to the wider region, including Serbia. These economic consequences, such as inflation and energy uncertainty, were accompanied by changes in the priorities of governments and international actors whose resources and policies are important for advancing gender equality not only in Serbia but also in the wider Western Balkans, European, and international areas.

During this period, important steps were also taken in defining the legal and policy framework for gender equality. After several years of delay, a new Law on Gender Equality was adopted in 2021, along with amendments to the Law on the Prohibition of Discrimination. New national policies were also adopted: the Strategy for Gender Equality 2021-2030 and the Strategy for Prevention of and Elimination of Gender-Based Violence against Women and Domestic Violence for the period 2021-2025. Unfortunately, the period that followed did not bring effective implementation of these policies. On the contrary, negative processes ensued. Several initiatives were launched to initiate proceedings for the constitutional review of the Law on Gender Equality, and in June 2024, the Constitutional Court issued a decision to initiate unconstitutionality proceedings for the entire Law on Gender Equality. Therefore, there is no ob-

ligation for the executive application of legal acts arising from this law, while the two key strategies have remained without action plans. The Ministry for Human and Minority Rights and Social Dialogue was formed in 2020, which includes the Sector for Anti-Discrimination and Gender Equality. However, a new composition of the Coordination Body for Gender Equality was not formed after the 2023 elections. Since 2024, gender equality issues have also been addressed by a minister without portfolio responsible for the area of gender equality, the prevention of violence against women, and the economic and political empowerment of women.

The period was also marked by an escalation of political crises. Frequent elections have contributed to an unfavorable environment for work on advancing gender equality. Although these social problems, which create an unfavorable environment for systematic work on advancing gender equality, will only be visible in a future Gender Equality Index report, it is important to note that the suspension of the implementation of the Law on Gender Equality and key strategies could lead to an escalation of problems, giving space to growing anti-gender movements and tendencies that easily find a foothold in gender inequalities in Serbia. We will only be able to observe the consequences of such decisions and actions in the next Gender Equality Index.

METHODOLOGICAL AND TECHNICAL NOTES

The indicators used to calculate the Gender Equality Index in Serbia are fully aligned with the indicators used in the EU-27. Most of the data used to calculate the Index refers to the year 2022. This report also presents comparative values for the Gender Equality Index for the Republic of Serbia from previous reports (2014, 2016, and 2018). It is important to note that the data used to calculate the values of individual indicators within the Index do not always refer to the same year, since the different surveys used to collect data for these indicators have different implementation schedules. Annex 1 lists all indicators with their sources and the years the data originates from.

The comparison with the EU refers to the EU-27. In addition to the EU-27, data for countries in the Western Balkans region are also presented in accordance with available data.

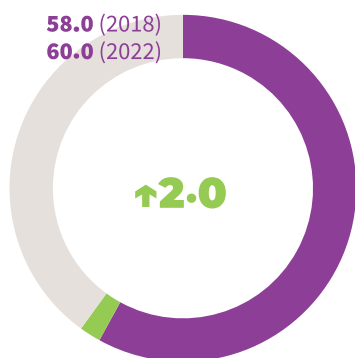
¹⁰ SeCons (2020), *Impact of the COVID-19 pandemic and measures to prevent it on the employment and working conditions of women and men in Serbia*, UN Women; SeCons (2020), *The care economy during the COVID-19 pandemic and measures to prevent it in Serbia*, UN Women.

2

Gender Equality Index for the Republic of Serbia 2024

In the period between the third and fourth reports (2018-2022), small progress was made in gender equality as measured by the Gender Equality Index (Figure 3). The needle on the Index scale moved upwards by two points, **from 58 points in 2018 to 60 points in 2022**.

Figure 3: Gender Equality Index, Republic of Serbia, 2022 compared to 2018



The trend of change has been continuously positive since the baseline year of 2014, but the data indicate deceleration of progress - between 2014 and 2016, the Index value increased by 3.4 points; between 2016 and 2018, the value increased by 2.2 points; and in the last four-year period (2018-2022), it increased by only 2 points. With such a rate of change, it will take 40 years to achieve full gender equality. However, as can be observed from the next chart, due to the lack of progress in the domain of time and a negative trend in the domain of knowledge, this 40-year estimate represents an optimistic scenario (Figure 4).

Progress is highly inconsistent. In fact, most of the progress and increase in the value of the Index is due to positive trends in the domain of power (specifically political power), whereas other domains have seen weak progress, which was less than 3 points for the entire period from 2014 to 2022. In the two aforementioned domains (knowledge and time), no progress has been recorded (Figure 4).

Figure 4: Gender Equality Index, total and by domain, changes 2014-2022, Republic of Serbia

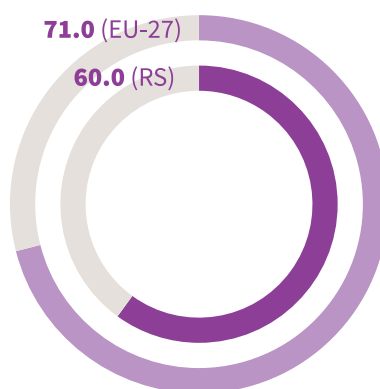
	INDEX				VALUE CHANGE 2022-2014	PROGRESS ASSESSMENT
	2014	2016	2018	2022		
Gender Equality Index	52.4	55.8	58.0	60.0	7.6	STEADY BUT SLOW: 40 years to full equality at this rate of change, depending on progress in the domains
Work	67.3	68.2	69.4	69.0	1.7	INCONSISTENT: 144 years to full equality at this rate of change
Money	59.1	60.2	59.7	61.4	2.3	INCONSISTENT: 134 years to full equality at this rate of change
Knowledge	56.9	57.3	56.0	56.8	-0.1	NEGATIVE: equality is unattainable with this direction of change
Time*	48.7	48.7	48.7	48.7	-	STAGNANT: * ∞ time required to reach full equality at this rate of change
Power	28.0	37.3	46.5	53.4	25.4	STEADY: 13 years to full equality at this rate of change
Health	83.4	84.0	84.1	84.4	1.0	STEADY: 120 years to full equality at this rate of change

*Data for this domain are only available for 2015 and 2016, so the stagnant trend is actually a consequence of the lack of new data, and not of the factual situation.

2.1 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

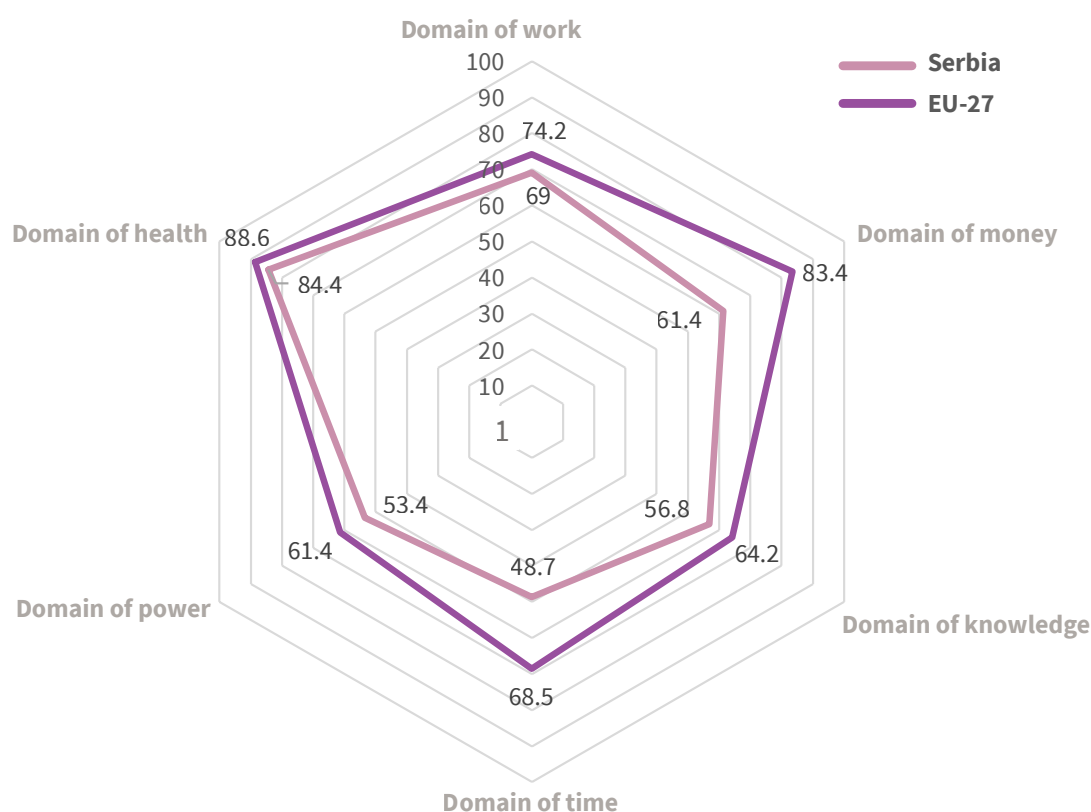
Compared to the previous reporting period, the gap between Serbia and the EU-27 has increased from 9.4 to 11 points, but it is still smaller than at the beginning of the Index monitoring period, when it was 12.3 points (Figure 5).

Figure 5: Gender Equality Index, Republic of Serbia and EU-27, 2022



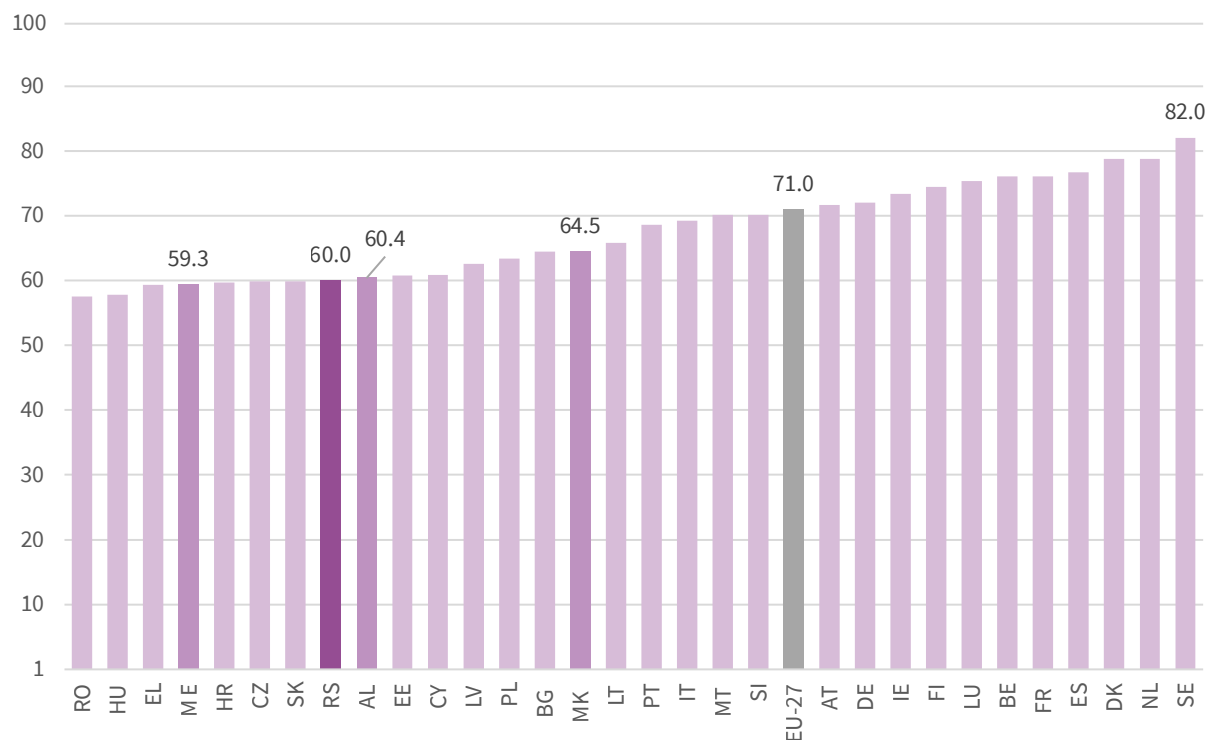
Regarded by domain, the largest gap compared to the EU-27 average is present in the domains of money (22 points) and time (19.8 points) (Figure 6).

Figure 6: Gender Equality Index by domain, Republic of Serbia and EU-27, 2022

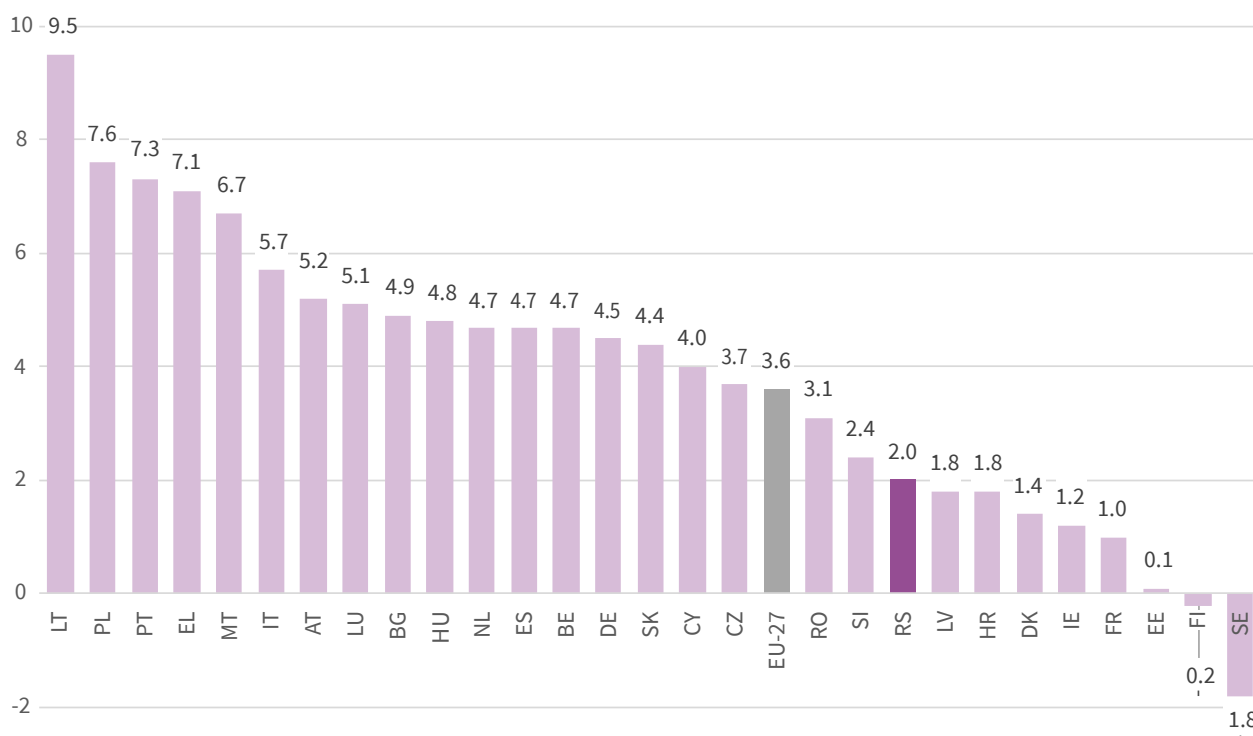


Compared to the EU member states and three Western Balkan countries – candidates for EU membership (Albania, Montenegro, and North Macedonia), Serbia is positioned in 24th place (which is one place lower than in the previous report when it was in 23rd place) and

is located between Albania and Slovakia. Compared to countries in the region, it has a lower Index value than Albania and North Macedonia, and a higher one than Montenegro (Figure 7).

Figure 7: Gender Equality Index, Republic of Serbia and EU-27 2022, Albania 2020, North Macedonia 2022, and Montenegro 2023

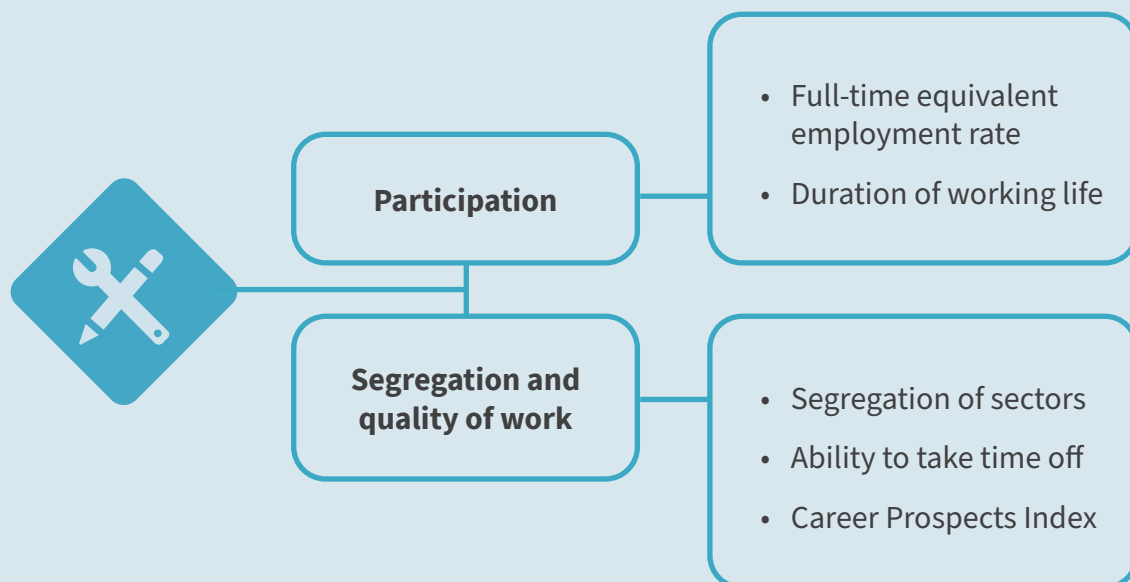
When comparing Serbia to the EU member states in terms of the dynamics of progress, it is noted that Serbia is in the group of countries that are recording a small increase in the Index value, below the EU-27 average¹¹ (Figure 8).

Figure 8: Gender Equality Index value change, Republic of Serbia and EU-27, 2022-2018

¹¹ Changes in the Gender Equality Index value are shown in the following chart for Serbia based on the 2021 report, and for the EU-27 based on the 2020 report. This is because in both cases, most of the data used to calculate the indices are based on data for 2018 and 2022, which ensures the most adequate comparability. Source for EU-27: for 2020 <https://eige.europa.eu/gender-equality-index/2020>, for 2024 <https://eige.europa.eu/gender-equality-index/2024>

3

DOMAIN OF WORK



In the **domain of work**, the Gender Equality Index measures the extent to which women and men have equal access to the labour market and whether they work equally in quality forms of employment and working conditions. The domain of work includes two sub-domains: participation, and gender segregation in the labour market and quality of employment.

Participation refers to the level of employment and the gender gap in the employment of women and men, indicating their chances of accessing jobs, i.e., achieving employment. This sub-domain combines two indicators: the rate of full-time equivalent employment (for the population aged 15 and above) and the duration of working life (for the population aged 15 and above). The full-time equivalent employment rate is obtained by comparing the average number of hours of each employee with the average number of hours of employees working full-time (EIGE, 2017: 13).

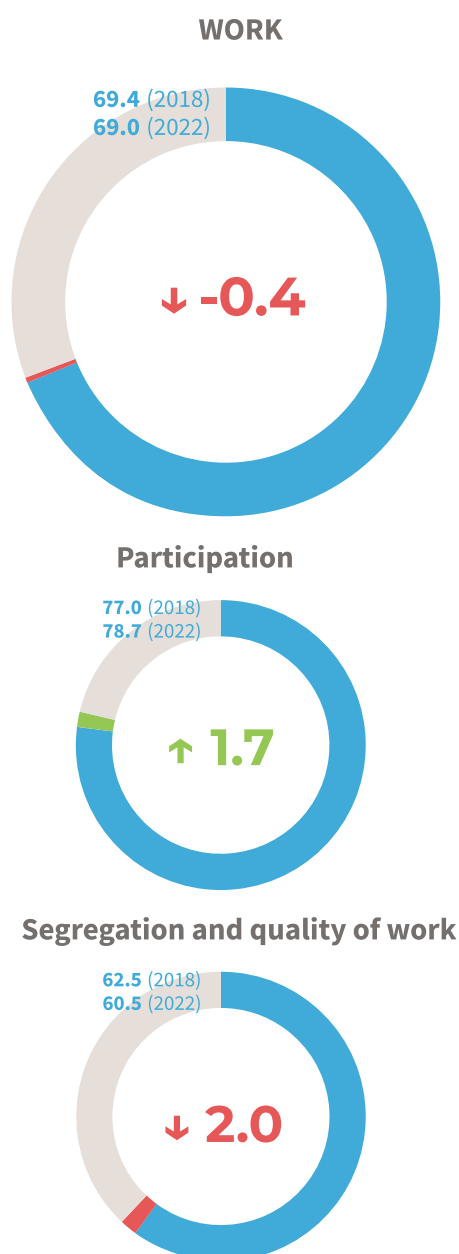
Gender segregation and quality of work are the elements of the second sub-domain. Segregation refers to the distribution of women and men in different sectors. The concentration of women or men in certain sectors of the economy or occupations indicates horizontal gender segregation in the labour market. Sectoral segregation is measured by the participation of women and men in the sectors of education, human health, and social work.

The quality of work is measured based on flexible working time arrangements and chances for career advancement. Flexibility is captured based on the possibility for women and men to take an hour or two off during working hours to perform family care activities. The Career Prospects Index measures several aspects of quality of work: continuity of employment—defined by the type of employment contract, job security (the probability of losing a job in the next 6 months), career advancement prospects, and development of the work organization in terms of the number of employees. This index is measured on a scale from 1 to 100 points, with the highest value indicating the best chances for career advancement.

3.1 Status and Changes

The Gender Equality Index for the domain of work in 2022 amounted to 69.0 which is 0.4 points lower than the 2018 Index (Figure 9). This slight Index value decrease is the result of a reduction in the value of the sub-domain of segregation and quality of work, which outweighed the progress achieved in the participation sub-domain.

Figure 9: Gender Equality Index in the domain and sub-domains of work, Republic of Serbia, 2018–2022



When looking more closely at the individual indicators used to calculate the values of the Index for the sub-domain of participation, it is noted that in 2022 compared to 2018, the gender gap narrowed regarding the full-time equivalent employment rate for the population aged 15

and above (Table 1). This decrease in the gender gap is due to a **slightly larger increase in the employment rate among women** (0.9 percentage points) **than men** (0.3 percentage points). This has reversed the gender gap back to the level it was at in the baseline year of 2014. It is important to note that throughout the entire observed period of 2014–2022, the increase in employment for women and men was accompanied by the gender gap remaining at almost the same level as in 2014, with minor fluctuations (Table 1).

Table 1: Full-time equivalent employment rate for the population aged 15 and above, by sex and gender gap, Republic of Serbia (%)

Year	♀	♂	♂ – ♀
2014	33.0	47.0	14.0
2016	35.9	50.1	14.2
2018	38.3	53.0	14.7
2022	39.2	53.3	14.1

The second indicator that makes up the sub-domain of participation—the duration of working life—demonstrates a consistent positive trend: a simultaneous increase in the duration of working life for both women and men, and a small but steady decrease in the gender gap (Table 2).

Table 2: Duration of working life, by sex and gender gap, Republic of Serbia (number of years)

Year	♀	♂	♂ – ♀
2014	27.7	34.6	6.9
2016	28.9	35.5	6.6
2018	30.0	36.5	6.5
2022	31.3	37.4	6.1

In the sub-domain of segregation and quality of work, it can be noted that segregation, measured by the share of employment in the sectors of education, health, and social work in the total employment of women and men, is increasing (Table 3). The share of women employed in these sectors has increased, which may be one of the effects of the pandemic, and consequently, the gender gap in employment in these sectors of the care economy has also increased.

Table 3: Employment in education, health and social work in total employment of population aged 15 and above, by sex and gender gap, Republic of Serbia (%)

Year	♀	♂	♂ — ♀
2014	20.8	5.8	15.0
2016	20.3	5.4	14.9
2018	19.8	5.5	14.3
2022	21.8	5.5	16.3

Data for the flexible working time indicator are available only for 2015 and 2021. They show opposing trends among employed women and men, as well as a significant increase in the gender gap. Specifically, in 2015, 27.2% of women could take an hour or two off during working hours to care for another family member, while 30.3% of men could use the same right. In 2021, a smaller percentage of women (26.9%) reported this possibility of flexible working time, but a significantly larger share of employed men did (39.7%), which led to a substantial increase in the gender gap, from 3.1 percentage points to 12.8 (Table 4). This may be another consequence of the situation in the labour market during the pandemic, where the burden was particularly high on the care economy sectors in which women constitute the vast majority of the workforce.

Table 4: Ability for employees to take an hour or two off during working hours to care for another family member, Republic of Serbia (%)

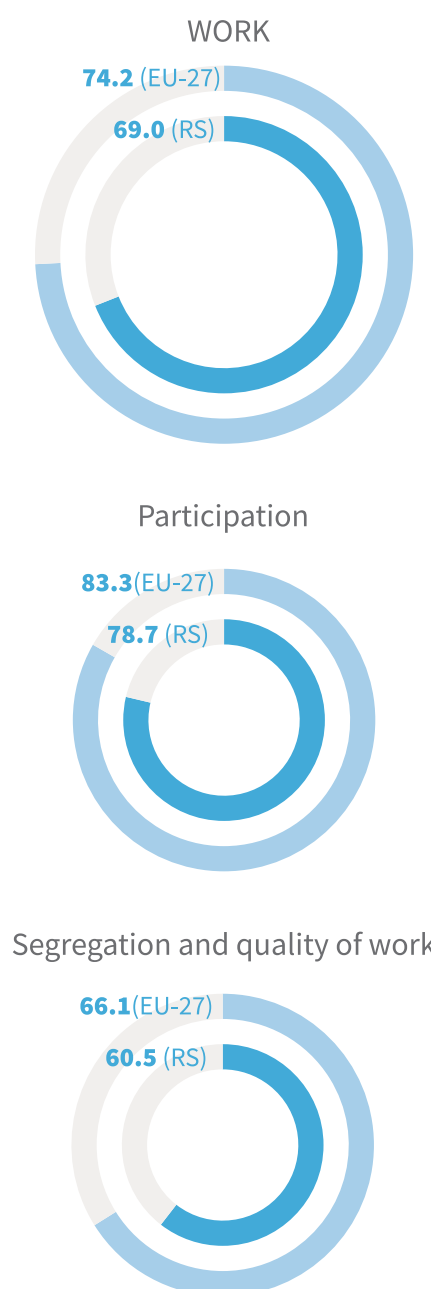
Year	♀	♂	♂ — ♀
2015	27.2	30.3	3.1
2021	26.9	39.7	12.8

There were no changes recorded for the third indicator within the Index for the sub-domain of segregation and quality of work – Career Prospects Index – due to a lack of information and the inability to calculate the indicator for 2021. In 2021, just as in the baseline year of 2015, 55.6% of women and 55.7% of men had chances for career advancement.

3.2 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

The gap between Serbia and the EU-27 in the domain of work has increased between the two reporting periods. While this gap was 2 points in the previous reporting period, it is 5.2 points in the 2024 report. The gap is slightly larger in the sub-domain of segregation and quality of work than in the sub-domain of participation (5.6 compared to 4.6 points).

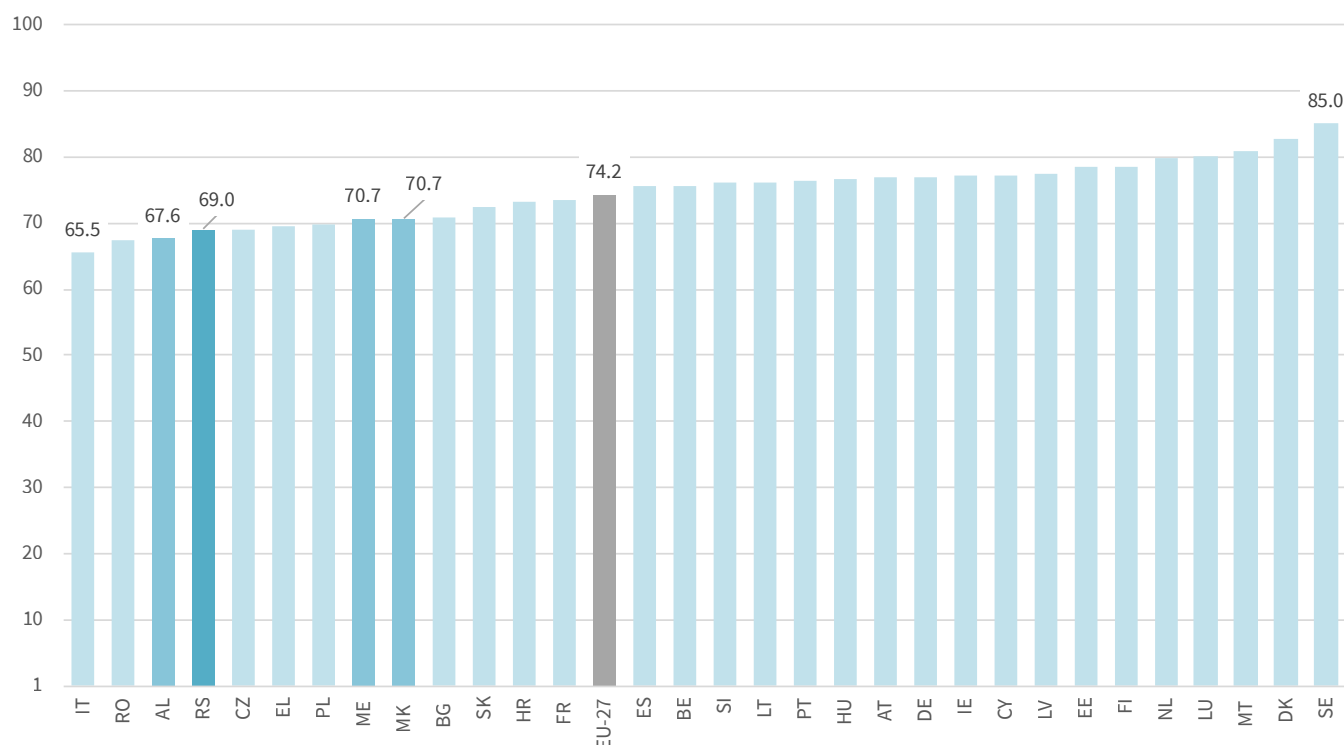
Figure 10: Gender Equality Index in the domain and sub-domains of work, Republic of Serbia and EU-27, 2022



Compared to the EU member states and the countries in the region, Serbia ranks 28th out of a total of 31 countries (7 places lower than in the previous report) and is positioned between the Czechia and Albania (Figure 11). Compared to Czechia, Serbia has lower values on the participation sub-domain Index (78.7 versus 84.5), but higher values in the sub-domain of segregation and quality of work (60.5 versus 56.5). Compared to Albania, Serbia has higher values in both the participation

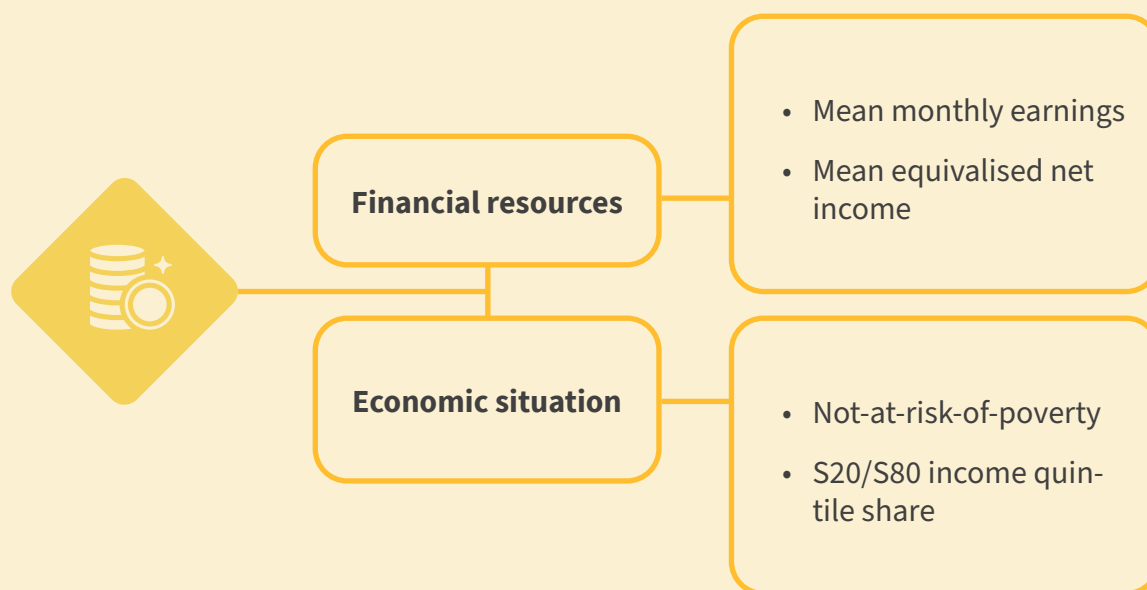
sub-domain (78.7 versus 78.3) and the segregation and quality of work sub-domain (60.5 versus 58.4 points). Compared to first-ranked Sweden, Serbia's Index in the domain of work is lower by 16 points, which indicates that the distance from this country has increased from 13.5 points in 2018. Compared to last-ranked Italy, Serbia's Index is higher by 4.5 points, which represents a decrease in the 2018 difference of 6.1 points from Italy, which was also last-ranked at that time.

Figure 11: Gender Equality Index in the domain of work - Republic of Serbia and EU-27 member states 2022, North Macedonia 2022, Albania 2020, and Montenegro 2023



4

DOMAIN OF MONEY



The **domain of money** measures gender inequalities in access to financial resources and the economic situation in which women and men live.

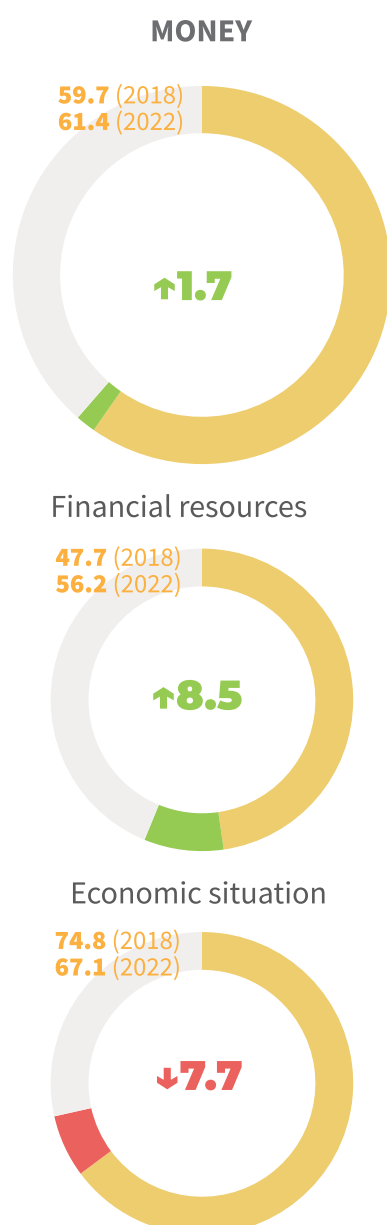
The sub-domain of financial resources contains data on the monthly earnings of women and men, measured by two indicators. The first indicator represents monthly earnings from work, while the second represents the mean equivalised net income, which, in addition to earnings from paid work, also includes pensions, social benefits, and any other source of income. Both are expressed in purchasing power standard (PPS), which is an artificial currency that accounts for differences in price levels between countries and enables comparison.

The sub-domain of economic situation measures the exposure of women and men to the risk of poverty and the income distribution between women and men. The indicators included in these components of the Index measure the share of the population not at risk of poverty (whose income is at or above 60% of the median income in the country) and the proportion of the lowest and highest income quintiles by sex. The latter indicator is used to measure the level of income inequality among women and among men.

4.1 Status and Changes

The value of the Index in the domain of money in 2022 amounted to 61.4 points, which is an increase of 1.7 points compared to 2018. The increase in the Index value is not a reflection of consistent trends. On the contrary, while the value of the financial resources sub-domain index increased by 8.5 points, the value of the economic situation sub-domain index decreased by 7.7 points (Figure 12). The increase in the index value in the financial resources sub-domain is due to an increase in average earnings for both women and men, as well as an increase in the average net equivalised income, although this was accompanied by an increase in differences in favour of men. On the other hand, the decrease in the index value in the economic situation sub-domain is due to an increase in the share of the population **not** at risk of poverty among both women and men, but with a reversal of the gender gap in favour of men, among whom more are not at risk of poverty.

Figure 12: Gender Equality Index in the domain and sub-domains of money, Republic of Serbia, 2018–2022



In the case of mean equivalised income of the population aged 16 and above, the data show an increase in the gender gap from 60 in 2014 to 195 in 2022 (Table 5).

Table 5: Mean equivalised net income, Republic of Serbia (PPS, population 16+)

Year	♀	♂	♂ — ♀
2014	5.345	5.405	60
2016	6.184	6.173	-11
2018	5.554	5.634	80
2022	8.010	8.205	195

Throughout the entire period of monitoring the Gender Equality Index (2014–2022), there has been a reversal regarding the gender gap related to the risks of poverty. Up until 2018, a larger share of women were **not** at risk of poverty compared to men, but in 2022, a smaller share of women were **not** at risk of poverty compared to men (Table 6).

Table 6: Population not at risk of poverty, ≥60% of average income, Republic of Serbia (% , population 16+)

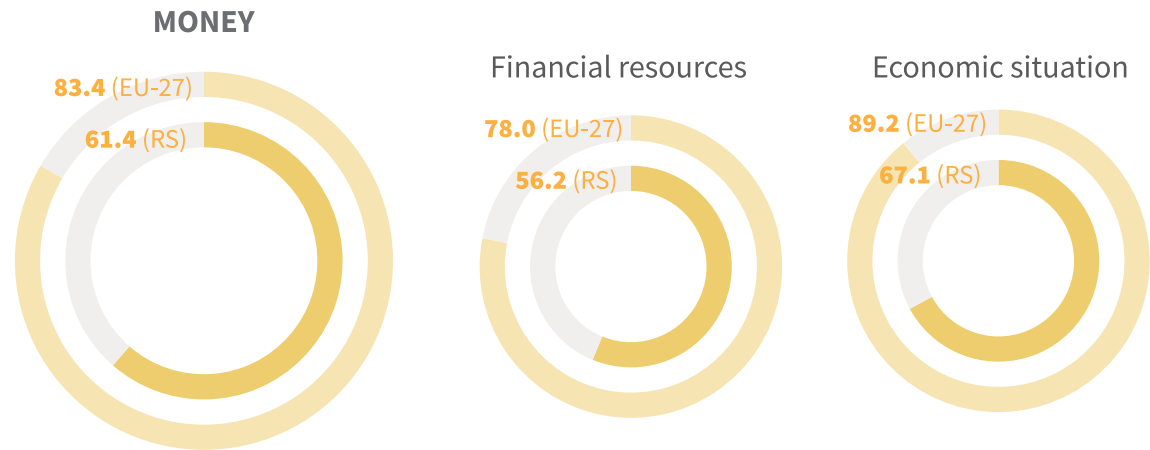
Year	♀	♂	♂ — ♀
2014	76.0	74.7	-1.3
2016	75.7	74.8	-0.9
2018	76.5	76.5	0
2022	79.0	80.2	1.2

The income inequality indicator (S20/S80) indicates a decline in inequality among both women (from 0.10526 in 2014 to 0.05444 in 2022) and men (from 0.09901 in 2014 to 0.06295 in 2022), with inequalities being slightly greater among men than among women in 2022.

4.2 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

The domain of money shows the largest gap between Serbia and the EU-27, amounting to 22 points (Figure 13). The differences are considerable in both sub-domains: 21.8 points in the financial resources sub-domain and 22.1 points in the economic situation sub-domain.

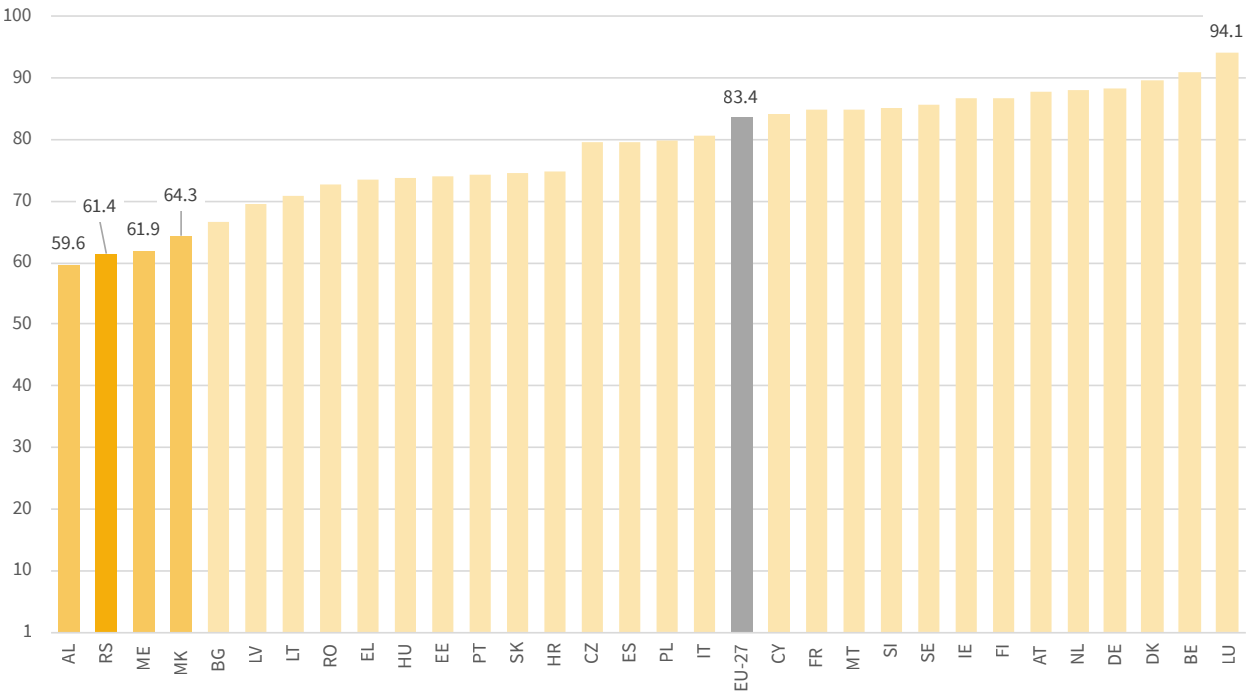
Figure 13: Gender Equality Index in the domain and sub-domains of money, Republic of Serbia and EU-27 2022 (2024 edition)



Compared to EU-27 member states and countries in the region, Serbia holds a very low 30th place out of a total of 32 (one position higher than in the previous report), positioned between Montenegro and Albania (Figure 14). Compared to Montenegro, Serbia shows higher values on the financial resources sub-domain Index (56.2 compared to 48.2 points) and lower values on the economic situation sub-domain Index (67.1 compared to 79.6 points). Compared to Albania, Serbia also shows

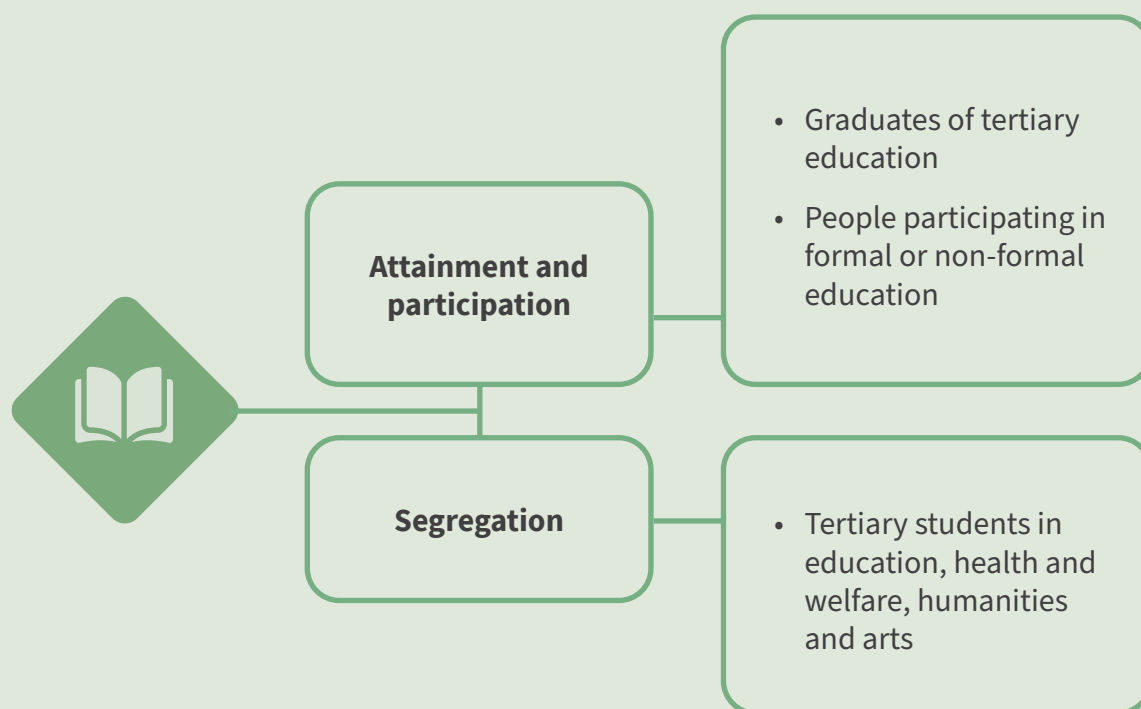
a higher Index value on the financial resources sub-domain (56.2 compared to 44.6) but a lower value on the Index for the economic situation sub-domain (67.1 compared to 79.6). Compared to first-ranked Luxembourg, Serbia's Index value in the domain of money is lower by as much as 32.7 points (this distance has increased by almost 3 points compared to 2018), while compared to last-ranked Albania, it records an Index value that is higher by 1.4 points.

Figure 14: Gender Equality Index in the domain of money, Republic of Serbia and EU-27 member states and North Macedonia 2022, Albania 2020, and Montenegro 2023



5

DOMAIN OF KNOWLEDGE

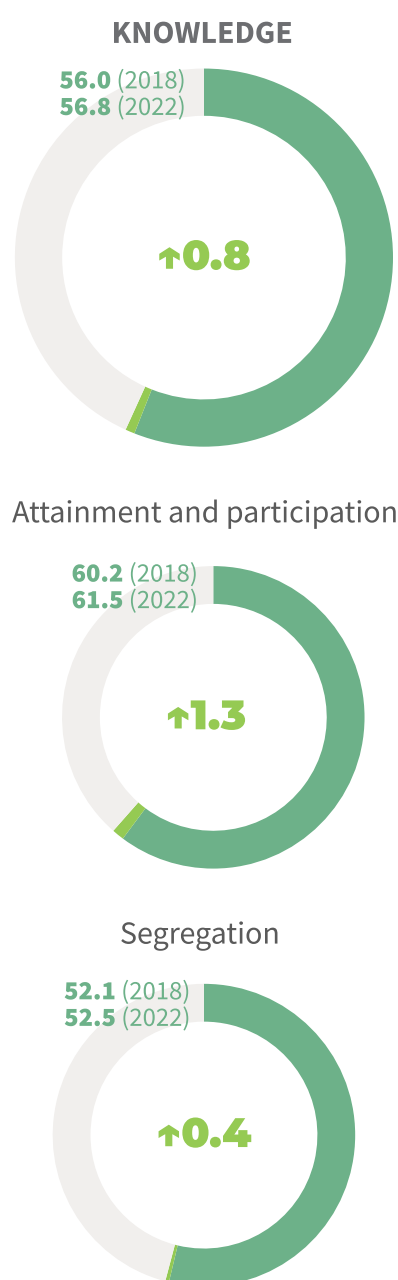


The **domain of knowledge** measures gender inequalities in educational attainment and participation, as well as segregation. The **educational attainment and participation sub-domain** presents the situation regarding the success of women and men in obtaining higher education and in engaging in formal and non-formal forms of education. The situation is measured by two indicators: the percentage of women and men who have obtained a university degree, and the participation of women and men in formal and non-formal education and training. The second sub-domain is focused on gender segregation in tertiary education, which is measured by the share of women and men among those studying in the fields of education, health, social welfare, humanities, and arts.

5.1 Status and Changes

The Gender Equality Index in the domain of knowledge amounted to 56.8 in 2022, which is a slight increase of 0.8 points compared to 2018. The increase in the Index value is due to a slight rise in the Index values in both sub-domains, with the increase being somewhat greater in the sub-domain of educational attainment and participation than in the sub-domain of segregation (Figure 15).

Figure 15: Gender Equality Index in the domain and sub-domains of knowledge, Republic of Serbia, 2018–2022



When the Index for the sub-domain of educational attainment and participation is "unpacked" to the level of individual indicators, it is noted that the share of people

with a tertiary degree has increased among both men and women, but the gender gap has also slightly increased in favour of women (Table 7).

Table 7: Population with a tertiary level of education, population 15 years and above, by sex and gender gap, Republic of Serbia (%)

Year	♀	♂	♂ — ♀
2014	17.7	16.3	1.4
2016	19.4	17.6	1.8
2018	20.3	18.2	2.1
2022	22.1	19.6	2.5

In terms of participation in formal or non-formal education, the gender gap has also slightly increased in favour of women, but the share of those participating in education fluctuates throughout the entire period and does not show any significant changes (Table 8).

Table 8: Population participating in formal or non-formal education, population 15 years and above, by sex and gender gap, Republic of Serbia (%)

Year	♀	♂	♂ — ♀
2014	12.0	11.6	0.4
2016	11.9	11.6	0.3
2018	10.9	10.4	0.5
2022	11.6	10.7	0.9

There is a negative trend present in the sub-domain of segregation due to an increasing gender gap in the share of students studying in educational fields related to education, health, social welfare, humanities, and arts, where the share is significantly larger among women than among men (Table 9).

Table 9: Students studying in the fields of education, health, social welfare, humanities, and arts, by sex and gender gap, Republic of Serbia (%)

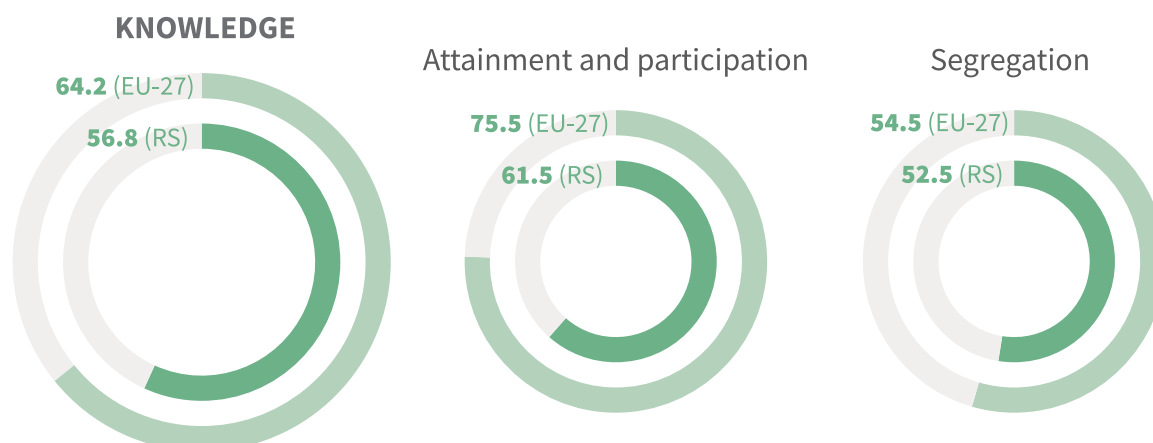
Year	♀	♂	♂ — ♀
2014	35.2	19.0	16.2
2016	34.6	18.8	15.8
2018	34.2	17.9	16.3
2022	35.4	18.2	17.2

5.2 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

Compared to the EU-27, Serbia has a lower Index for the domain of knowledge by 7.4 points, which indicates an increase in the gap compared to 2018, when it was 6.8 Index points. When observed by sub-domains, the

gap is very small in terms of segregation, which is still pronounced in European Union countries, while it is significantly larger in the field of educational attainment and participation (Figure 16). When it comes to participation in formal and non-formal education, there is a considerable difference between Serbia and the EU-27: 14 Index points (Figure 16 - educational attainment sub-domain).

Figure 16: Gender Equality Index in the domain and sub-domains of knowledge, Republic of Serbia and EU-27 for 2022 (2024 edition)



Compared to the EU-27 member states and countries in the region based on the total value of the Index for the domain of knowledge, Serbia ranks 27th out of 33, which is a drop of 4 places compared to the previous reporting period. In 2022, Serbia was positioned between Germany and Albania. Compared to Germany, Serbia records a lower Index value for the attainment and participation sub-domain (61.5 compared to 69.6), but a higher value in the segregation sub-domain (52.5

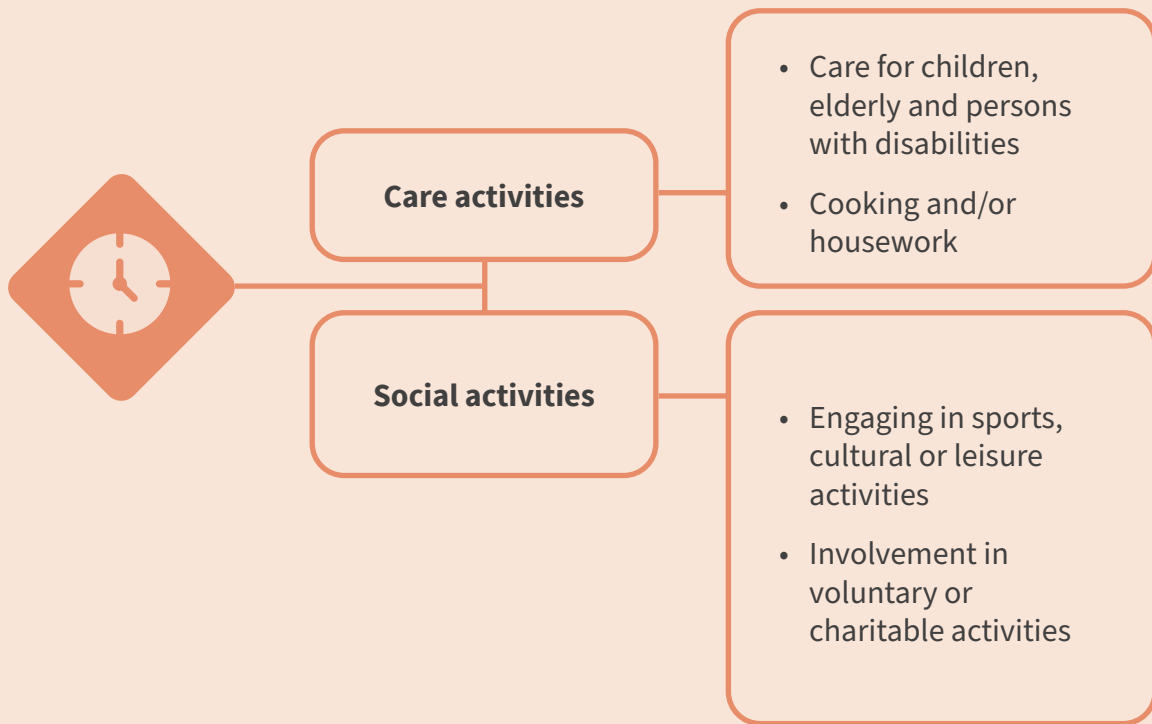
compared to 46.8). Compared to Albania, Serbia records a higher Index value on the attainment and participation sub-domain (61.5 compared to 55.3), and a lower value in the segregation sub-domain (54.5 compared to 56.0). Compared to the top-ranked Sweden, Serbia's Index value is lower by 19.3 Index points, while compared to the lowest-ranked Lithuania, the value is higher by 4.7 Index points (Figure 17).

Figure 17: Gender Equality Index in the domain of knowledge, Republic of Serbia and EU-27 2022, Albania 2020, Bosnia and Herzegovina 2022, North Macedonia 2022, and Montenegro 2023



6

DOMAIN OF TIME



The **domain of time** is related to a dichotomy involving, on the one hand, unpaid household work (i.e., care for children and other household members) and paid work, and a second dichotomy between work and free time. The household care sub-domain measures the gender gap in the time women and men spend on childcare, raising children, or caring for elderly household members or persons with disabilities, as well as the gap in performing household chores like cooking, cleaning, and other tasks.

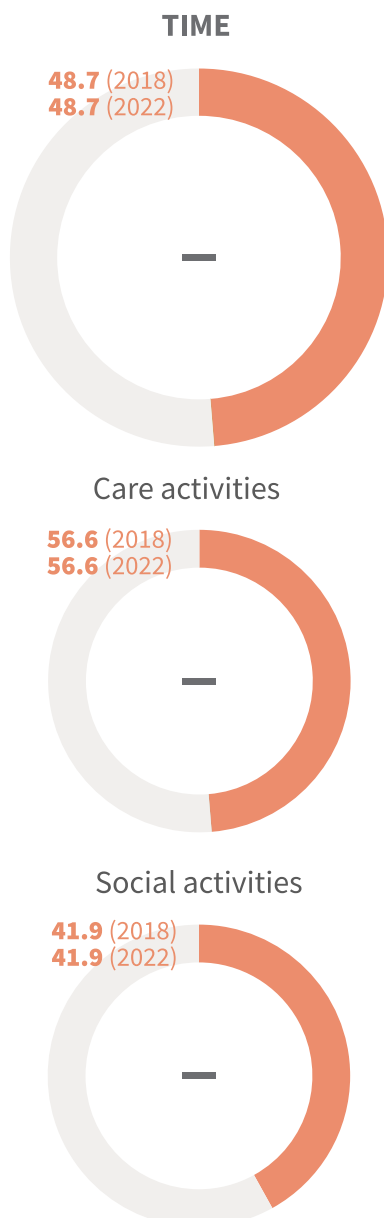
The second sub-domain refers to time use patterns for social, personal, and civic activities, which are important for the quality of life, individual development and well-being, as well as active engagement in society through various forms of civic participation. This sub-domain measures the gender gap in the time that women and men spend on sports, cultural, and other leisure activities outside the household, in combination with their involvement in voluntary and humanitarian activities.

6.1 Status and changes

The Gender Equality Index in the domain of time for the Republic of Serbia amounts to 48.7 and represents the domain with the lowest values. In this domain, changes cannot be tracked, because the indicator values for both observed periods (2016 and 2018) were calculated based on the same data obtained from the European Quality of Life Survey, which was last conducted in 2016, and the European Working Conditions Survey, last conducted in 2015. In 2022, the European Institute for Gender Equality conducted a survey on unpaid care, individual and social activities (CARE), for about 60,000 respondents in 27 EU member states, and thus collected new data for calculating the indicators from this domain.

When observed by sub-domains, the Index records a slightly higher value in the household care sub-domain than in the social activities sub-domain.

Figure 18: Gender Equality Index in the domain and sub-domains of time, Republic of Serbia 2018-2022



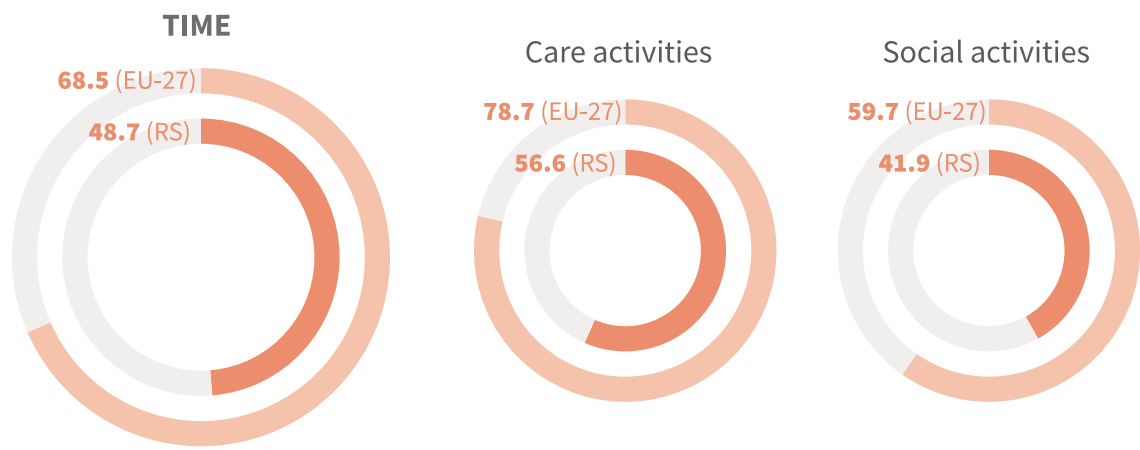
The indicator for the household care sub-domain, which measures the share of people who cook and/or perform household chores every day for at least one hour (workers aged 18 and above), shows that 67.9% of women, and only 11.5% of men cook and/or perform household chores every day. When it comes to caring for the elderly, children, and family members with disabilities, the gender gap is somewhat smaller, although still very pronounced, as 41.2% of women aged 18 and above who work perform these activities daily, while the percentage among men is 29.5%.

The share of those who perform voluntary or humanitarian activities is not considerable, but it is higher among employed women than men (8.1% compared to 6.4%). However, when it comes to leisure, sports, and cultural activities, the share of employed men who engage in these activities daily or several times a week is slightly higher than that of employed women (13.9% compared to 11.5%, respectively). The data unequivocally indicate that care for others, whether for household members (through household work) or the community (through voluntary and humanitarian activities), is disproportionately distributed, with women performing these activities to a greater extent. This takes time away from activities focused on personal development and well-being, such as sports and cultural activities.

6.2 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

Compared to the EU-27 average, Serbia records an Index value in the domain of time that is lower by 19.8 points. The difference is greater in the household care sub-domain (22.1 points) than in the social activities sub-domain (17.8 points). The inequalities in the domain of time significantly undermine the quality of life for a large number of women who disproportionately bear the responsibility for family care, and therefore have less time and opportunity to rest, play sports, or satisfy cultural needs.

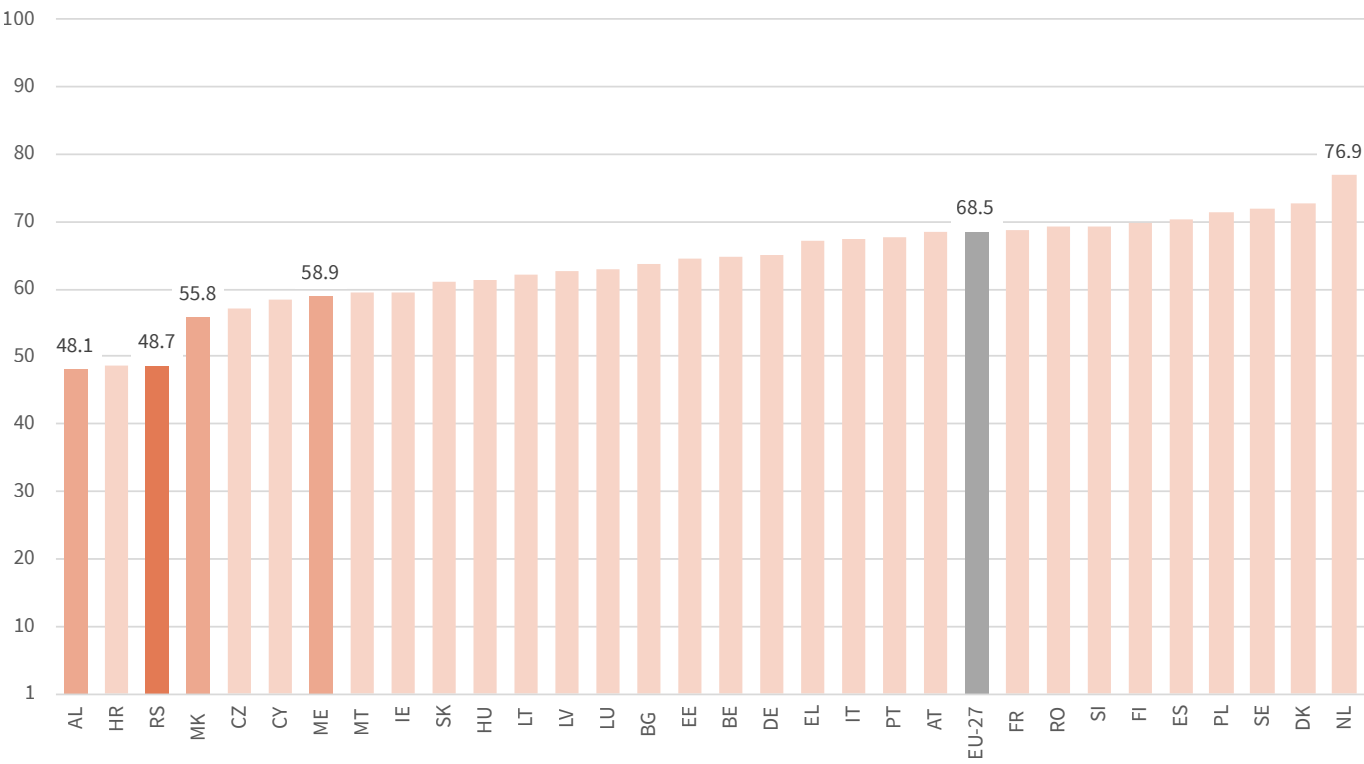
Figure 19: Gender Equality Index in the domain and sub-domains of time, Republic of Serbia and EU-27 for 2022 (2024 edition)

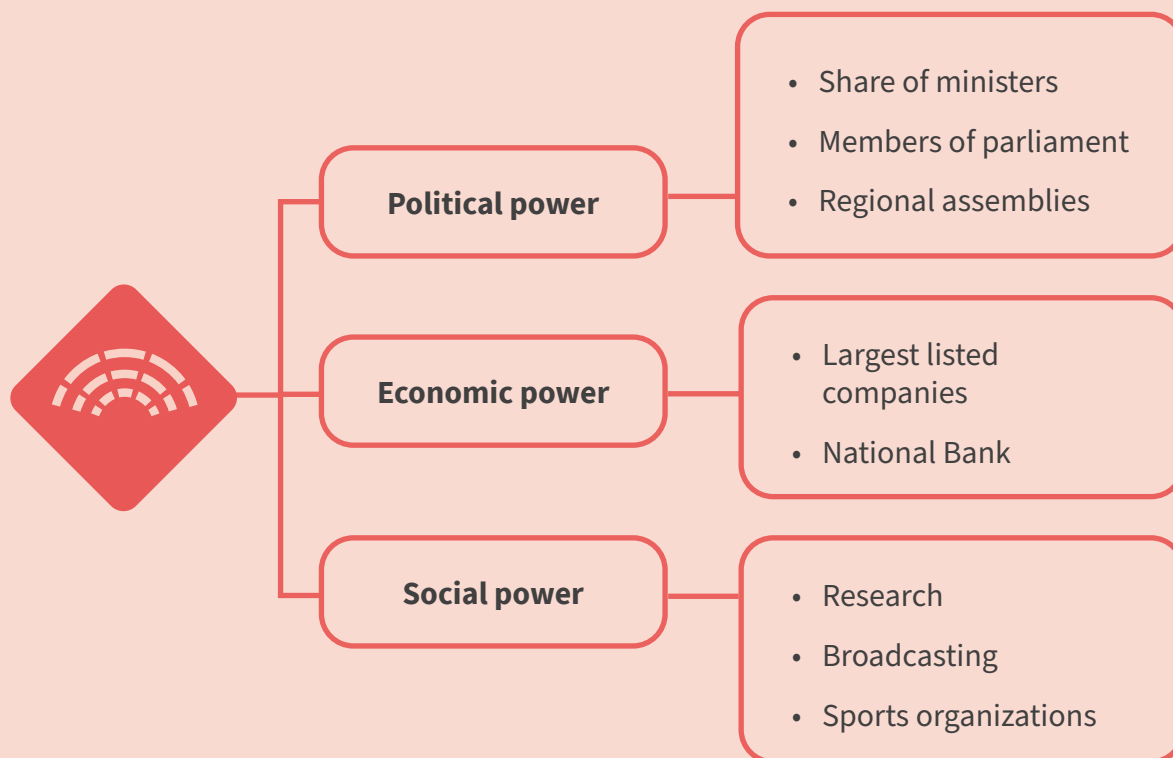


Compared to the EU-27 member states and countries in the region, Serbia ranks 29th out of 31 in the domain of time (a drop of two places compared to 2018), taking a position between North Macedonia and Croatia. Compared to North Macedonia, the Republic of Serbia has significantly lower values in the social activities sub-domain (41.9 compared to 55.2) and a slightly higher value in the household care sub-domain (56.6

compared to 56.4). Compared to Croatia, Serbia has a lower value in the household care sub-domain (56.6 versus 72.7) but a higher value in the social activities sub-domain (41.9 versus 32.5). Compared to the first-ranked the Netherlands, Serbia's Index value is lower by as much as 28.2 Index points, while compared to the lowest-ranked Albania, it has a higher value by 0.6 Index points (Figure 20).

Figure 20: Gender Equality Index in the domain of time, Republic of Serbia and EU-27 2022, North Macedonia 2022, Albania 2020, and Montenegro 2023





The **domain of power** measures the gender gap in participation in the structures of political, economic, and social power. The sub-domain related to political power includes indicators for measuring the share of women performing ministerial duties in the Government (women's participation in the executive branch), as well as the share of women among members of the National Assembly (women's participation in the legislative branch). Furthermore, this sub-domain also includes an indicator of the representation of women in the positions of members of local assemblies.

The sub-domain of economic power refers to the gap in the management of economic resources through leadership positions and includes indicators of women's participation in the management or supervisory boards of the largest publicly listed companies, as well as participation in the executive board of the National Bank.

The sub-domain of social power includes indicators that measure the share of women and men on the boards of research funding organizations, the share on the boards of public broadcasting companies, and the share among members of the highest decision-making bodies in national Olympic sports organizations¹². Social power is included in the Gender Equality Index due to its symbolic impact on society and its access to structures and positions of power in various fields.

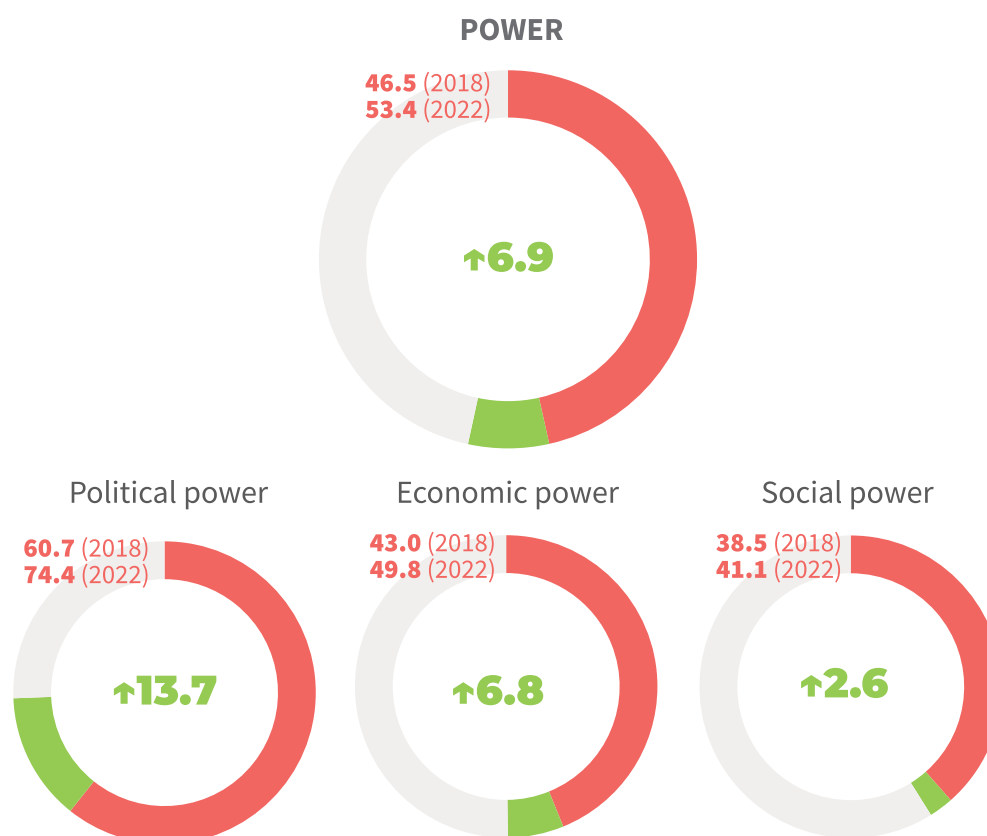
¹² In accordance with the definition that EIGE applies for this indicator, the 10 most popular national Olympic sports organizations were taken into account: Serbian Swimming Federation, Serbian Tennis Federation, Serbian Judo Federation, Basketball Federation of Serbia, Football Association of Serbia, Water Polo Federation of Serbia, Handball Federation of Serbia, Serbian Shooting Federation, Serbian Taekwondo Association, and Volleyball Federation of Serbia.

7.1 Status and changes

The Gender Equality Index in the domain of power amounts to 53.4 points. Just as in the previous report, this domain once again saw the largest positive changes, recording an increase in value of 6.9 Index points in the

period from 2018 to 2022. This increase is a result of the growth in Index values in all sub-domains: political, social, and economic power (Figure 21).

Figure 21: Gender Equality Index in the domain and sub-domains of power, Republic of Serbia, 2018–2022



The share of women in the positions of ministers, members of the National Assembly of Serbia, and local assemblies is in continuous increase. The share of women in ministerial positions (average for the three years 2021, 2022, and 2023) is 42.1%, the share of women among members of the National Assembly of Serbia is 37.0%, and the share of women among members of local municipal assemblies is 37.5%.

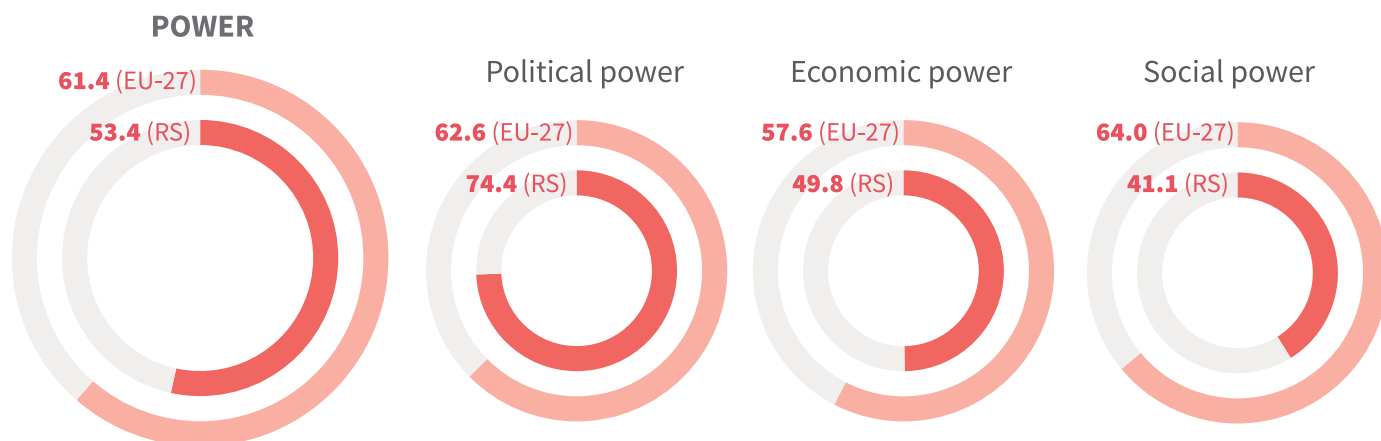
When it comes to the sub-domain of economic power, it is also calculated based on the average for three years (2021, 2022, and 2023). The share of women on the boards of the largest companies on the stock exchange is 20.1%, and the share of women among the members of the Governing Board of the National Bank of Serbia is 32.1%.

Within the social power sub-domain, the share of women among the board members of public research funding organizations increased from 0% in 2014 to 21.4% in 2022. The share of women among media board members increased to 18.5% in 2022, up from 11.1% in 2014 (calculated as a 3-year average). However, compared to 2020, there is an evident decrease in the

share of women among media board members, from 34.6% to 18.5% (also based on a 3-year average). The share of women among the board members of Olympic sports organizations significantly increased in 2022 compared to 2016 (from 3.8% to 24.6%).

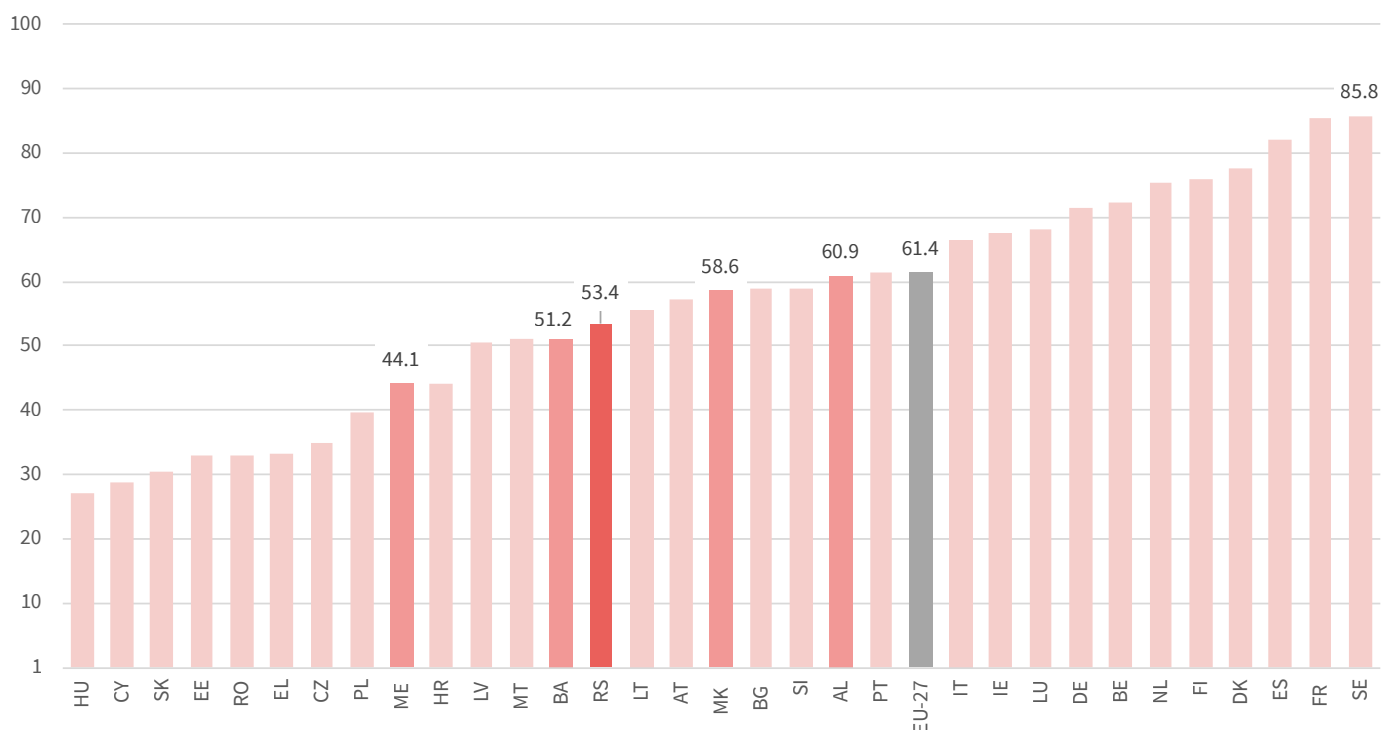
7.2 The Republic of Serbia compared to the EU-27 and the Western Balkan countries

The difference between the Index values for the domain of power between Serbia and the EU has increased compared to the previous reporting period, from 6.6 to 8 points. Serbia records a higher value than the EU-27 on the Index for the sub-domain of political power (74.4 compared to 62.6), primarily due to quotas for the representation of women in key government bodies at all levels. However, Serbia records lower values on the Index for the economic and social power sub-domains than the EU-27 (Figure 22).

Figure 22: Gender Equality Index in the domain and sub-domains of power, Republic of Serbia and EU-27, 2022

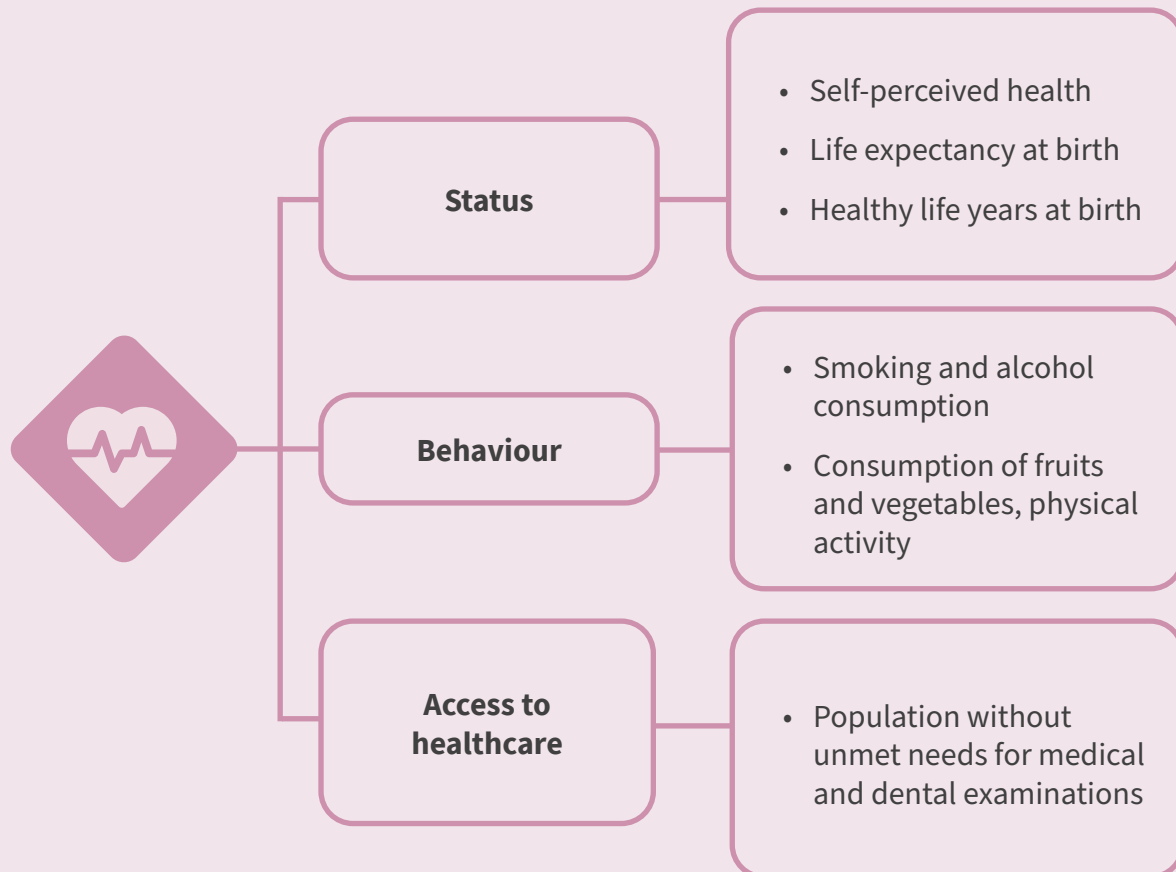
Compared to EU-27 member states and countries in the region, Serbia holds the 19th position out of 33 (the same position as in the previous report), positioning itself between Lithuania and Bosnia and Herzegovina. Compared to Lithuania, Serbia records a higher Index value for the political power sub-domain (74.4 versus 62.0), but a lower one for the economic power sub-domain (49.8 versus 52.8) and social power (41.1 versus

52.3). Compared to Bosnia and Herzegovina, Serbia also records a higher value on the Index for the political power sub-domain (74.4 versus 40.8), but a lower one for the economic power sub-domains (49.8 versus 64.1) and social power (41.1 versus 51.3). Compared to top-ranked Sweden, Serbia records a lower Index value for the power domain by 32.4 Index points, while compared to last-ranked Hungary, it records a higher value by 26.3 points (Figure 23).

Figure 23: Gender Equality Index in the domain of power, Republic of Serbia and EU-27 member states 2022, Albania 2020, Bosnia and Herzegovina, and North Macedonia 2022, and Montenegro 2023

8

DOMAIN OF HEALTH



The **domain of health** measures gender inequalities in three sub-domains: health status, health-related behaviour, and access to health services.

The sub-domain related to health status includes indicators of the subjective health assessment of women and men, life expectancy at birth, and the number of years they are expected to live in good health.

The sub-domain related to behavior includes indicators that measure the prevalence of health-risky behavior patterns, such as smoking and alcohol consumption, as well as the prevalence of healthy behaviors – consuming fruits and vegetables and engaging in physical activity.

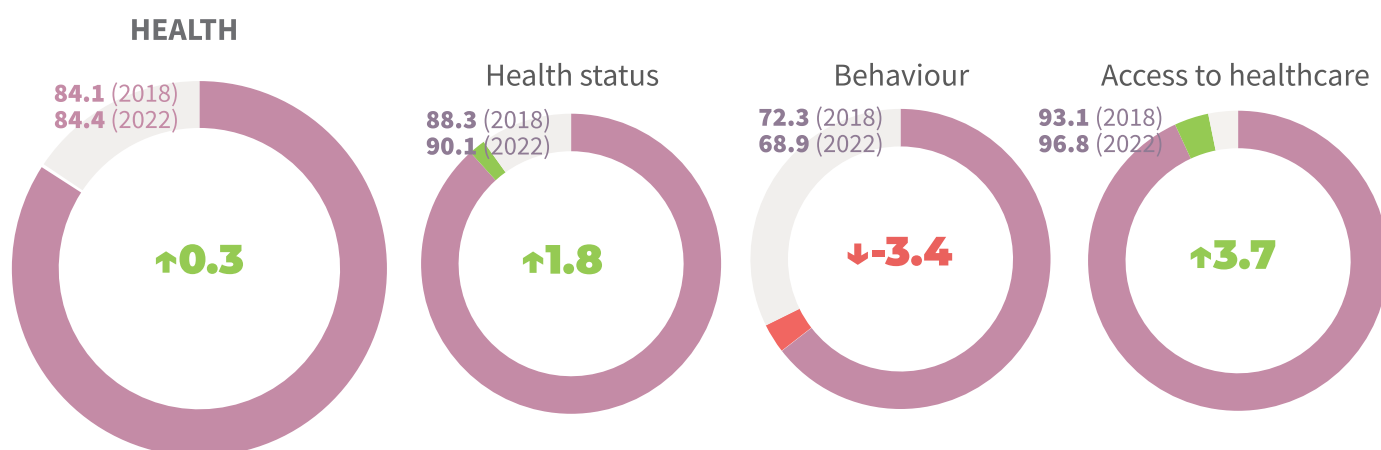
The sub-domain of access to health services includes indicators of fulfilled needs for medical and dental services, which measure the share of women and men who reported being able to have an examination, receive a diagnosis, or get therapy when they needed it.

8.1 Status and Changes

The Index value for the domain of health in Serbia amounts to 84.4 points in 2022 and represents a slight increase of 0.3 points compared to 2018 (Figure 24). This change is the result of contradictory processes within

the sub-domain areas. While the Index value for the status and access sub-domains has increased, the Index value for the behavior sub-domain has decreased.

Figure 24: Gender Equality Index in the domain and sub-domains of health, Republic of Serbia, 2018–2022



Regarding the health status sub-domain, it is noted that the gender gap for the subjective health status indicator has, with some fluctuation, decreased compared to the baseline year of 2014 (Table 10). However, it is still significant in favour of men, among whom there is a greater share of people who rate their health as good or very good than among women.

Table 10: Population that rated their health as good or very good, by sex, Republic of Serbia (%)

Year	♀	♂	♂ — ♀
2014	53.3	61.5	8.2
2016	53.7	60.7	7.0
2018	53.2	59.7	6.5
2022	61.0	68.2	7.2

The life expectancy indicator, despite minor changes during the observed period, was at the same level in 2022 as in 2014, with a slight increase among both women and men (Table 11).

Table 11: Life expectancy, by sex, Republic of Serbia (number of years)

Year	♀	♂	♂ — ♀
2014	77.7	72.6	5.1
2016	78.0	73.0	5.0
2018	78.1	73.2	4.9
2022	78.1	73.0	5.1

The gender gap in healthy life expectancy indicator has increased during the observed period. This indicator also shows an increase in the number of years that both women and men spend living in good health, but in this case, the increase is greater for women. As a result, the gender gap, which is already in favour of women, is slightly increasing (Table 12).

Table 12: Healthy life expectancy, by sex, Republic of Serbia (number of years)

Year	♀	♂	♂ — ♀
2014	66.6	64.7	1.9
2016	67.5	65.4	2.1
2018	69.6	67.1	2.5
2022	70.1	67.3	2.8

The data for the behavior sub-domain indicate that there are more women who do not smoke or consume alcohol than men (66.9% versus 57.1%), but fewer women than men who regularly engage in physical activity and/or consume fruits and vegetables (20.3% vs. 25.9%). However, negative changes are noticeable among both women and men between the two Serbian Population Health Surveys (EHIS) from which these indicators are calculated. Specifically, the share of women who regularly engage in physical activity and/or consume fruits and vegetables fell from 21.3% in 2013 to 20.3% in 2019, while in the same period, there was a slight increase in the share of such men, from 25.5% to 25.9%. At the same time, the share of women who neither smoke nor consume alcohol fell from 84.1% to 66.9%, and for men, the share fell from 68.3% to 57.1%.

In the sub-domain of access to health services, there is a consistently positive trend, with an increase in the share of people whose needs for medical or dental examinations were met when needed. In the case of medical examinations, the gender gap, which had been in favour of women, reversed in favour of men, among whom a greater share of people reported no unmet needs for medical examinations in 2022 (Table 13).

Table 13: Population aged 16 and above without unmet needs for a medical examination, Republic of Serbia (% , population 16+)

Year	♀	♂	♂ — ♀
2014	85.5	84.8	0.7
2016	89.7	89.2	0.5
2018	88.7	87.6	1.1
2022	92.4	93.8	-1.4

Similar trends are recorded in the case of dental examinations: the increase in the share of people with no unmet needs is accompanied by the reversal of the gender gap in favour of men in 2022 (Table 14).

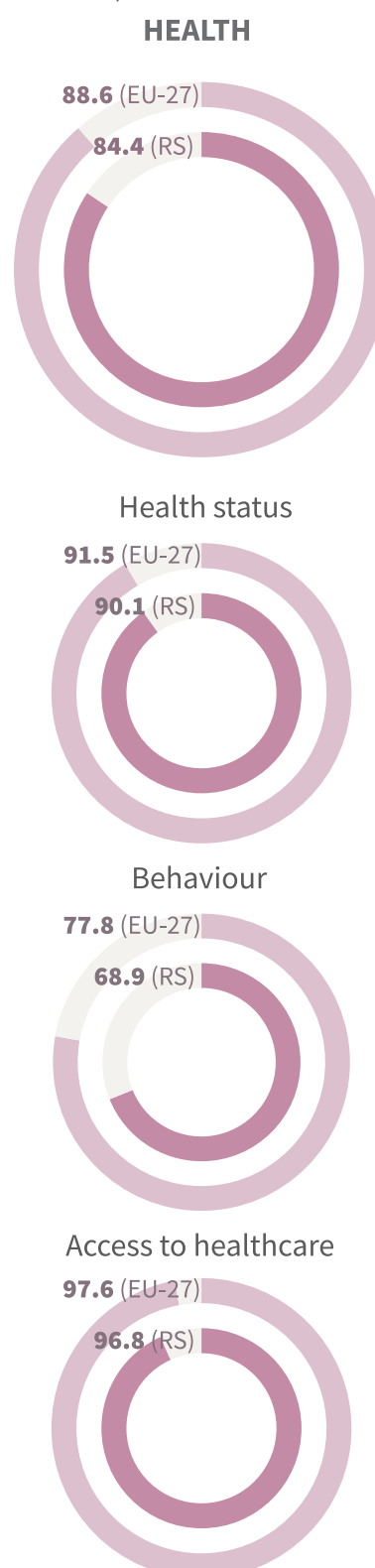
Table 14: Population aged 16 and above without unmet needs for a dental examination, Republic of Serbia (% , population 16+)

Year	♀	♂	♂ — ♀
2014	84.6	83.1	1.5
2016	85.8	84.5	1.3
2018	86.7	85.6	1.1
2022	94.7	95.2	-0.5

8.2 The Republic of Serbia compared to the EU-27

Compared to the EU-27, Serbia has a lower value on the Index for the domain of health by 4.2 points. The difference is largest in the behavior sub-domain (Figure 25).

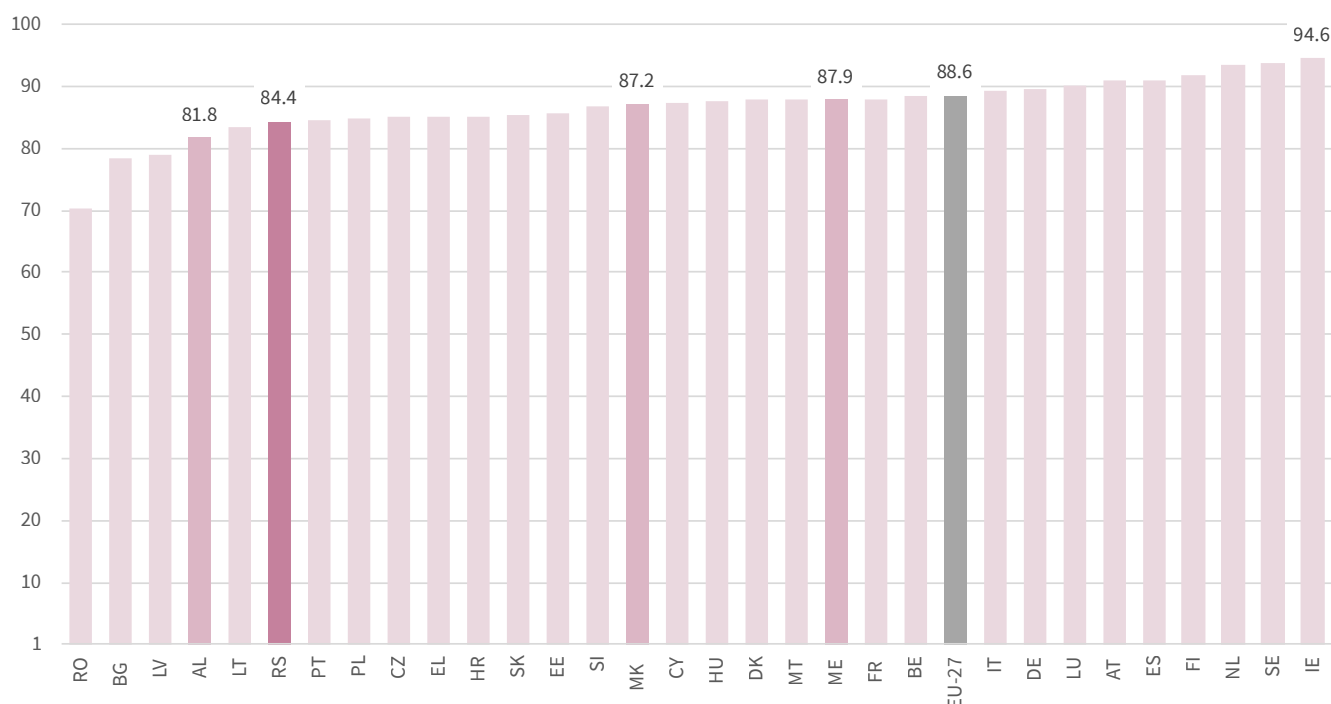
Figure 25: Gender Equality Index in the domain and sub-domains of health, Republic of Serbia and the EU-27 2022 (2024 edition)



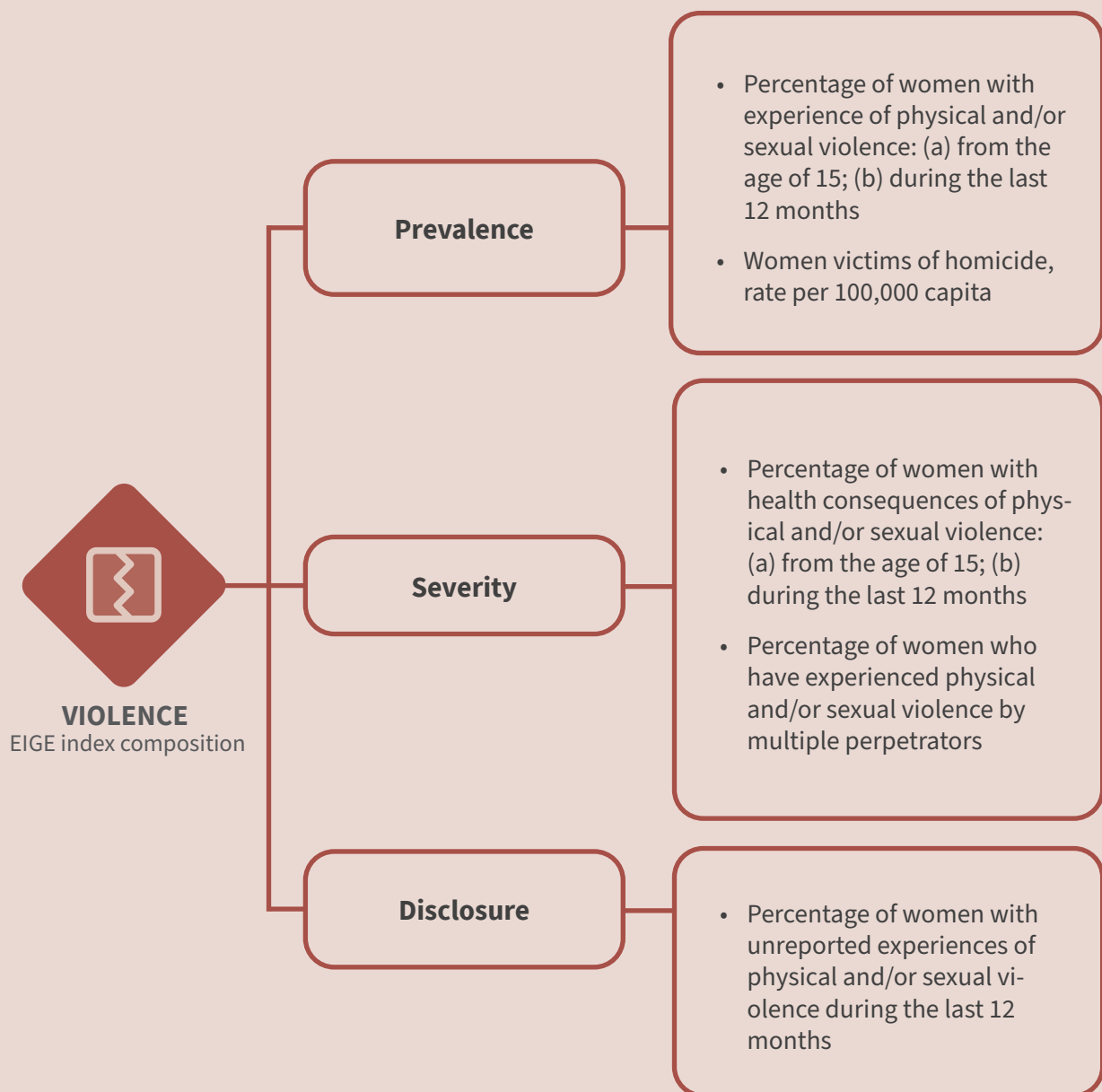
Compared to EU member states and countries in the region, Serbia is ranked 26th (3 positions lower than in 2018), between Portugal and Lithuania. Compared to Portugal, Serbia records a higher value on the index for the health status sub-domain (90.1 versus 85.6), but a lower value in the behavior sub-domain (68.9 versus 73.9). Compared to Lithuania, Serbia also records a

higher value on the index for the health status sub-domain (90.1 versus 82.3), but lower values in the sub-domains of behavior (68.9 versus 71.6) and access (96.8 versus 98.3). Compared to first-ranked Ireland, Serbia records a lower value on the health index by 10.2 Index points, while compared to last-ranked Romania, it records a higher Index value by 14 points (Figure 26).

Figure 26: Gender Equality Index in the domain of health - Republic of Serbia and EU-27 2022, North Macedonia 2022, Albania 2020, and Montenegro 2023



8.3 Satellite domain of violence



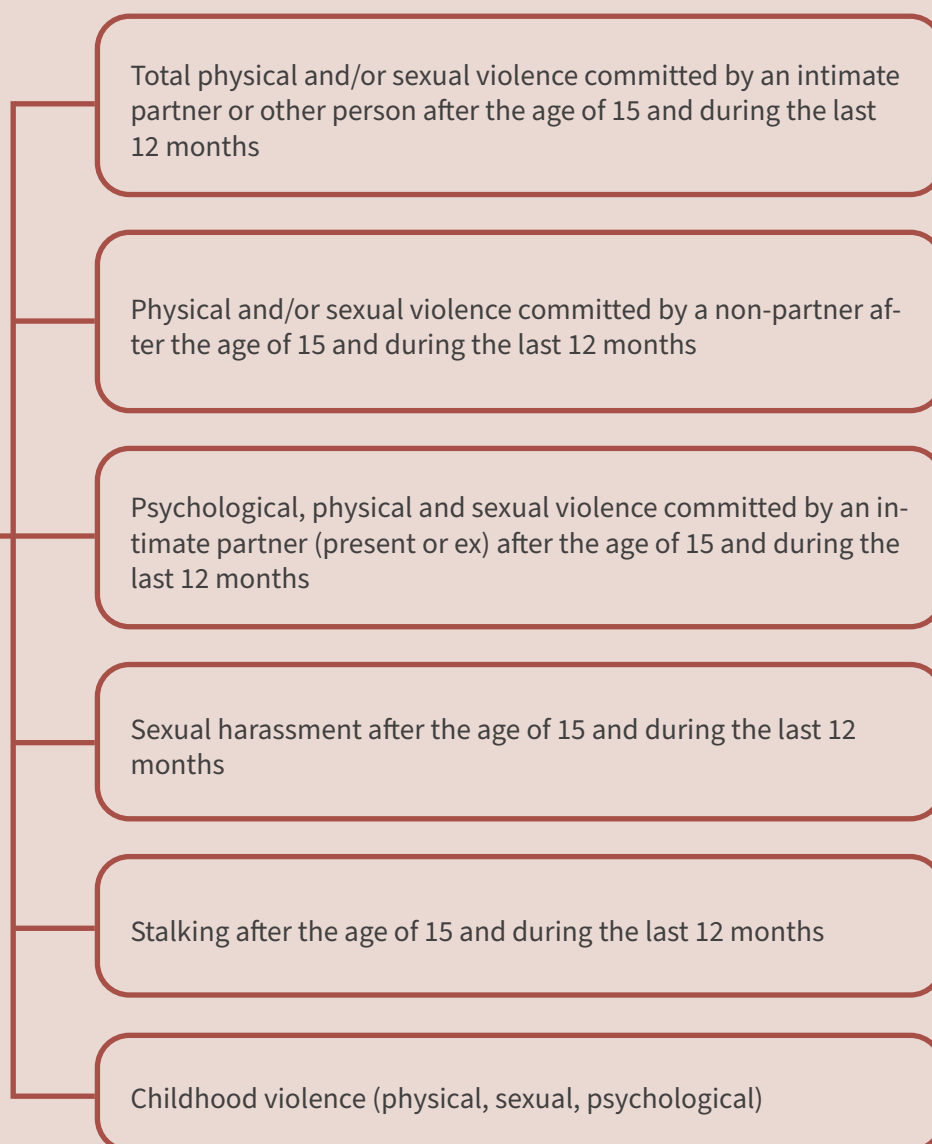
The **domain of violence** against women is a satellite domain due to its conceptual and statistical specificities in relation to other domains.¹³

Serbia was not in a position to calculate the Index values for this domain, but thanks to the OSCE-led survey on the well-being and safety of women, which was conducted in 2018, it is possible to assess the situation based on a series of indicators shown in the following chart. Also, during the autumn of 2021, the Statistical Office of the Republic of Serbia conducted a survey on the safety and quality of life of women using the same methodology (GBV - Gender Based Violence), which will make it possible to calculate the Index value for the domain of violence against women for future reports.

¹³ More details about this domain at: <https://eige.europa.eu/gender-equality-index/2020/domain/violence>



VIOLENCE
indicators presented
in this report



According to the findings of the 2021 Survey on the Safety and Quality of Life of Women in Serbia, 17.5% of women have experienced physical and/or sexual violence by any perpetrator since the age of 15. One in 10 women has experienced physical and/or sexual violence by a non-partner since the age of 15.

Partner violence is more frequent than violence committed by individuals who were not in a partnership with the woman. Namely, 21.6% of women have experienced some form of violence from a current or former partner since the age of 15, including psychological, physical, or sexual violence.

Regarding women who are or have been employed, 18.4% reported experiencing sexual harassment at the workplace. The most common form of sexual harassment is inappropriate staring or leering, which was experienced by one in three women exposed to sexual harassment at the workplace, while one in five were exposed to obscene jokes with sexual connotation. 13.8% of women have experienced stalking since the age of 15. For 22.3% of women, violence began in childhood, before the age of 15.

Table 15: Indicators of the prevalence of various forms of violence against women, 2021

PREVALENCE OF VIOLENCE	
Physical and/or sexual violence committed by anyone (partners and non-partners) since the age of 15	17.5%
Physical and/or sexual violence committed by non-partners	10.1%
Violence committed by a partner (current or former)	21.6%
Sexual harassment at the workplace	18.4%
Stalking	13.8%
Childhood violence (physical, sexual, psychological)	22.3%

Source: SORS, Survey on the Safety and Quality of Life of Women (EU-GBV), 2021

9

THEMATIC FOCUS: GENDER ASPECTS OF TIME USE

A time use survey is an important data source on daily practices of time use across different activities from a gender perspective. This survey shows how women and men of various ages, educational backgrounds, family status, and activity status spend their time during the working week and on weekends. The survey was conducted by the Statistical Office of the Republic of Serbia during 2021/2022, according to a methodology that is fully harmonized with Eurostat's recommendations for HETUS (*Harmonised European Time Use Surveys*).¹⁴

9.1 Gender differences in work and free time activities

The survey findings unequivocally indicate that there are pronounced gender differences in daily practices. On average, women spend fewer hours per day than men in paid work (1.5 hours less), a greater number of hours in unpaid household work and family care (2.1 hours more), and have less leisure time (Figure 27).

Figure 27: Average time spent on activities, population aged 15 and above, by sex; all days, Republic of Serbia, 2021/2022 (in hours)



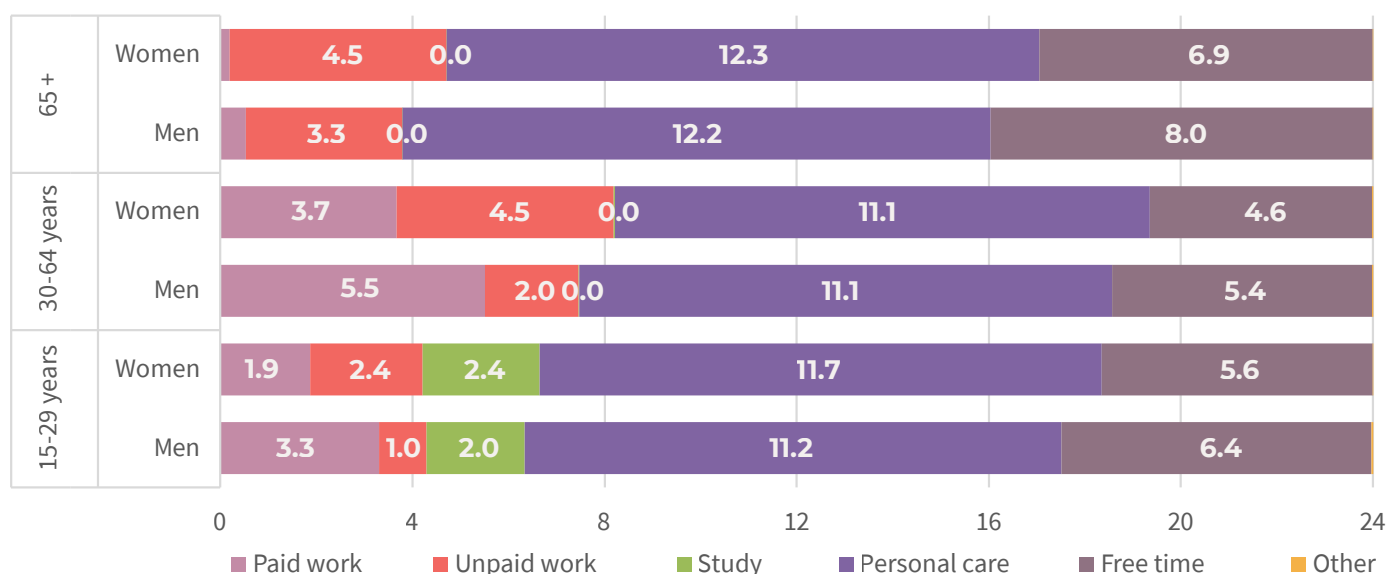
Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

Time use patterns differ depending on an individual's age and life stage. The longest total working time (when hours spent in paid and unpaid work are combined), at 8.2 hours, is recorded among middle-aged women (30-

64 years). These women also spend the least amount of time on leisure activities (4.6 hours), which are exceptionally important for quality of life and personal development (Figure 28).

¹⁴ More details on the survey methodology and sample can be found in the SORS publication "Time Use in the Republic of Serbia 2021/2022," <https://www.stat.gov.rs/sr-cyrl/publikacije/publication/?p=17087&tip=6>

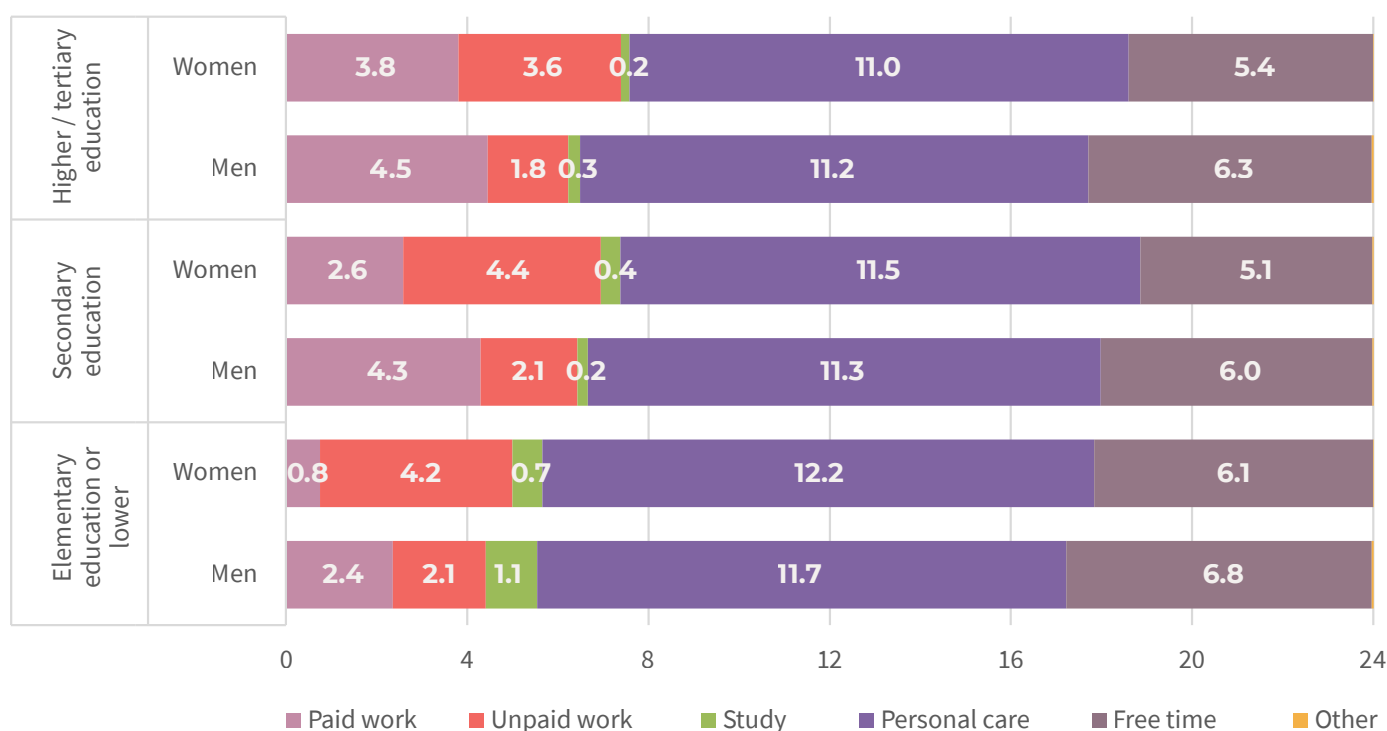
Figure 28: Average time spent on activities, population aged 15 and above, by age and sex; all days, Republic of Serbia, 2021/2022 (in hours)



Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

Observing by education level, women with a higher education have the longest total working time (paid and unpaid work combined) (Figure 29).

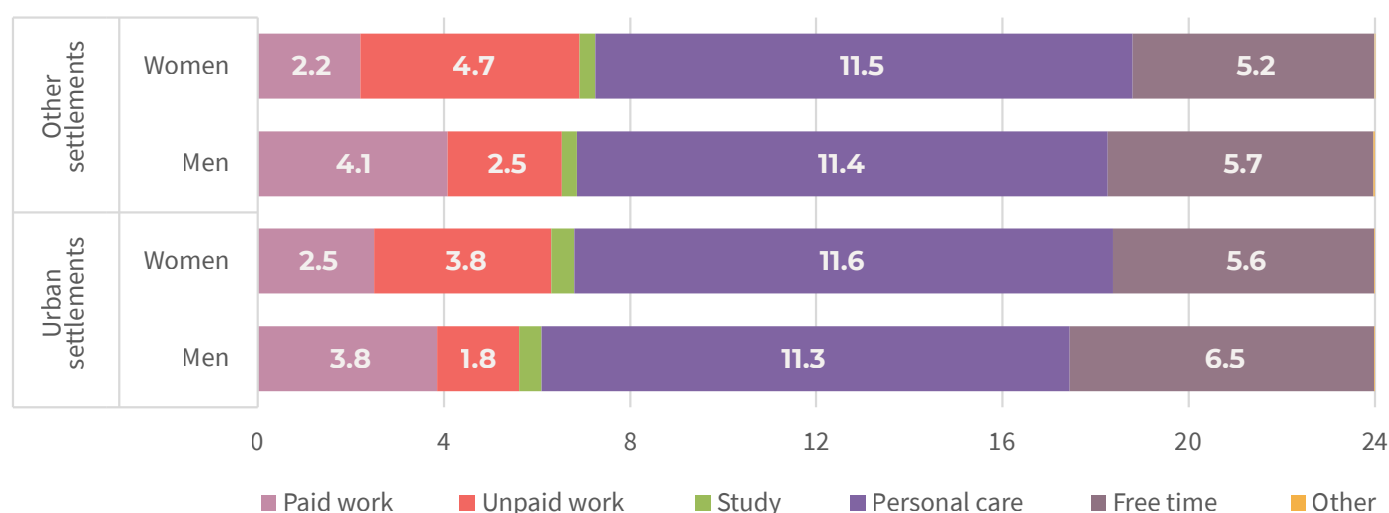
Figure 29: Average time spent on activities, population aged 15 and above, by highest level of education and sex; all days, Republic of Serbia, 2021/2022 (in hours)



Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

On average, women who live in rural (other) settlements spend the most time in work, both paid and unpaid, compared to men from the same areas, as well as in comparison to women and men living in cities (Figure 30). These women also spend the least amount of time on leisure activities.

Figure 30: Average time spent on activities, population aged 15 and above, by type of settlement and sex; all days, Republic of Serbia, 2021/2022 (in hours)



Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

9.2 Free time activities

On average, women spend less time on leisure activities than men, both during the working week and on weekends (Figure 31).

Figure 31: Average time spent on leisure activities, population aged 15 and above, by gender; weekdays and weekend days, Republic of Serbia, 2021/2022 (in hours)

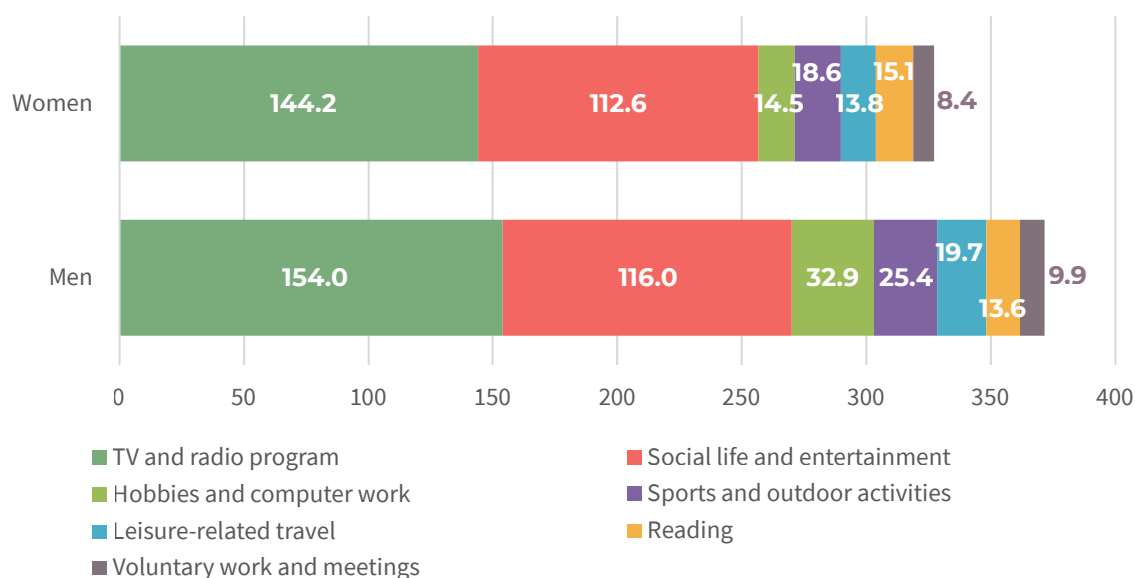


Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

In general, there are no major gender differences in the structure of activities that women and men engage in during their free time. On average, both women and men spend the most time watching TV or listening to the radio, followed by socializing and entertainment, after which come hobbies and computer-related work,

sports and outdoor activities, and travel. Given that men on average spend more time on leisure activities, it is not surprising that they also spend more time on these individual activities, with the exception of reading books, for which women on average set aside a couple of minutes more per day than men (Figure 32).

Figure 32: Average time spent on leisure activities, activity level 2, population aged 15 and above, by sex; all days, Republic of Serbia, 2021/2022 (in minutes)



Comparative data for 2010/2011 and 2021/2022 indicate that for both women and men, the number of hours spent in paid work has increased, while the number of hours spent in unpaid work and leisure time has decreased. However, gender differences remain pronounced, although the difference in hours that women and men spend in total (paid and unpaid) work has decreased somewhat (from 0.97 to 0.73 hours, or from just under an hour to three-quarters of an hour).

Table 16: Average time spent on activities, population aged 15 and above, by sex; all days, Republic of Serbia, 2010/2011 and 2021/2022 (in hours)

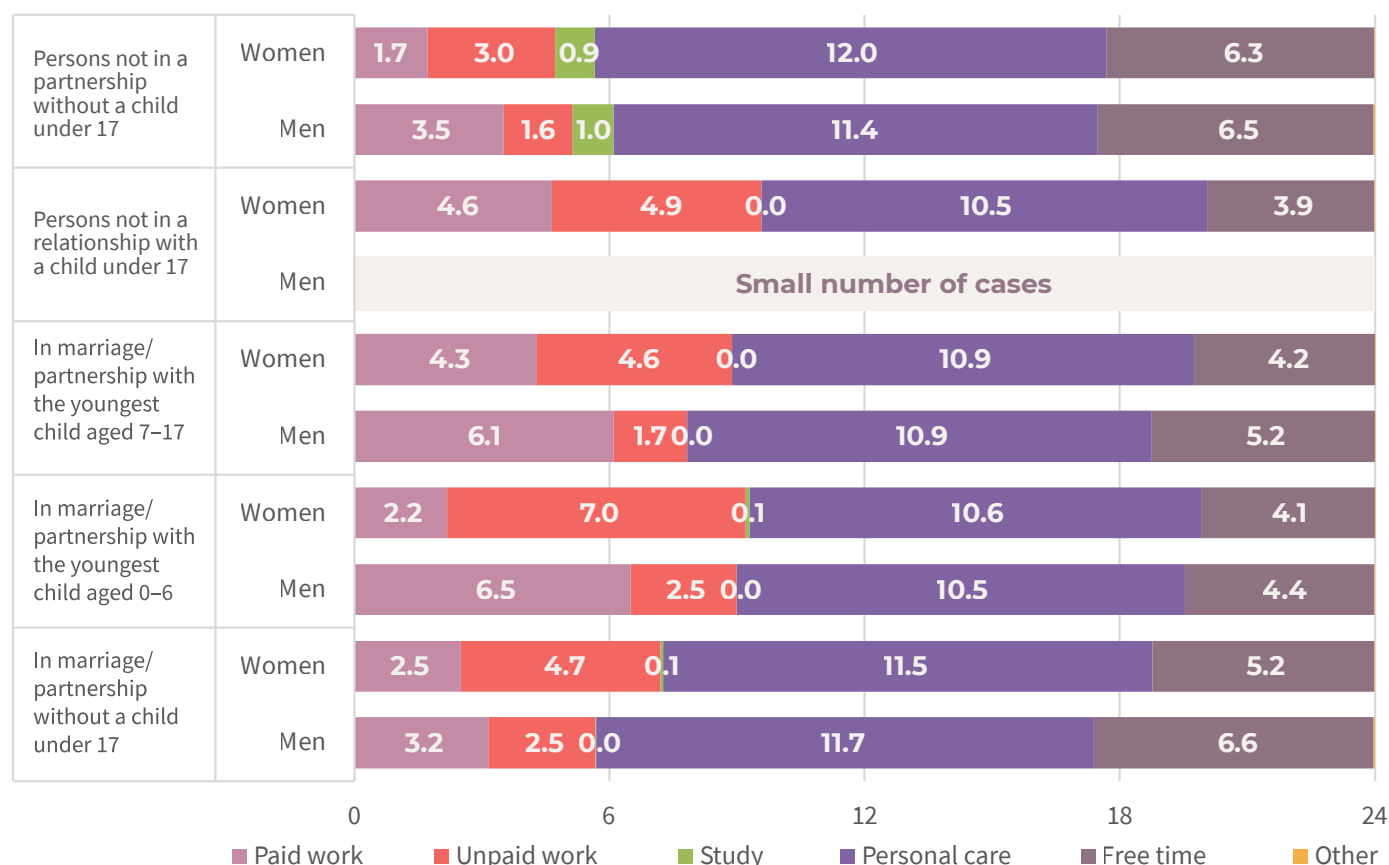
Activities	2010/2011		2021/2022	
	women	men	women	men
Paid work	02:09	03:47	02:23	03:56
Unpaid work	04:51	02:16	04:09	02:03
Study	00:25	00:19	00:26	00:24
Personal care	11:13	11:05	11:33	11:22
Free time	05:18	06:29	05:27	06:11
Other	00:01	00:01	00:00	00:01

Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

9.3 Care for children and family

Patterns of time use are strongly influenced by family structures. The presence of a child aged 0-6 significantly increases the number of hours spent in unpaid household work. When comparing people living in a marriage or partnership, women with a child under the age of 7 have the longest total "working time." They spend significantly less time in paid work than men in the same family situation (2.2 versus 6.5 hours), but significantly more time in unpaid household work and family care (7.0 versus 2.5 hours). Only single mothers with children up to the age of 17 have a longer total "working time." On average, they spend 9.6 hours in paid and unpaid work and have the least amount of time for personal care and leisure activities (Figure 33).

Figure 33: Average time spent on activities, population aged 15 and above, by family composition and sex; all days, Republic of Serbia, 2021/2022 (in hours)

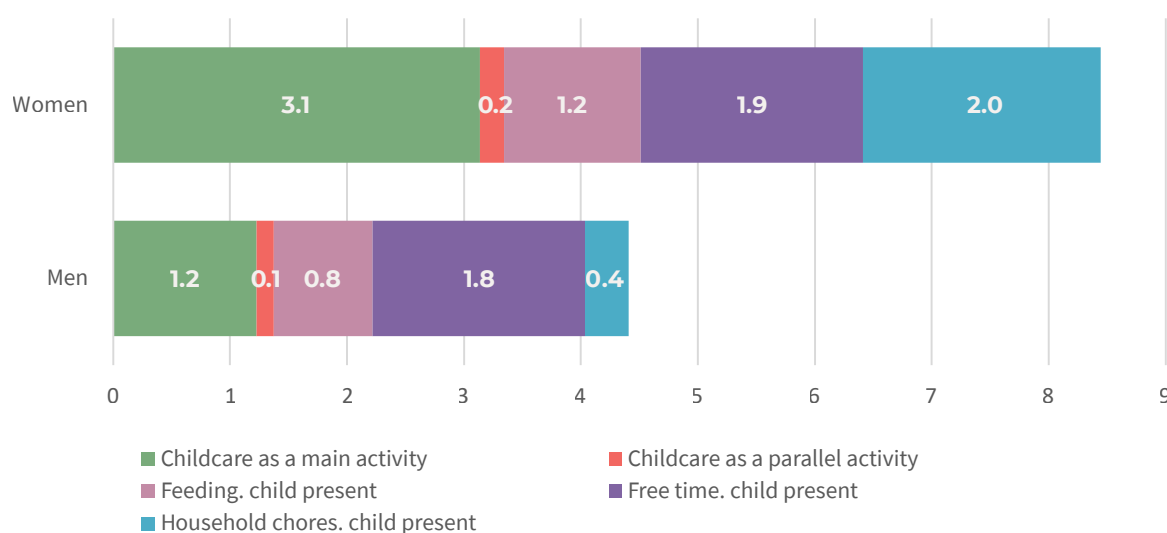


Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

Gender differences in childcare, especially for young children (aged 0-6), are very pronounced. On average, women spend significantly more time than men caring for children. On a typical day, women spend 8.5 hours on childcare, while men spend 4.4 hours, almost half as much (Figure 34). All types of activities recorded in relation to childcare (direct care as a main activity, as a parallel

activity, feeding, free time, and household chores in the presence of a child) are performed for longer periods by mothers than by fathers. The differences are particularly pronounced in the time parents spend on direct childcare as a main activity, and also on performing household chores while a child is present (Figure 34).

Figure 34: Average time spent on childcare activities for children aged 0 to 6, partnered parents, by sex; all days, Republic of Serbia, 2021/2022 (in hours)

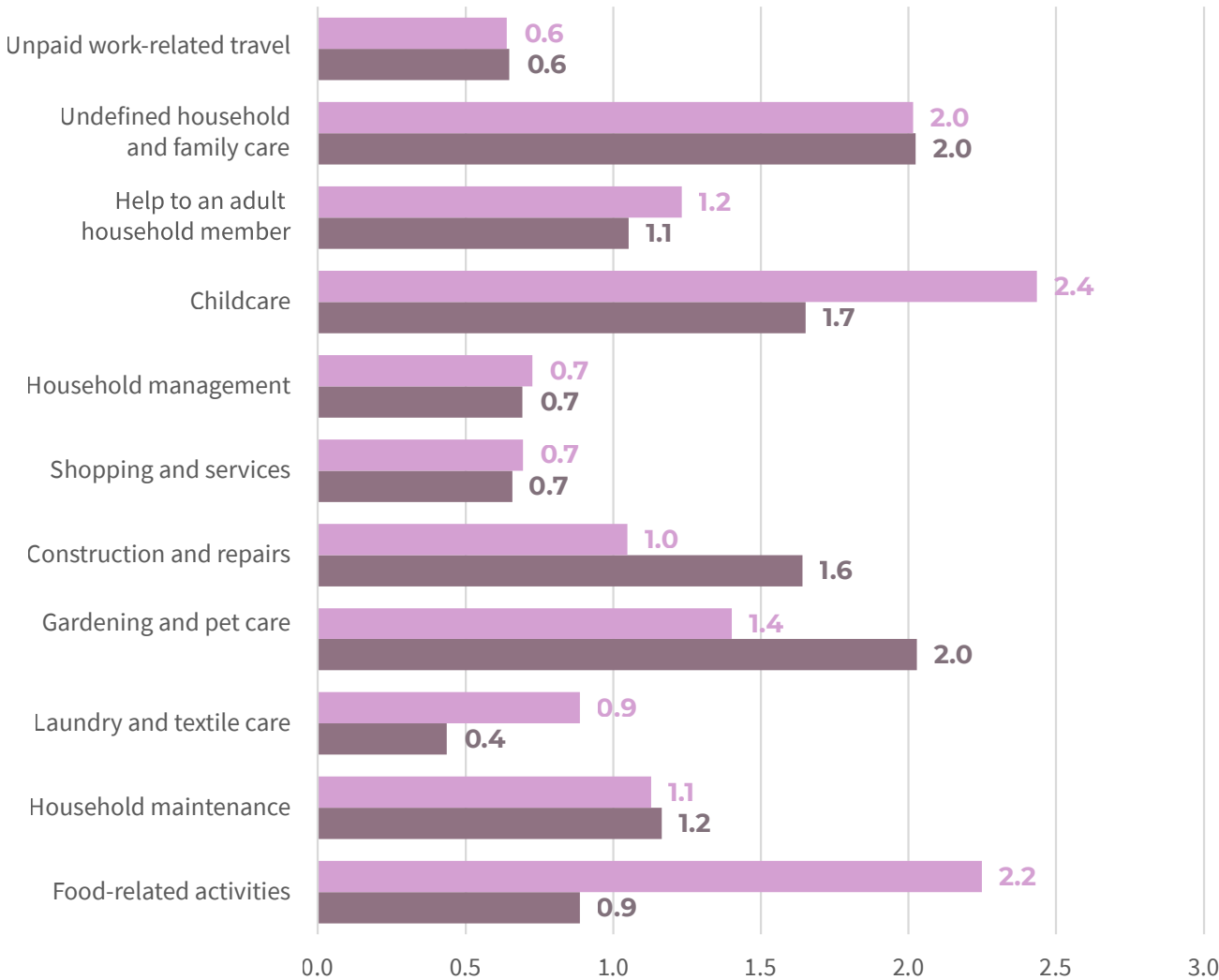


Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

More detailed insights into activities conducted as part of unpaid work and family care point to visible gender patterns. Women spend more time than men on childcare and caring for other household members, textile care, and food-related activities, while men spend

more time than women on repair and construction activities, gardening and pet care, and slightly more on household maintenance. It is interesting to note that, on average, men spend more time on gardening and pet care than on childcare (Figure 35).

Figure 35: Average time spent on unpaid activities by those who performed them, activity level 2, population aged 15 and above, by sex; all days, Republic of Serbia, 2021/2022 (in hours)

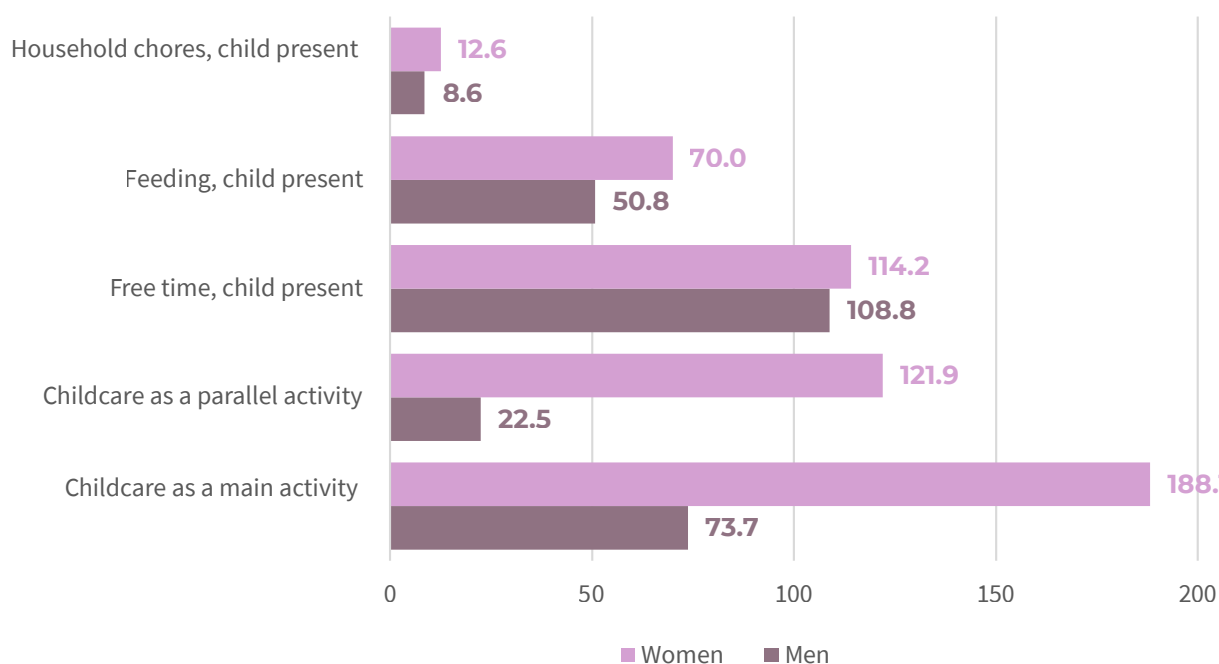


Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

The data indicate that, on average, men are more involved in caring for older children than for younger ones. From the following chart, it is evident that fathers do not spend more time than mothers in any of the activities measured within the survey (Figure 36). The differences are particularly significant in childcare as

a main activity and in performing household chores while the child is present, which mothers, on average, perform for significantly longer periods than fathers.

Figure 36: Average time spent on childcare activities, partnered parents with the youngest child aged 0 to 6; all days, Republic of Serbia, 2021/2022 (in minutes)

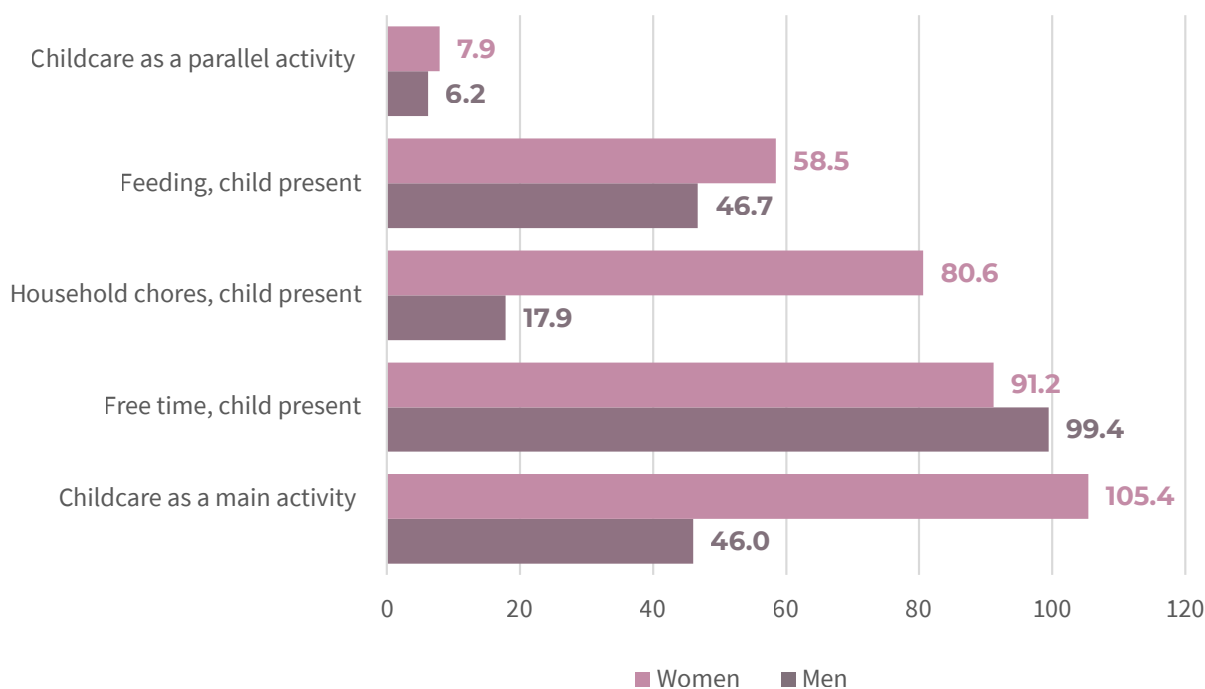


Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

When older children are also considered, i.e., when parents of children aged 0-17 are observed, it is noted that the participation of fathers in leisure activities is slightly

longer than that of mothers, while in all other activities, mothers spend more time than fathers (Figure 37).

Figure 37: Average time spent in childcare activities for children aged 0-17, partnered parents; all days, Republic of Serbia, 2021/2022 (in minutes)



Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

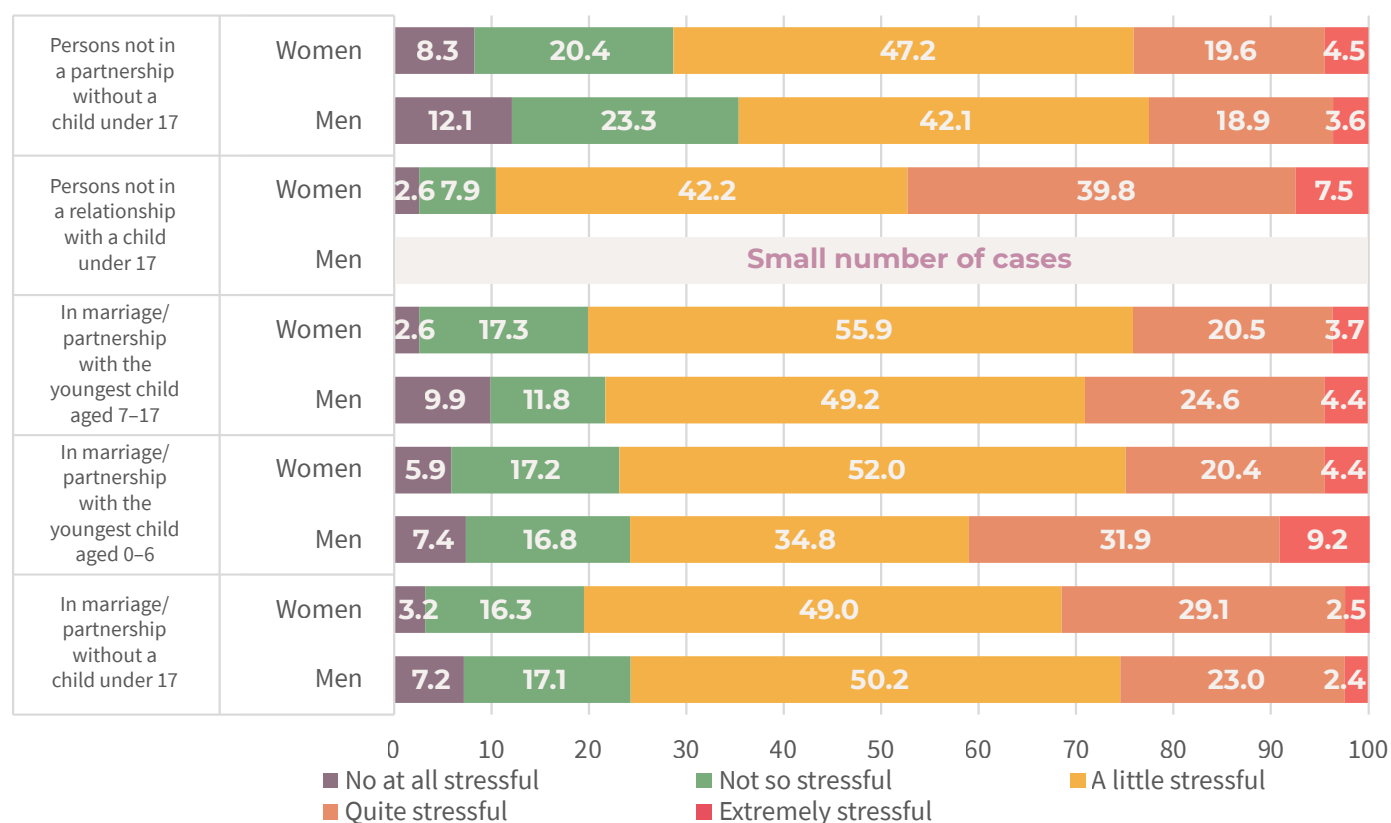
Regarding the way how women and men use their time in the context of different family arrangements and the presence of children, which primarily indicates a

division of responsibilities and expectations, it is not surprising that time use patterns – that is, burdens and responsibilities – are accompanied by patterns of

stress exposure. Among women, there is systematically a smaller number of people who claim they are not exposed to stress, and the lowest share of people who claim they do not live with stress is recorded among single mothers and women who have children up to 17 years old and live in a marriage or partnership. The highest share of people who state that their life is quite stressful or extremely stressful is recorded precisely in

the category of single mothers with a child or children up to 17 years old (Figure 38). In the second place are men with a child aged 0-6, who express a greater percentage of stress exposure than women in the same family situation, even though we learned from previous data that it is the women who actually bear the dominant responsibilities and spend the most time caring for these young children.

Figure 38: Stress among the population aged 15 and above, by family composition and sex; all days, Republic of Serbia, 2021/2022 (%)



Source: SORS, Time Use Survey in the Republic of Serbia 2021/2022

10 CONCLUSIONS

The Gender Equality Index in Serbia for 2024, calculated predominantly based on data for 2022, amounts to 60.0 points and indicates a slowdown of progress in achieving gender equality compared to earlier reporting periods (2014, 2016, 2018). Since 2014, when the Index began being monitored, the Index value has increased by 7.6 points while in the 2018–2022 period, it increased by only 2.0 Index points, which is the smallest increase in the Index's value to date.

Progress is most evident in the domain of power, especially political power, due to an increase in the share of women in legislative and executive bodies, thanks to legally defined quotas. The political power sub-domain is also the only sub-domain in which Serbia records higher Index values than the EU-27 average. However, in other domains, progress is either minimal or negative trends are present. For example, a slight positive trend is noted in the domains of knowledge, money, and health, while a slight negative trend is recorded in the domain of work, primarily due to increased segregation. Meanwhile, the domain of time cannot be monitored in this way due to a lack of more recent data.

The slow and inconsistent progress in different domains and sub-domains of gender equality suggests that, at this rate of change, it would take at least 40 years to achieve full gender equality. However, considering that some domains, such as work, also have negative trends, this scenario might seem overly optimistic.

Compared to the European Union, the difference in the Gender Equality Index has increased, which further highlights the need to intensify efforts in this area. Taking into account all aspects that influence the Gender Equality Index, it becomes clear that it is necessary to raise the issue of gender equality to the top of state priorities. This implies the consolidation and improvement of the legal framework, the effective implementation of policies, and the allocation of adequate financial and other resources that would enable transformative changes leading to full gender equality. Achieving gender equality is not just a matter of social justice and economic efficiency but also a crucial step for a development that encompasses the entire society.

Annex 1: Domains and Sub-domains of the 2024 Gender Equality Index with Indicators

Gender Equality Index	Domain	Sub-domain	Indicator		Source	Year to which the data refer
	WORK	Participation	1.	Full-time equivalent employment rate (% , population aged 15+)	LFS, SORS	2022
			2.	Duration of working life (years, population aged 15+)	LFS, SORS	2022
		Segregation and Quality of Work	3.	Employed people in the fields of 'Education', 'Human Health', and 'Social work' (% , workers aged 15+)	LFS, SORS	2022
			4.	Ability to take an hour or two off during working hours to take care of personal or family matters (% , workers aged 15+)	Eurofound, EWCS	2021
			5.	Career Prospects Index (points, 0–100)	Eurofound, EWCS	2015
	MONEY	Financial Resources	6.	Mean monthly earnings (purchasing power standard, working population)	SES, SORS	2022
			7.	Mean equivalised net income (purchasing power standard, population aged 16+)	SILC, SORS	2022
		Economic Situation	8.	Not-at-risk-of-poverty rate, ≥60% of median income (% , population aged 16+)	SILC, SORS	2022
			9.	Income distribution S20/ S80 (total population) S80/ S20 income quintile share (population aged 16+)	SILC, SORS	2022

Gender Equality Index	Domain	Sub-domain	Indicator		Source	Year to which the data refer
	KNOWLEDGE	Educational Attainment and Participation	10.	Graduates of tertiary education (% , population aged 15+)	LFS, SORS	2022
			11.	People participating in formal or non-formal education and training (% , population aged 15+)	LFS, SORS	2022
		Segregation	12.	Tertiary education students in the fields of 'Education', 'Health and Welfare', and 'Humanities and arts' (% , population aged 15+)	Educational statistics, SORS	2022
	TIME	Care Activities	13.	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , population aged 18+)	Eurofound, EQLS	2016
			14.	People doing cooking and/ or housework, every day (% , population aged 18+)	Eurofound, EQLS	2016
		Social Activities	15.	Workers doing sporting, cultural or leisure activities outside their home, daily or at least several times a week (% , workers aged 15+)	Eurofound, EWCS	2015
			16.	Workers involved in voluntary or charitable activities, at least once a month (% , workers aged 15+)	Eurofound, EWCS	2015

	Domain	Sub-domain	Indicator		Source	Year to which the data refer
Gender Equality Index	POWER	Political Power	17.	Share of women and men ministers (% , F, M)	EIGE, Gender statistics data-base, WMID	2021, 2022, 2023 average
			18.	Share of women and men members of the National Assembly of Serbia (% , F, M)		
			19.	Share of women and men members of regional assemblies (% , F, M)		
		Economic Power	20.	Share of women and men board members of the largest listed companies – supervisory boards or boards of directors (% , F, M)	EIGE, Gender statistics data-base, WMID	2021, 2022, 2023 average
			21.	Share of board members of the National Bank (% , F, M)		
		Social Power	22.	Share of board members of research funding organizations (% , F, M)	EIGE, Gender statistics data-base, WMID	2022
			23.	Share of board members of publicly owned broadcasting organizations (% , F, M)		2021, 2022, 2023 average
			24.	Share of members of highest decision making body of the national Olympic sports organizations (% , F, M)		2022

	Domain	Sub-domain	Indicator		Source	Year to which the data refer
Gender Equality Index	HEALTH	Status	25.	Self-perceived health – good or very good (% , population 16+)	SILC, SORS	2022
			26.	Life expectancy at birth in absolute values (years)	Vital statistics, SORS	2022
			27.	Healthy life years at birth in absolute values (years)	Vital statistics, SILC, SORS	2022
		Behaviour	28.	People who don't smoke and are not involved in harmful drinking (% , population 16+)	EHIS, Institute for Public Health Batut, SORS	2019
			29.	People doing physical activities and/or consuming fruits and vegetables (% , population 16+)		
		Access to health services	30.	Population without unmet needs for medical examination (% , population 16+)	SILC, SORS	2022
			31.	Population without unmet needs for dental examination (% , population 16+)	SILC, SORS	2022

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