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Women and Men in the Republic of Serbia

Београд/Belgrade, 2011

Republic of Serbia
Statistical Office of the Republic of Serbia

Women and Men
in the Republic of Serbia

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First Edition

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Preface

“Women and Men in the Republic of Serbia” is the third publication presenting statistical data disaggregated by sex. 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 Education and Science, Ministry of Finance, Ministry of Interior, Ministry of Justice, Ministry of Labour and Social Policy, National Employment Service, the Republic Fund for Health Insurance, the Republic Fund for Pension and Disability Insurance and the Republic Institute for Social Protection.

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

- Population
- Health
- Education
- Social Protection
- Judiciary
- Employment
- Earnings and Pensions
- Time Use
- Decision-Making

New additions to this publication in relation to the previous ones are the data obtained from the Survey on the Use of Public Services and Public Integrity and from the first Time Use Survey.

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 2011

*Director of the Statistical Office of the Republic of Serbia,
Professor Dragan Vukmirović, PhD*

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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**, notably the Council of Europe's Social Charter and the European Convention on Human Rights and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

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);
- ◆ **Gender Equality Directorate** within the Ministry of Labour and Social Policy (established in 2007);
- ◆ **Commissioner for the Protection of Equality** (established under the Anti-Discrimination Law in 2010; the Commissioner was appointed in 2010).

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.

Highlights

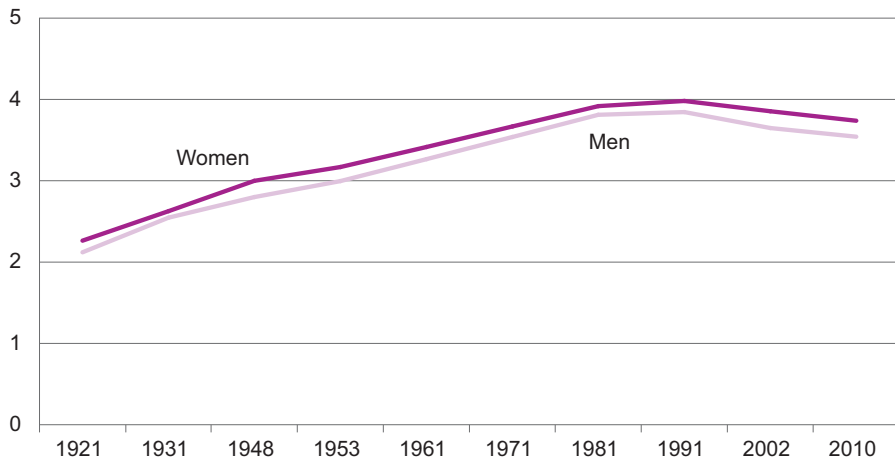
- ◆ 78% of all men and 81% of all women live in a marriage/cohabit. Out of this number, 29% and 30%, respectively, live without children, while 49% and 51%, respectively, live in a marriage/cohabit with their youngest child aged up to 17 (according to the 2002 population census).
- ◆ Women make up 77% of all persons living unmarried with their youngest child under 17 years of age. A total of 7% of women and 2% of men fall into this category (according to the 2002 census).
- ◆ A steady fall in the number of new marriages was recorded between 1980 and 2010. In 2010, there were about one third fewer marriages than in 1980.
- ◆ Total fertility rate dropped from 1.6, as recorded in 2001, to 1.4 in 2010.
- ◆ The number of children born to mothers aged 15–19 years has dropped by more than a third over the past ten years.
- ◆ On average, men and women enter their first marriage two years older than was the case in 2005, women at the age of 27 and men at the age of 30.
- ◆ 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.
- ◆ Among students who graduated from high school in 2010, the most common occupational profiles for girls are grammar school, economics, law, administration and health and social care, and for boys, mechanical engineering and metal processing, electrical engineering and grammar school.
- ◆ Not only are more women enrolled in colleges and universities (55%), but women make up a higher percentage of graduates – 61% (data from 2009).
- ◆ Among graduates, men account for more than half in the fields of natural sciences, mathematics, computer science (61%) and technical science, manufacturing and construction (56%), while women constitute the majority of all graduates in the fields of education (as much as 91%), health and social care (77%), arts and humanities (65%), and social sciences, business and law (62%). A more or less equal number of male and female students graduate in the fields of services, agriculture and veterinary medicine.
- ◆ In 2009, the number of women and men with doctoral degrees had evened out, and women accounted for 44% of all doctoral and master's degrees and specialists among teaching personnel at universities and colleges.
- ◆ Men use computers and the Internet more than women, even among the younger generation.
- ◆ Although there are fewer young girls without parental care, they are more often placed in foster families than boys.
- ◆ 95% of all adult persons convicted of the crime of domestic violence (in 2010) were men, 5% were women.
- ◆ As much as 95% of all convicted minors are boys (2010 data).
- ◆ In the period from 2007 to 2010, the proportion of women in the total number of victims of serious homicides increased from 28% to 43%.

- ◆ According to the Labour Force Survey, approximately 90% of employees work over 40 hours per week, with no significant differences between women and men.
- ◆ The activity rate for women aged 15 to 64 is 16 percentage points smaller than the activity rate of men (51% and 67%), with earlier retirement for women partly affecting this ratio.
- ◆ The activity rate of women with vocational school or university education is higher than the activity rate of men with the same level of education (75% vs. 65%), and is almost twice the average activity rate for all women aged over 15 years, which is 39%.
- ◆ Living with children under 16 years of age increases the differences between the employment rates of men and women: in the age category of 25 to 49 years, the difference between the employment rates of women and men is only 6 percentage points if they have no children, while among persons with more than one child, the difference increases to about 25 percentage points.
- ◆ There are twice as many self-employed among men than among women (28% of all men aged 15 to 64, and 14% of women are self-employed); thus women account for less than a third of all self-employed (according to the Labour Force Survey).
- ◆ 13% of all women and 24% of women aged 55 to 64 (compared to 4% and 2% of men, respectively) have the status of a contributing, i.e. unpaid, household member who works in a family shop or on a farm.
- ◆ 28% of all farms are registered as women-owned; women, however, make up only 23% of all independent farmers and 71% of unpaid contributing family workers in agriculture.
- ◆ There are somewhat more women in each age category of the unemployed and long-term unemployed persons of working age, and among the registered unemployed. Among unemployed women, the majority have secondary education.
- ◆ 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 18% lower old-age pensions, and 14% lower disability pensions than their male counterparts.
- ◆ According to the first Time Use Survey carried out in Serbia, men on average have more free time than women (just over one hour per day), although on average they spend more time doing paid work than women. On the other hand, women on average spend two hours more doing unpaid work.
- ◆ In the 150 municipalities in Serbia (including municipalities within cities), there are 137 male mayors and only 10 women (in three municipalities there is no elected mayor). In the 23 cities, 22 mayors are men and one is a woman.

1. Population

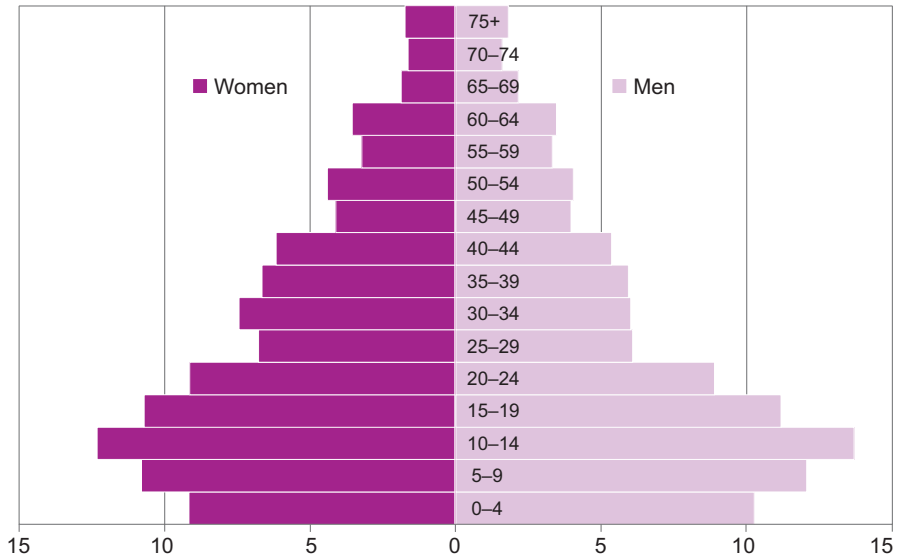
- ◆ **Population estimates** are based on the results of population counts and on the annual results of the statistics of natural and mechanical changes in population (internal migrations).
- ◆ **Population projections** present the projected number of inhabitants for the referent year. The published 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.
- ◆ **Population by family structure** consists of the population referenced to sex, marriage and kinship characteristics.
- ◆ **Migrant population** includes persons who have changed their place of residence in the referent year.
- ◆ **The mean age of population** represents the median age in the referent year.
- ◆ **Total fertility rate** presents the total number of live-born children per woman aged 15–49.

**Population by censuses 1921–2002 and estimate for 2010,
by sex (in millions)**



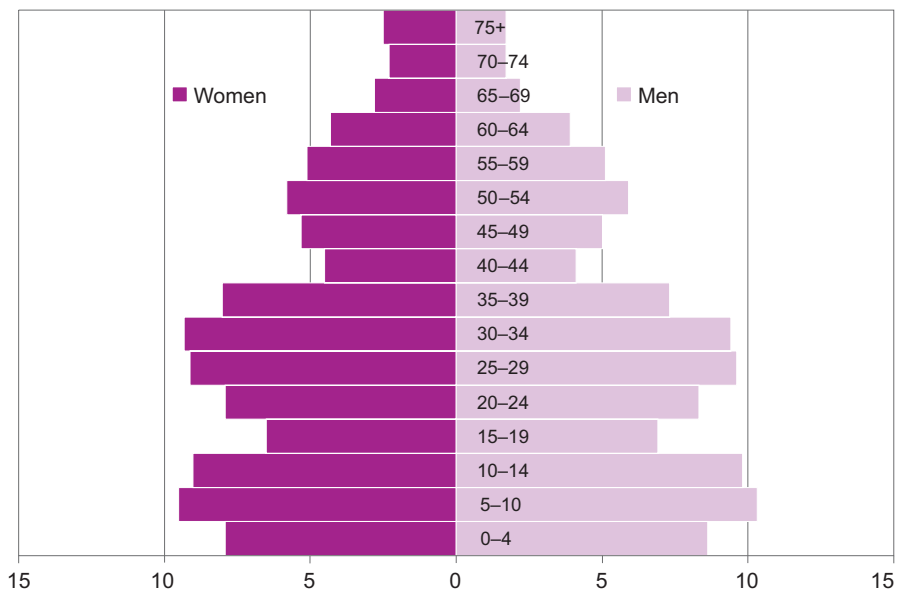
Source: Censuses and estimate of population, SORS

Population, by age and sex, 1921 (%)



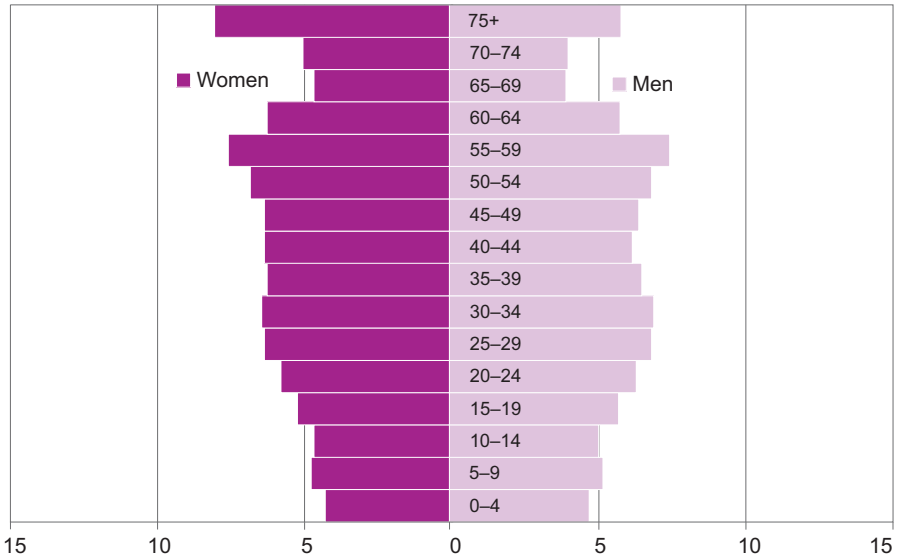
Source: Population census, SORS

Population, by age and sex, 1961 (%)



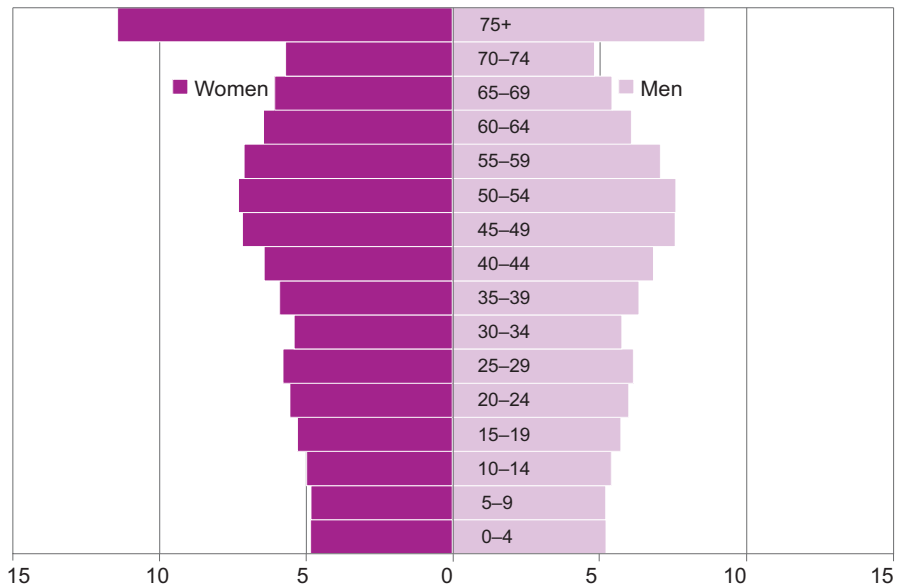
Source: Population census, SORS

Population, by age and sex, estimate 2010 (%)

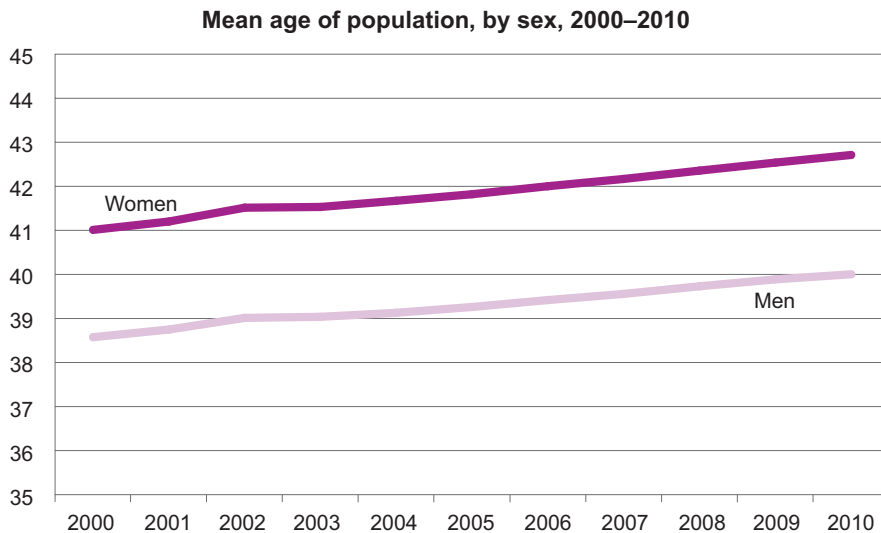


Source: Population estimate, SORS

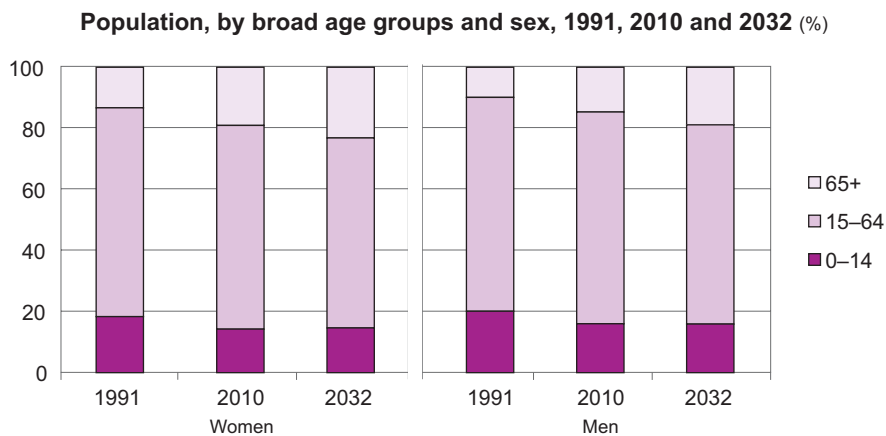
Population, by age and sex, projection 2032 (%)



Source: Projection of population, SORS



Source: Vital statistics, SORS



Source: Census, estimate and projection of population, SORS

**Population aged 15 years and over,
by family structure and sex, 2002 (%)**

	Women	Men	Gender structure	
			Women	Men
Total	100	100	50	50
Married/cohabiting with no children under 17 years	30	29	50	50
Married/cohabiting with youngest child aged 0 to 6 years	23	22	50	50
Married/cohabiting with youngest child aged 7 to 17 years	28	27	50	50
Single with children under 17 years	7	2	77	23
Single without children under 17 years	12	20	37	63

Source: Population census

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



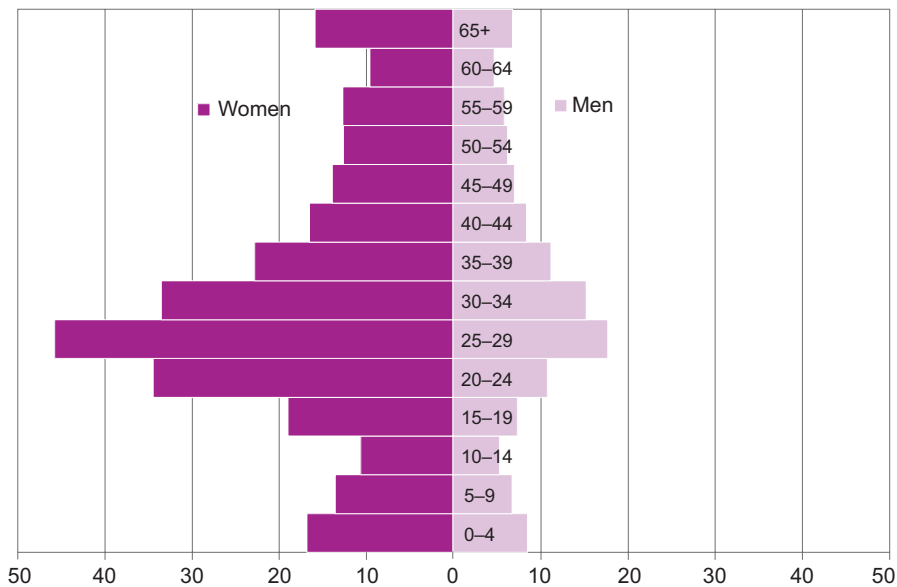
Source: Population movements – internal migrations, SORS

Migrants, by sex, 2010



Source: Population movements – internal migrations, SORS

Migrants, by age and sex, 2010 (in thousands)



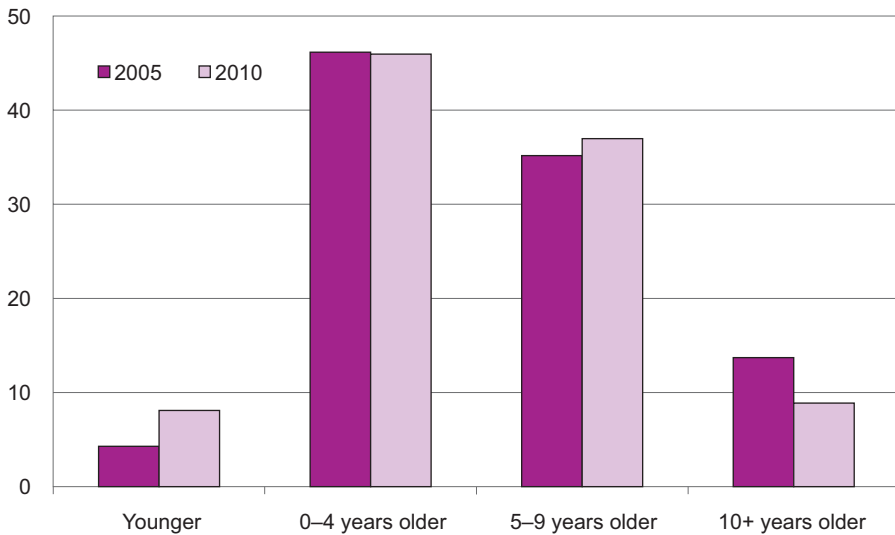
Source: Population movements – internal migrations, SORS

Early marriage, women aged 20–49 years, 2010 (%)



Source: Multiple Indicator Cluster Survey, SORS and UNICEF

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



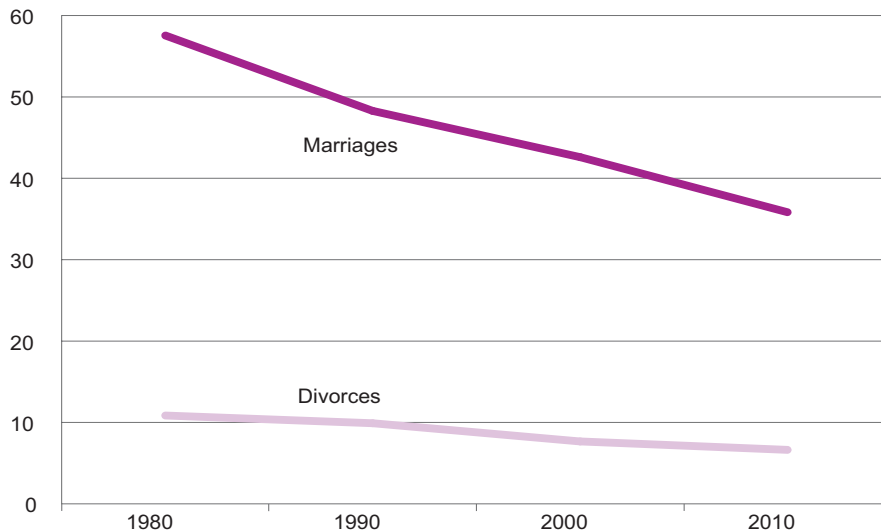
Source: Multiple Indicators Cluster Survey, SORS and UNICEF

Mean age of women and men at the moment of marriage, 2000, 2005 and 2010

	Women		Men	
	All marriages	First marriage	All marriages	First marriage
2000	28	25	31	28
2005	28	26	32	29
2010	29	27	33	30

Source: Vital statistics, SORS

Marriages and divorces, 1980–2010 (in thousands)



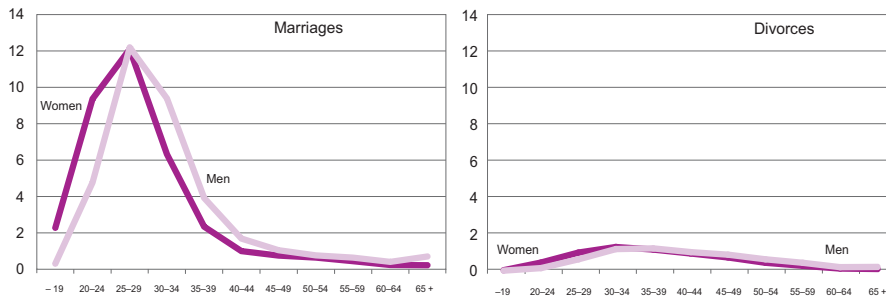
Source: Vital statistics, SORS

Basic indicators on marriages and divorces, 2000, 2005 and 2010

	2000	2005	2010
Marriages per 1000 inhabitants	5.5	5.2	4.9
Divorces per 1000 inhabitants	1.0	1.0	0.9
Divorces per 1000 marriages	180.6	197.2	185.5
Average duration of marriage (years)	11.9	12.3	12.5

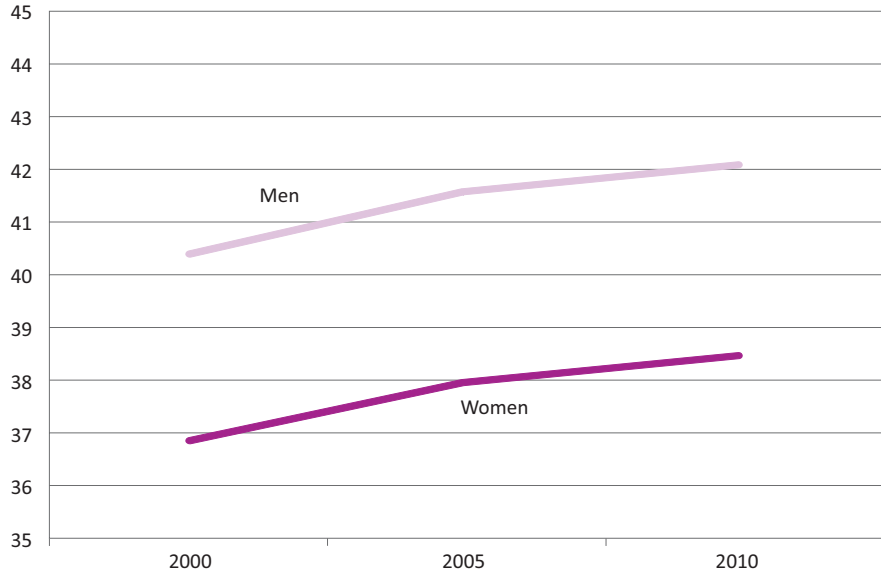
Source: Vital statistics, SORS

Marriages and divorces, by age and sex, 2010 (in thousands)



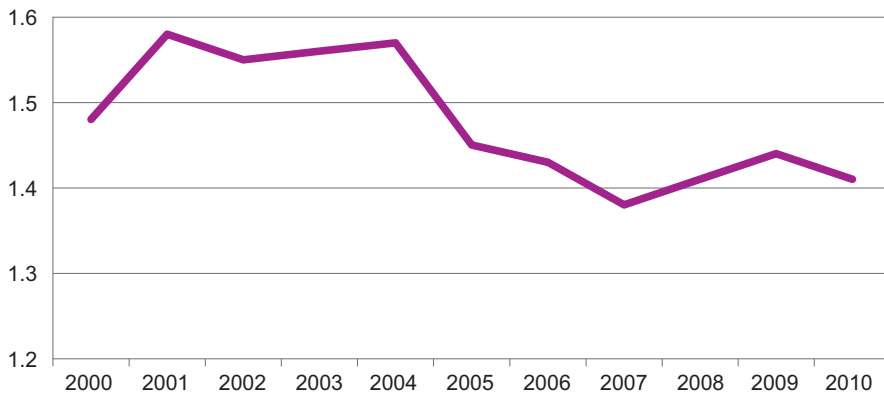
Source: Vital statistics, SORS

Mean age of women and men at the moment of divorce, 2000, 2005 and 2010

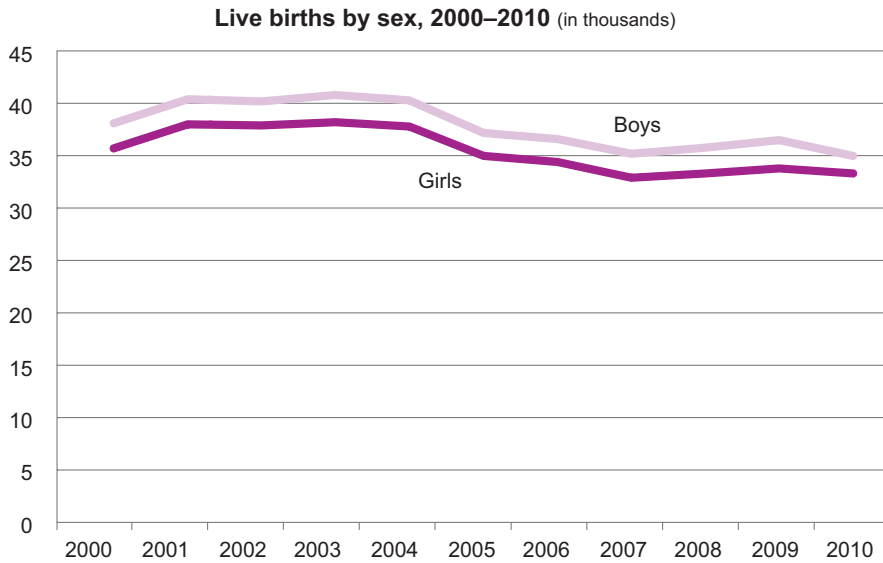


Source: Vital statistics, SORS

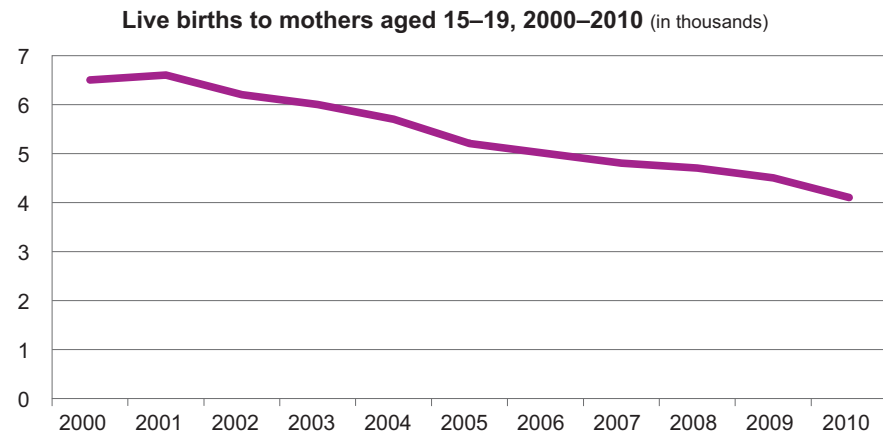
Total fertility rates, 2000–2010



Source: Vital statistics, SORS



Source: Vital statistics, SORS



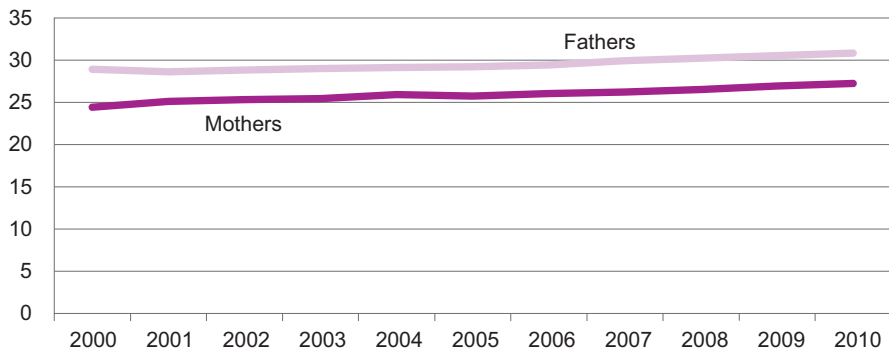
Source: Vital statistics, SORS

Live births by mother's age and marital status, 2005 and 2010

Mother's age	Live births			
	2005		2010	
	Married	Unmarried	Married	Unmarried
Total	56127	16053	51935	16369
– 15	–	60	–	59
15–19	2329	2899	1404	2705
20–24	15333	5255	10238	4527
25–29	20063	3926	18661	4160
30–34	13127	2325	14763	2965
35–39	4303	1144	5772	1464
40–44	722	298	835	375
45–49	34	10	64	24
50 +	8	1	6	2
Unknown	208	135	192	88

Source: Vital statistics, SORS

Mean age of mothers and fathers at birth of first child, 2000–2010

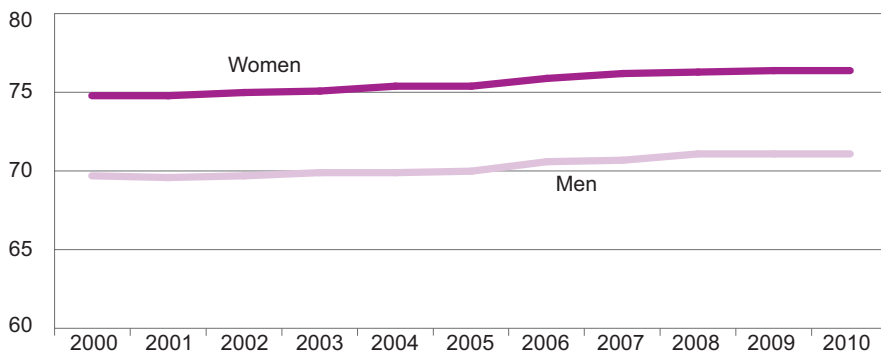


Source: Vital statistics, SORS

2. Health

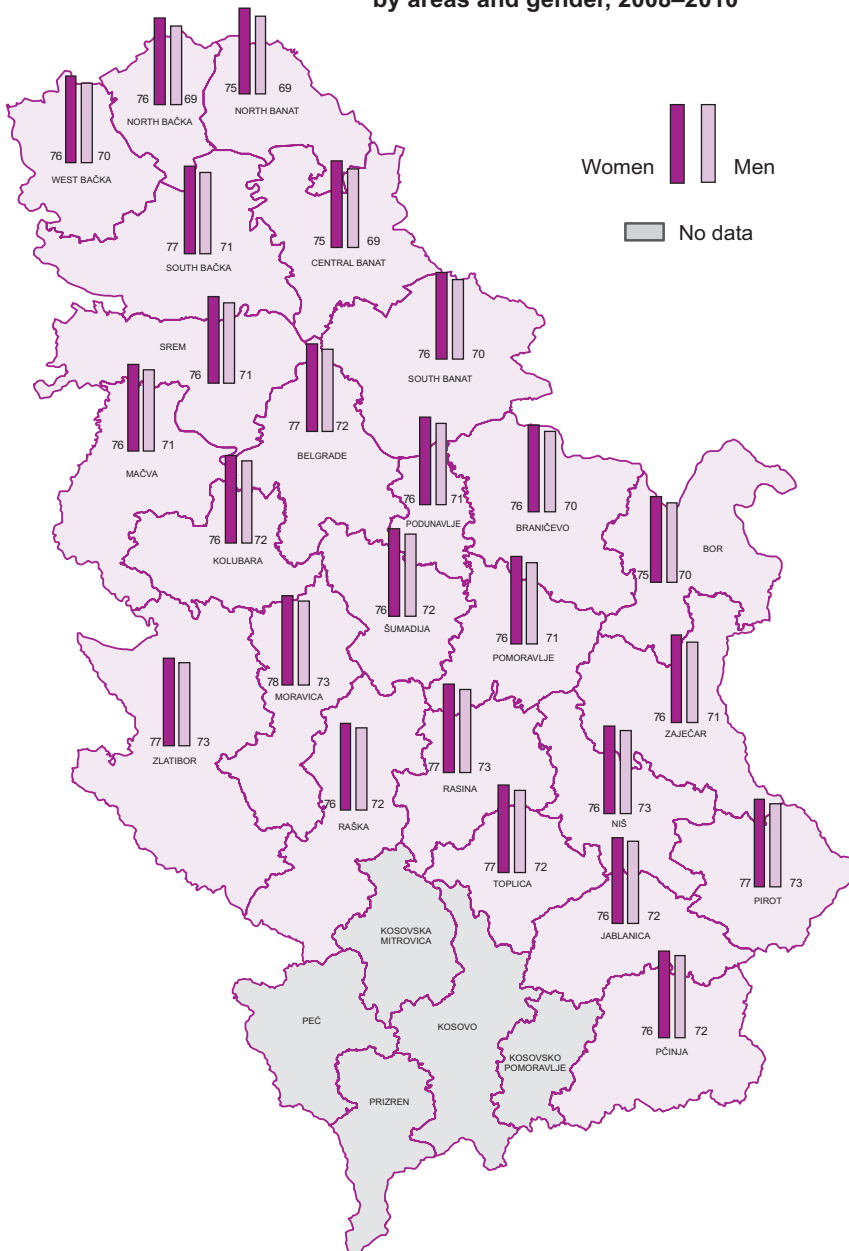
- ◆ **Life expectancy of women/men** is the mean age to which a live-born child (female/male), born in the referent year, is expected to live.
- ◆ **Life expectancy of women and men aged 65** shows the remaining number of years that 65-year-old persons are expected to live in the referent year.
- ◆ **Modern contraception methods** refer to usage of condoms, the pill, intrauterine spirals, local chemical products and diaphragms.
- ◆ **Traditional contraception methods** refer to infertile days and deliberately interrupted sexual intercourse (coitus interruptus).
- ◆ **HIV (human immunodeficiency virus)** is a virus that attacks the immune system cells that are responsible for defense against various states and/or disease.
- ◆ **AIDS (acquired immunodeficiency syndrome)** is a clinical manifestation of infection caused by the virus N1U.
- ◆ **Comprehensive and correct knowledge of HIV** refers to members of the population of a certain age that correctly identify the two most important ways of preventing HIV infection (using condoms and limiting sex to one faithful, uninfected partner), who reject the two most common misconceptions about HIV transmission (by mosquito bites and by sharing food with an HIV-infected person) and who know that a seemingly healthy person may be infected.
- ◆ **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.
- ◆ **Mortality rates by cause of death** presents 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 1000 live births in the referent year.

Life expectancy of women and men, 2000–2010



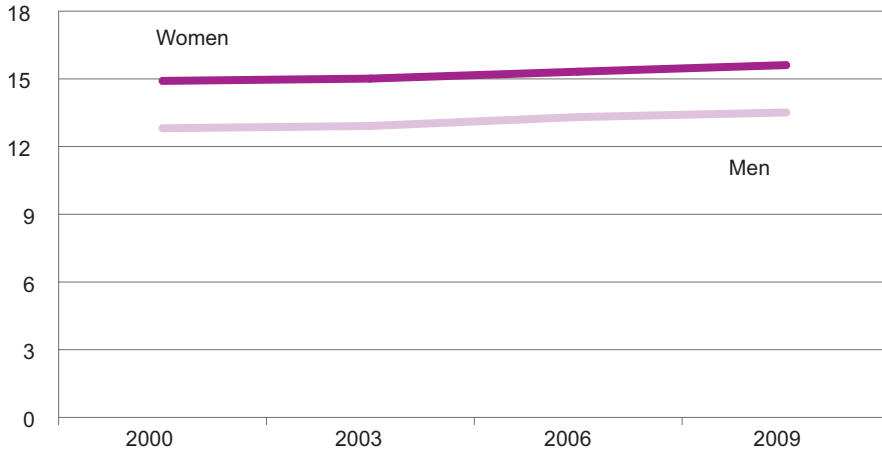
Source: Vital statistics, SORS

Life expectancy, by areas and gender, 2008–2010



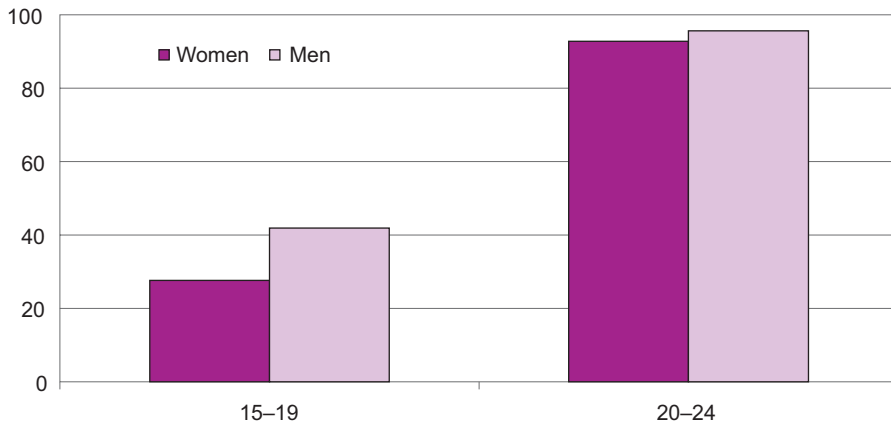
Map developed by the Statistical Office of the Republic of Serbia

Life expectancy of women and men aged 65, 2000–2009



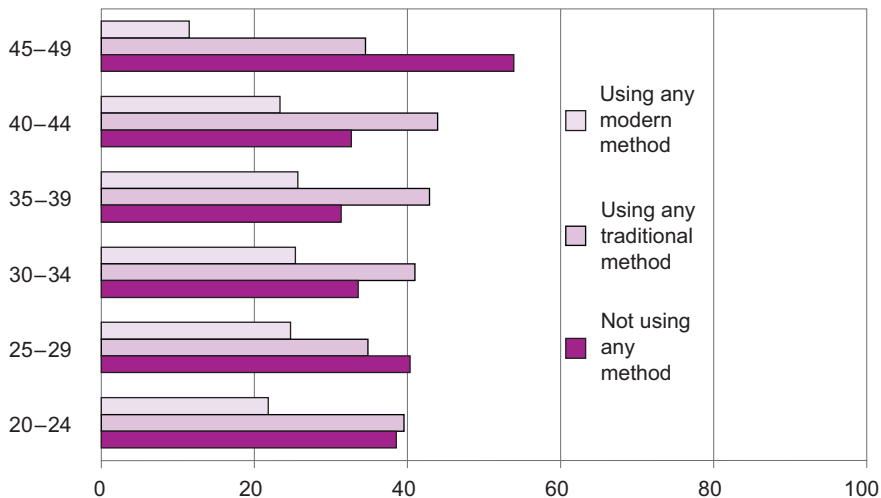
Source: Vital statistics, SORS

Young people who have had sexual intercourse, 2010 (%)



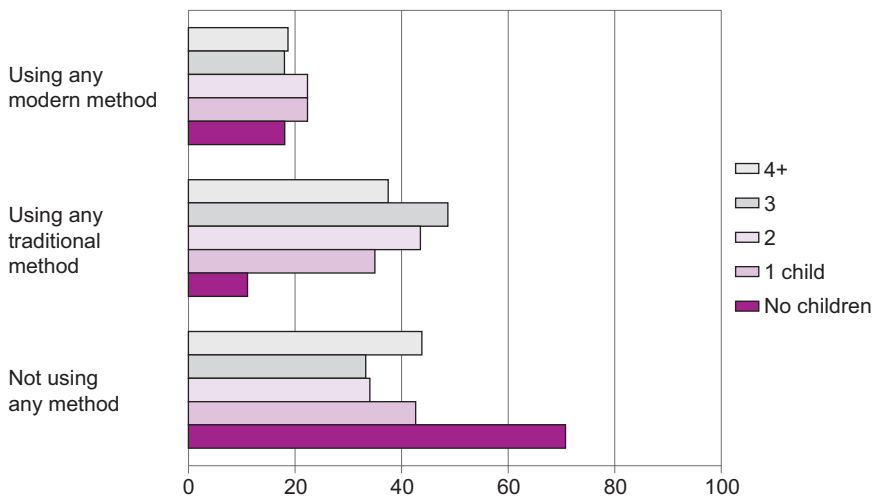
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

**Women currently married or cohabiting,
by use of contraceptive method and age, 2010 (%)**



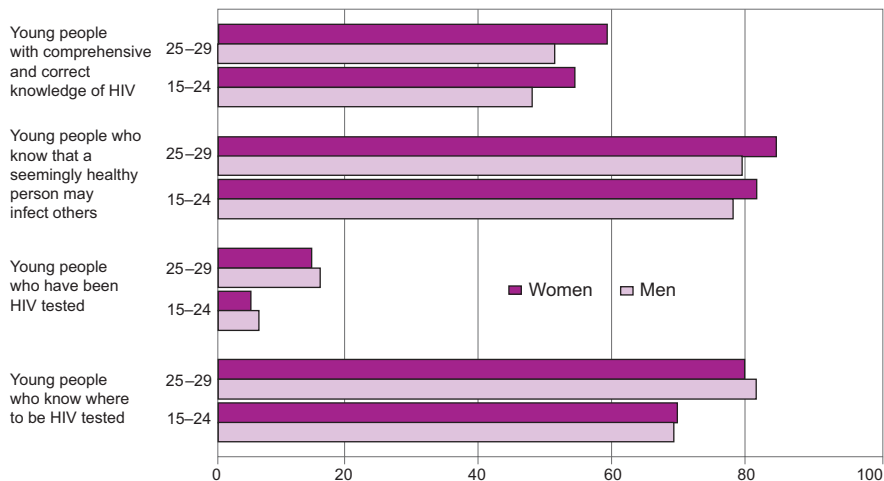
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

**Women currently married or cohabiting,
by use of contraceptive method and number of living children, 2010 (%)**



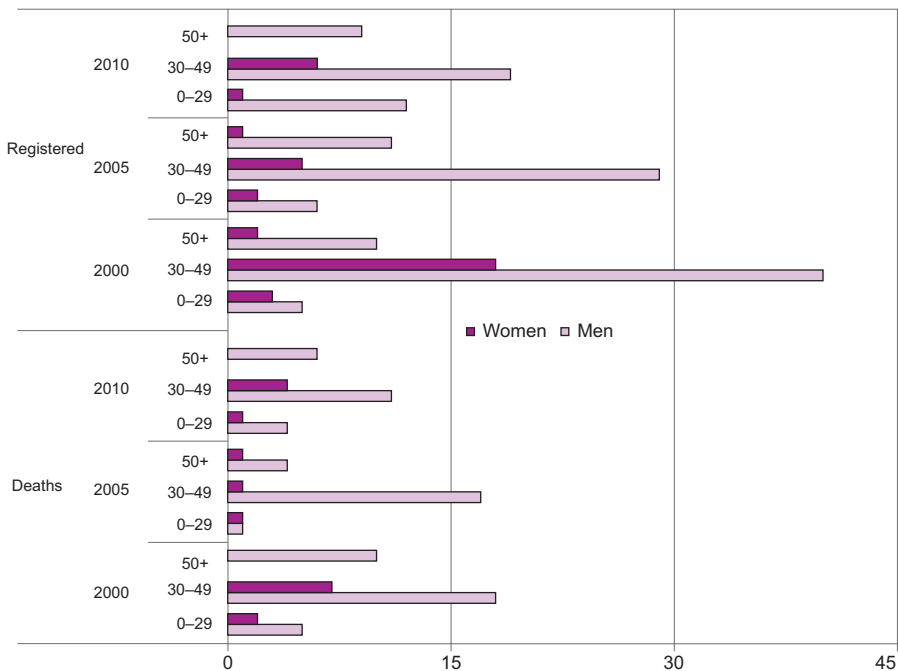
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

Testing for and knowledge of HIV among young people, by age and sex, 2010 (%)



Source: Multiple Indicator Cluster Survey, SORS and UNICEF

Registered AIDS cases and deaths from AIDS, by age and sex, 2000, 2005 and 2010



Source: Institute of Public Health of Serbia

Deaths by main causes of death, age and sex, 2010

Causes of death	Age									
	0–14		15–29		30–44		45–59		60 +	
	W	M	W	M	W	M	W	M	W	M
Total	274	374	210	541	713	1374	4005	8074	46019	41627
Illnesses of bloodstream	5	7	24	48	134	305	1106	2764	29546	22509
Tumors	23	16	49	53	329	281	1948	2800	6878	9211
Illnesses of respiratory organs	7	16	12	13	22	43	135	244	1473	2138
Injuries and poisoning	3	-	5	6	24	76	155	474	1439	1556
Other causes	236	335	120	421	204	669	661	1792	6683	6213

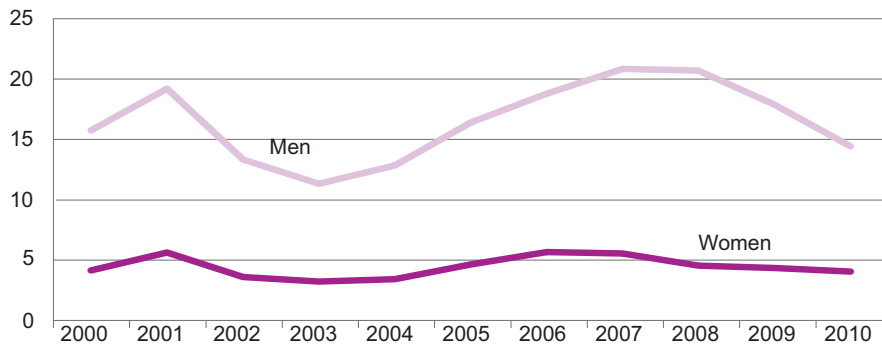
Source: Vital statistics, SORS

Violent deaths by origin of violence, age and sex, 2010

Origin of violent death	Age					
	0–14		15–29		30–44	
	W	M	W	M	W	M
Total	17	39	67	303	69	409
Accident	13	36	34	192	30	198
Suicide	-	-	14	62	25	130
Homicide	2	2	6	18	9	26
Other*	2	1	13	31	5	55

* „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.

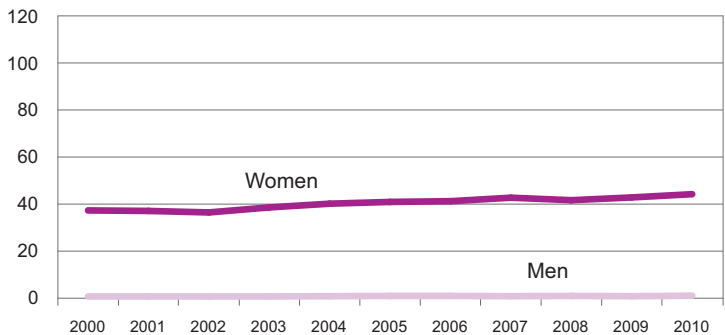
Source: Vital statistics, SORS

Deaths in transport accidents by sex, 2000–2010 (rates)


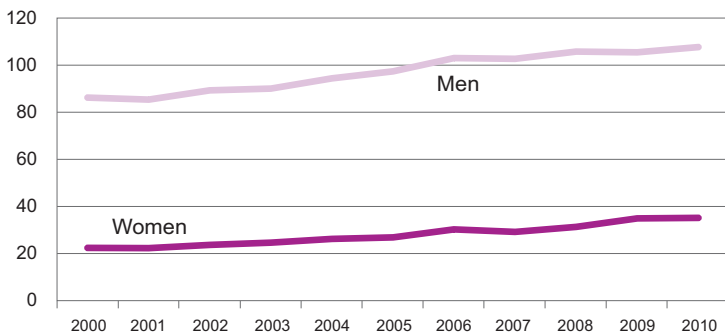
Source: Vital statistics, SORS

Main causes of deaths from malignant tumors, by sex, 2000–2010
(rates)

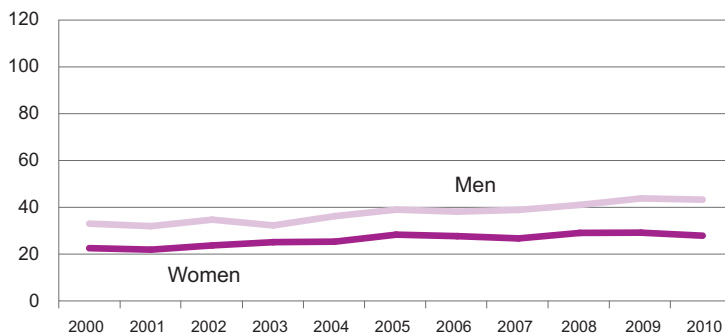
Deaths from malignant breast tumors, 2000–2010



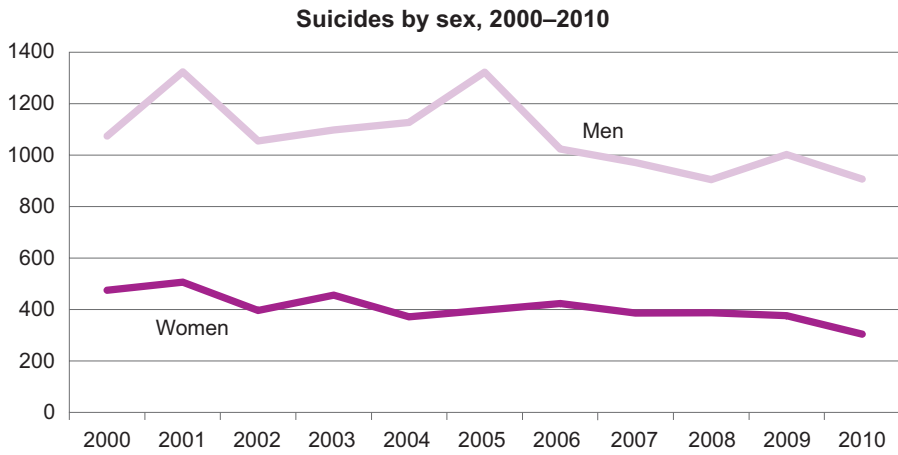
Deaths from malignant tumors of trachea and lung, 2000–2010



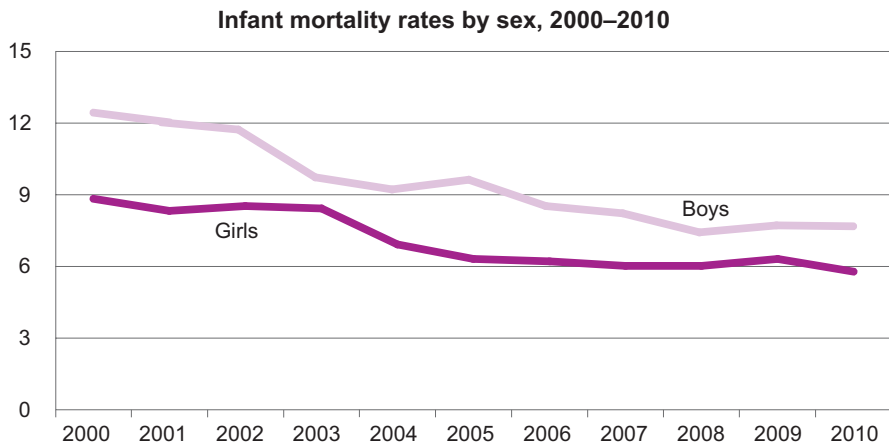
Deaths from malignant tumor of colon and rectum, 2000–2010



Source: Vital statistics, SORS



Source: Vital statistics, SORS



Source: Vital statistics, SORS

Main causes of infant mortality, by age and sex, 2010

Causes of death	Age							
	0–6 days		7–27 days		28 days–2 months		3–11 months	
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
Total	93	134	39	50	31	45	29	39
P05–P08	29	56	14	12	3	5	-	-
P20–P21	16	19	3	3	1	4	-	5
P22	15	16	3	7	1	4	-	2
Q20–Q24	5	5	2	3	4	2	5	5
All other causes	28	38	17	25	22	30	24	27

P05–P08: Conditions originating in the perinatal period

P20–P21: Intrauterine hypoxia and birth asphyxia

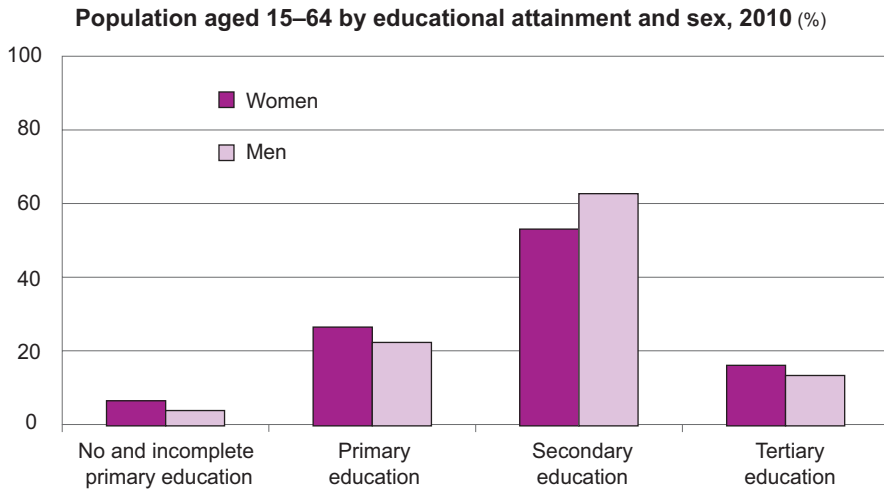
P22: Respiratory distress of the newborn

Q20–Q24: Congenital malformations of the heart

Source: Vital statistics, SORS

3. Education

- ◆ **Primary education coverage of children aged 7** is the number of children aged 7 enrolled in primary school as a percentage of the total population of children of this age.
- ◆ **Primary education coverage of children aged 7–14** is the number of children aged 7–14 enrolled in primary school as a percentage of the total population of children of this age.
- ◆ **Literacy of pupils aged 15** (in the fields of Reading, Mathematics and Science) denotes the results obtained at the international Program 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 the pupils acquired during their schooling.
- ◆ **Secondary education coverage of children aged 15** is the number of children aged 15 enrolled in secondary school as a percentage of the total population of children of this age.
- ◆ **Secondary education coverage of children aged 15–18** is the number of children aged 15–18 enrolled in secondary school as a percentage of the total population of children of that age.
- ◆ **Primary and secondary education graduates** are pupils who completed the eighth grade of primary school and pupils who completed the third or fourth grade of secondary school (depending on the duration of the educational profile in which they were enrolled).
- ◆ **Primary and secondary school teachers** are all the teachers employed in primary and secondary schools, both full-time and part-time.
- ◆ **Early school leavers** are persons aged 18–24 with at most lower secondary education and not in further education or training as a percentage of 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.
- ◆ **Graduates** are persons who obtain vocational qualifications, a university degree, or an art academy diploma.
- ◆ **Participation of population aged 25–64 in education and training** is the number of persons aged between 25 and 64 who are undergoing any form of education or training as a percentage of the population of that age.



Source: Labour Force Survey, SORS

Children in pre-school education and employees in pre-school institutions, by sex, 2007–2010

Year	Children				Employees			
	Number		%		Number		%	
	Girls	Boys	Girls	Boys	Women	Men	Women	Men
2007	86474	91610	49	51	17889	2703	87	13
2008	89327	94324	49	51	19802	1608	92	8
2009	89572	94494	49	51	20817	1016	95	5
2010	87363	92502	49	51	21487	1014	96	4

Source: Statistics on education, SORS

**Primary education coverage of children aged 7,
by sex, 2007–2010 (%)**



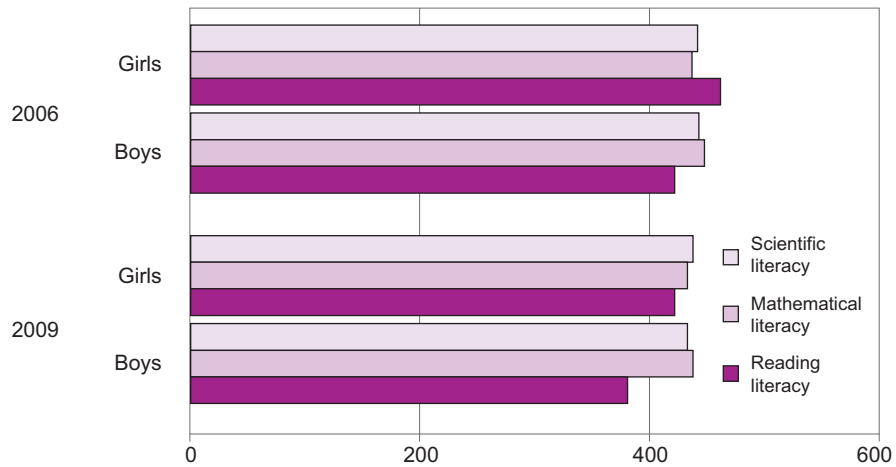
Source: Statistics on education, SORS

**Primary education coverage of children aged 7–14,
by sex, 2007–2010 (%)**



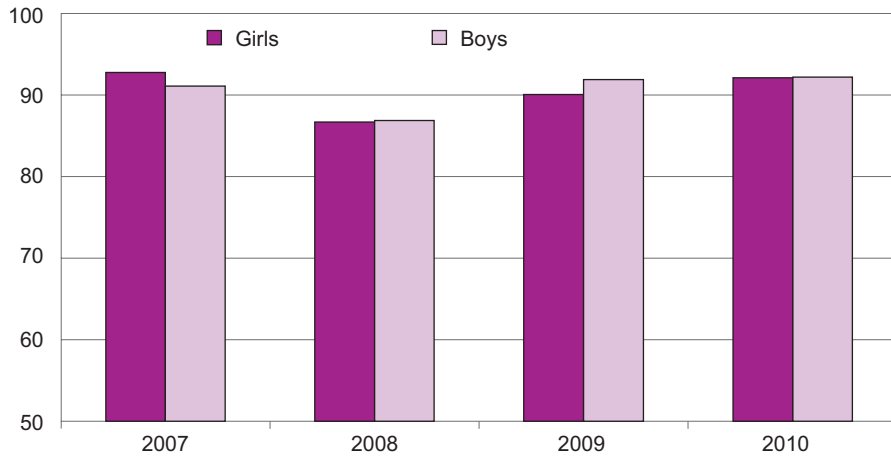
Source: Statistics on education, SORS

Literacy of pupils aged 15, 2006 and 2009 (in points)



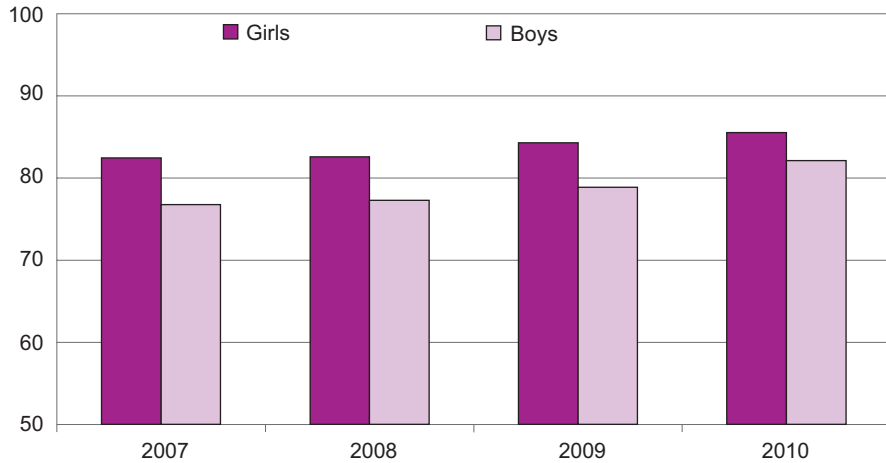
Source: Ministry of Education and Science

Secondary education coverage of children aged 15, by sex, 2007–2010 (%)



Source: Statistics on education, SORS

**Secondary education coverage of children aged 15–18,
by sex, 2007–2010 (%)**



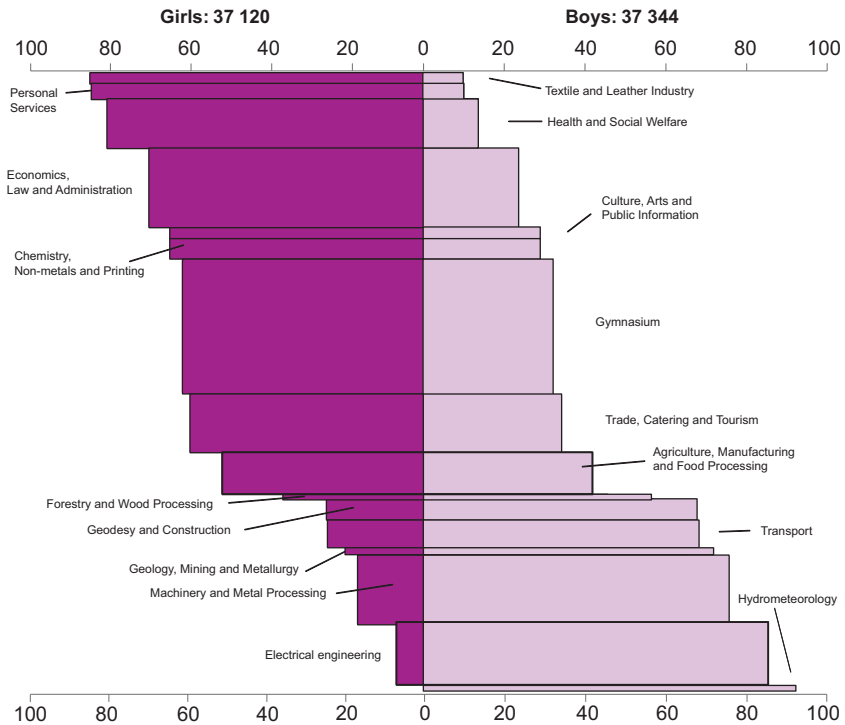
Source: Statistics on education, SORS

Primary and secondary education graduates, by sex, 2010

	Number		%	
	Girls	Boys	Girls	Boys
Primary school	37587	40052	48	52
Secondary school	37120	37344	50	50

Source: Statistics on education, SORS

Secondary education graduates, by fields of education and sex, 2010 (%)



Source: Statistics on education, SORS

Teachers in primary and secondary education, by sex, 2010

	Number		%	
	Women	Men	Women	Men
Total	54514	25528	68	32
Primary education	36072	14794	71	29
Secondary education	18442	10734	63	37

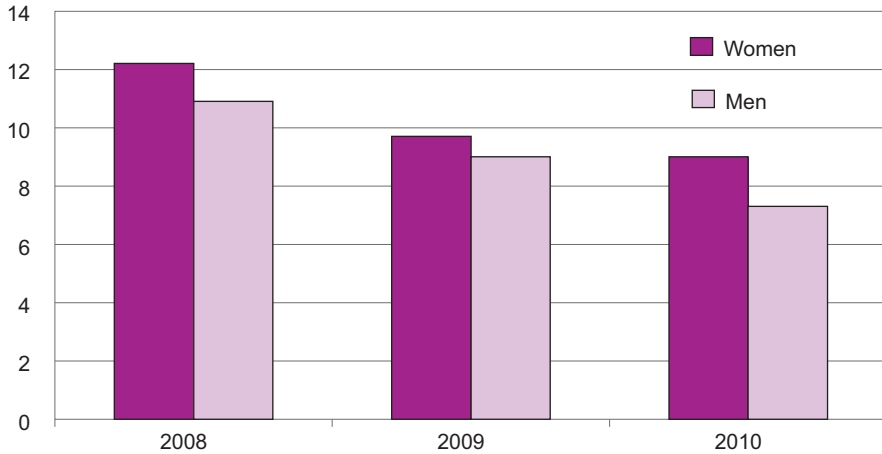
Source: Statistics on education, SORS

Pupils in schools for children with developmental disabilities, by sex, 2010

	Number		%	
	Girls	Boys	Girls	Boys
Total	3326	5011	40	60
Primary schools	2666	3950	40	60
Secondary schools	660	1061	38	62

Source: Statistics on education, SORS

Early school leavers (population aged 18–24 with at most lower secondary education and not in further education and training), by sex, 2008–2010 (%)



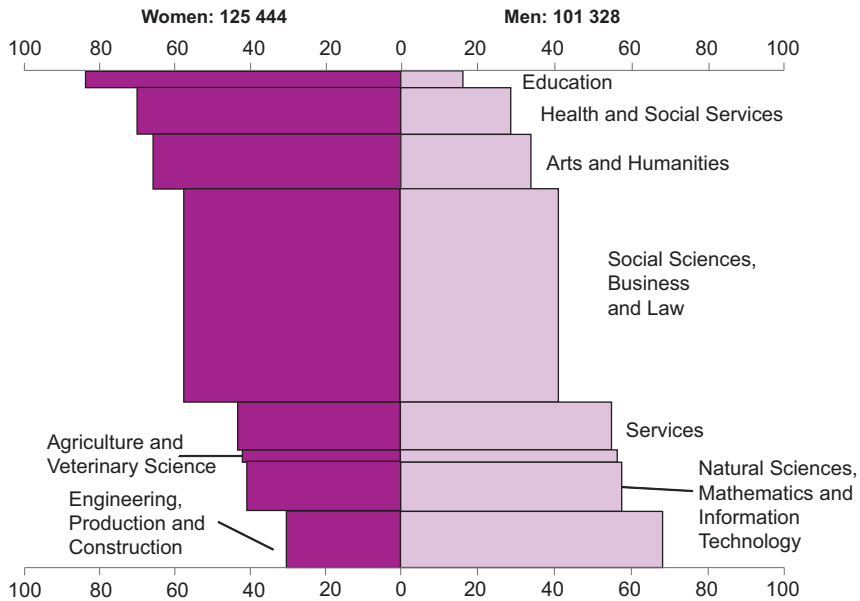
Source: Labour Force Survey, SORS

Students enrolled in tertiary education, by sex, 2007–2009

Year	Number		%	
	Women	Men	Women	Men
2007	131612	105986	55	45
2008	130334	105606	55	45
2009	125444	101328	55	45

Source: Statistics on education, SORS

**Students enrolled in tertiary education,
by field of education and sex, 2009 (%)**



Source: Statistics on education, SORS

Teaching personnel in tertiary education, by sex, 2009/2010

	Number		%	
	Women	Men	Women	Men
Total	6810	8002	46	54
Doctoral degree holders	3034	4777	39	61
Master's degree holders and specialists	2068	1836	53	47
Without a scientific title	1708	1389	55	45

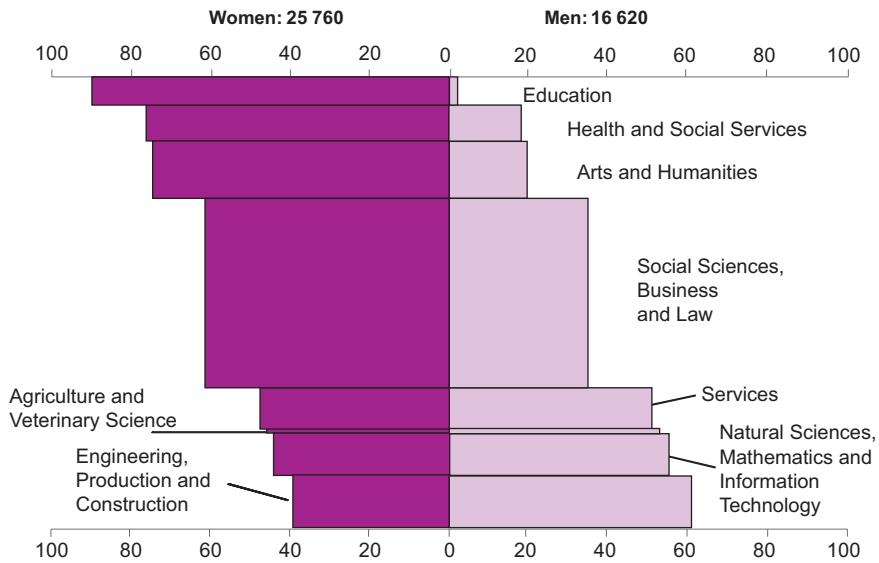
Source: Statistics on education, SORS

Graduated students in tertiary education, by sex, 2007–2009

Year	Number		%	
	Women	Men	Women	Men
2007	21097	13574	61	39
2008	24512	15818	61	39
2009	25810	16570	61	39

Source: Statistics on education, SORS

**Graduated students in tertiary education,
by fields of education and sex, 2009 (%)**



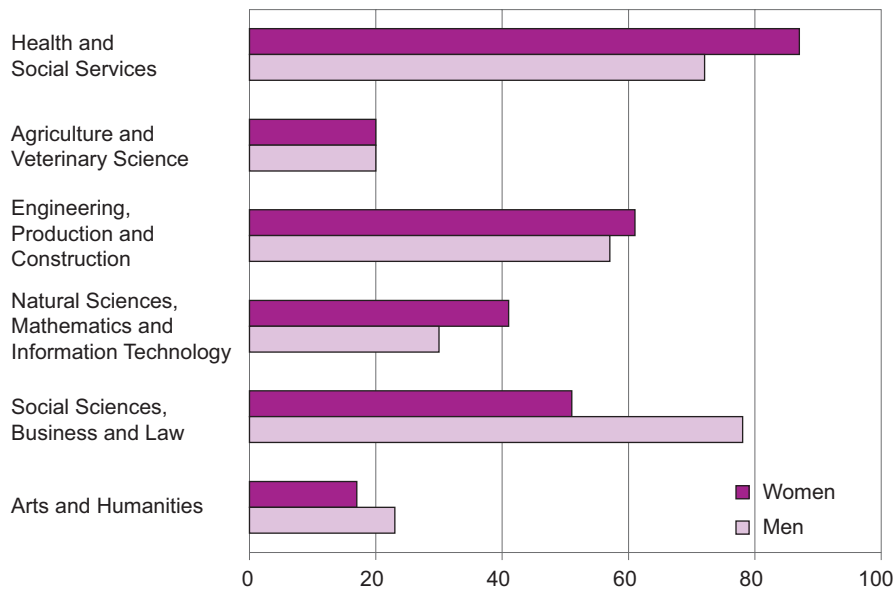
Source: Statistics on education, SORS

Doctoral degrees awarded, by sex, 2007–2009

Year	Number		%	
	Women	Men	Women	Men
2007	141	189	43	57
2008	234	284	45	55
2009	277	280	50	50

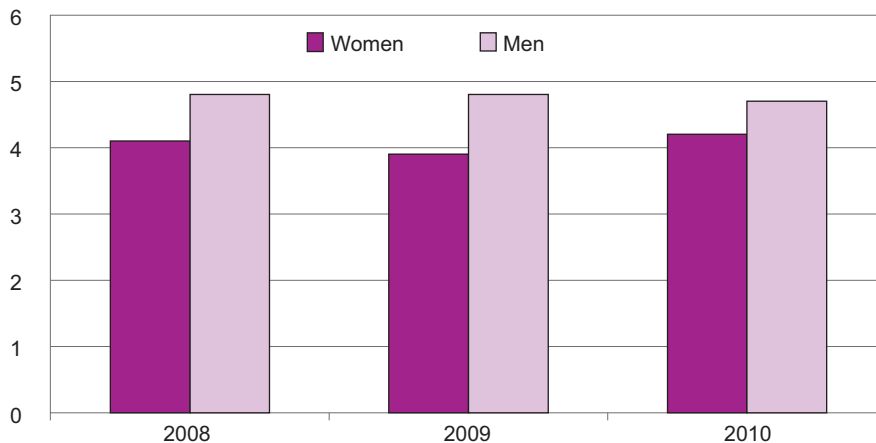
Source: Statistics on education, SORS

Doctoral degrees awarded, by fields of education and sex, 2009 (number)



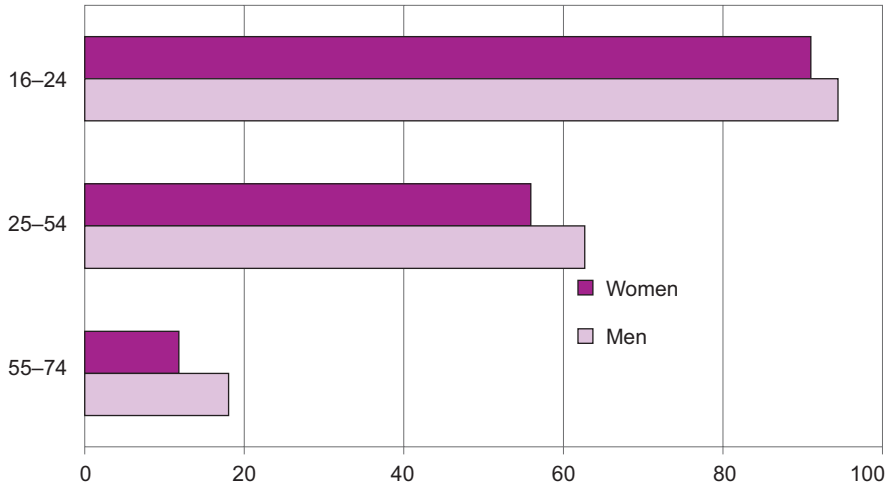
Source: Statistics on education, SORS

Population aged 25–64 in education and training, by sex, 2008-2010 (%)



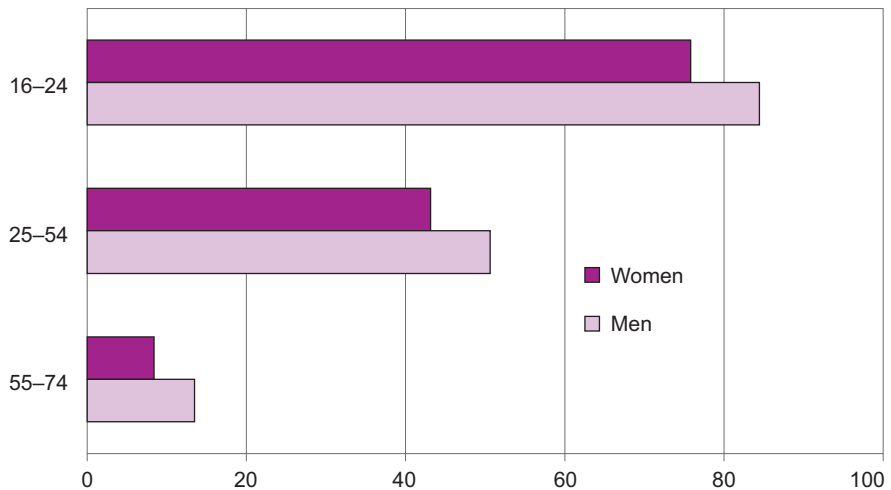
Source: Labour Force Survey, SORS

Computer users by age and sex, 2010 (%)



Source: Usage of information and communication technologies in the Republic of Serbia, SORS

Internet users by age and sex, 2010 (%)

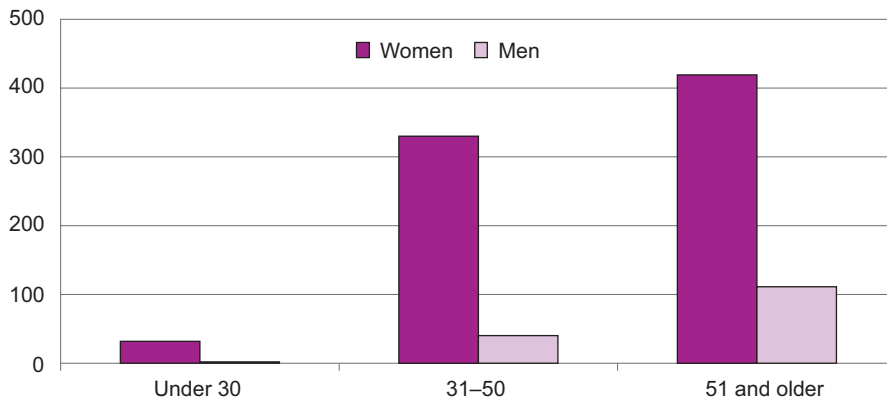


Source: Usage of information and communication technologies in the Republic of Serbia, SORS

4. Social Protection

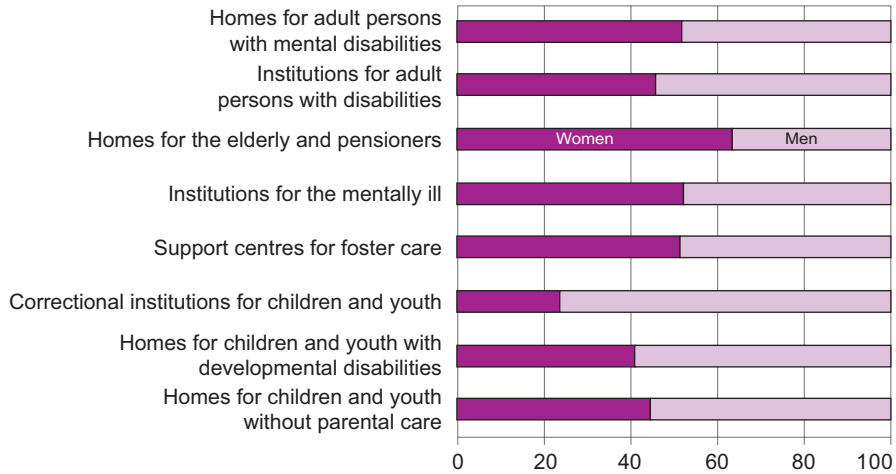
- ◆ **Social protection** consists of organised social activities of public interest carried out with the aim of empowering citizens to lead an independent and productive life in the community, preventing the emergence of social exclusion and eliminating its consequences.
- ◆ **Beneficiaries of social 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 for the accommodation of children without parental care, support centres for foster care, correctional institutions for children and youth, homes for the elderly and pensioners, and institutions for the accommodation of persons with developmental disabilities.
- ◆ **The Child Confidence Index** measures the overall degree of satisfaction of children aged 8–15. The higher the value of the index is, the greater the children's satisfaction with specific aspects of life.

**Social workers employed in Centres for social work,
by age and sex, 2010 (number)**



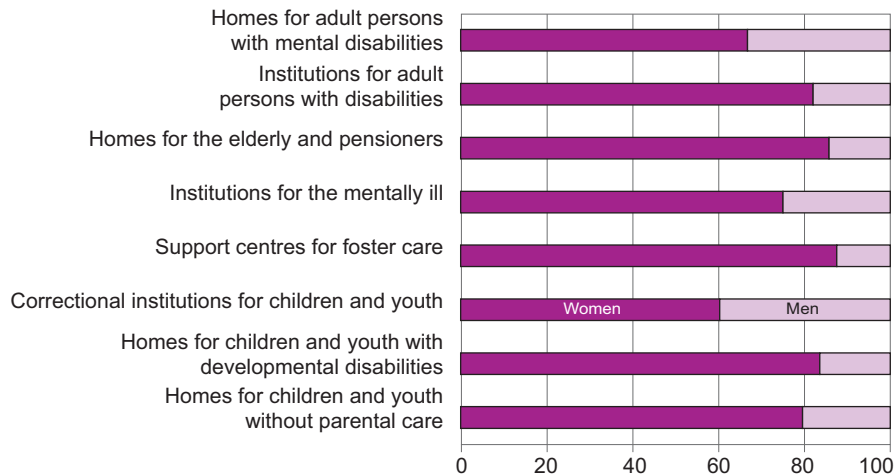
Source: Ministry of Labour and Social Policy

**Beneficiaries of social protection institutions,
by type of institution and sex, 2010 (%)**



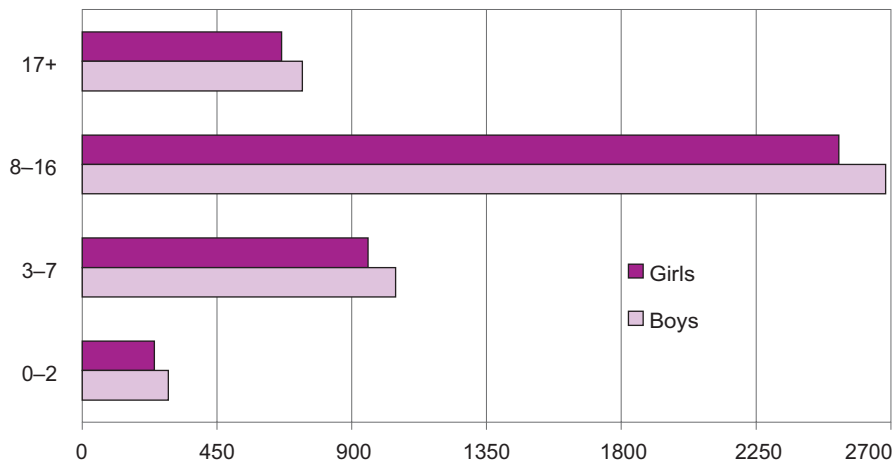
Source: Republic Institute for Social Protection

**Employees in social welfare institutions,
by type of institution and sex, 2010 (%)**



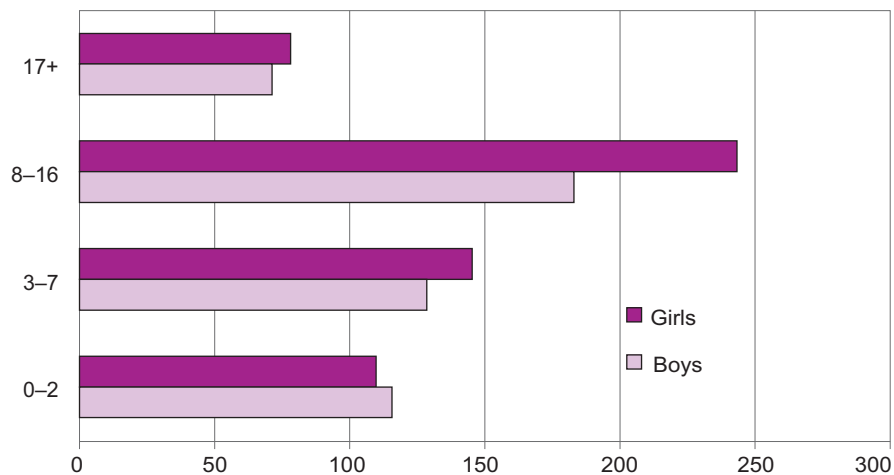
Source: Republic Institute for Social Protection

Children without parental care, by age and sex, 2010 (number)



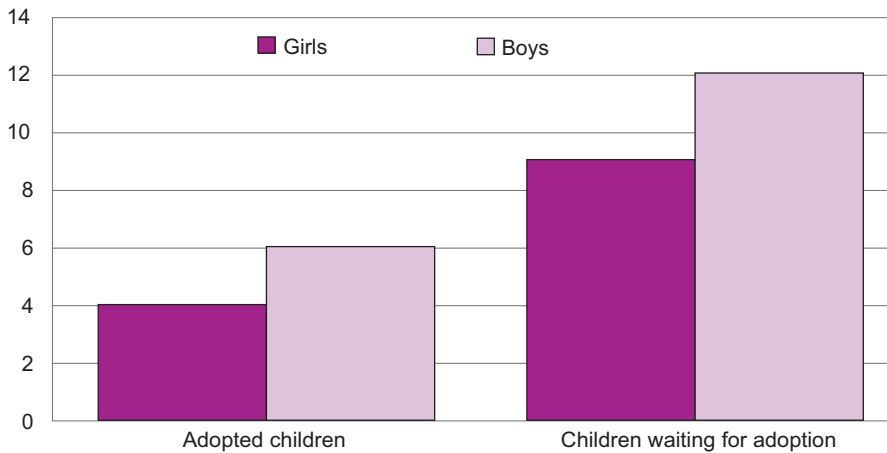
Source: Republic Institute for Social Protection

Children placed in foster families, by age and sex, 2010 (number)



Source: Republic Institute for Social Protection

Children with developmental disabilities who have been adopted and children waiting for adoption, by sex, 2010 (number)



Source: Republic Institute for Social Protection

Child Confidence Index, by factor and sex, 2010

	Girls	Boys
Child Confidence Index	86	86
Housing	93	91
Family relations	90	89
Family economy	89	86
School – safe and fair	81	78
Teachers and school materials	79	78
School in general	79	76
Teaching	78	77
Confidence	82	83
Participation	75	74
Leisure activities	86	84
Leisure conditions	78	77
Friends	88	87
Food	85	84
Health	89	88
Environment	79	78
Threats	43	53
Safety from crime	41	47
Vulnerability	62	65

Source: Survey How do you live? SORS

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.
- ◆ **Prevalence of bribery** is calculated as the number of citizens (18–64 years of age) who have, during the 12 months prior to the Survey on the Use of Public Services and Public Integrity, given a civil servant money, gifts or have done a counter-favour, against the total number of citizens who have at least once been in contact with a civil servant in the same period.

Convicted minors, by criminal offence and sex, 2007 and 2010

Criminal offences	2007		2010	
	Girls	Boys	Girls	Boys
Total	95	1901	102	1538
Against life and limb	14	304	13	195
Homicide	1	17	1	9
Serious bodily injury	5	116	3	68
Minor bodily injury	8	124	6	72
Other offences	0	47	3	46
Against sexual freedom	1	26	0	17
Rape	0	6	0	5
Other offences	1	20	0	12
Against human health	6	87	8	83
Illegal narcotic production, possession and trafficking	6	81	5	62
Enabling narcotics consumption	0	5	1	3
Other offences	0	1	2	18
Against property	52	1219	54	906
Theft	16	196	17	154
Aggravated theft	20	572	29	490
Armed robbery and banditry	2	98	3	92
Other offences	14	353	5	170
Other criminal offences	22	265	27	337

Source: Judiciary statistics, SORS

Convicted adult perpetrators, by criminal offence and sex, 2007 and 2010

Criminal offences	2007		2010	
	Women	Men	Women	Men
Total	3661	35033	2189	19492
Against life and limb	296	3411	153	1526
Homicide	2	171	9	65
Infanticide at birth	3	0	2	0
Serious bodily injury	35	977	24	457
Bodily injury	201	1672	84	635
Other offences	55	591	34	369
Against civil freedoms and rights	39	444	23	235
Coercion	4	67	1	34
Endangering safety	22	250	17	144
Other offences	13	127	5	57
Against sexual freedom	11	203	8	156
Rape	0	71	0	62
Other offences	11	132	8	94
Against marriage and family	206	2155	175	1660
Neglect and abuse of a minor	31	25	15	9
Domestic violence	58	1254	55	1004
Non-payment of alimony	94	769	85	583
Other offences	23	107	20	64
Against property	707	8075	439	4300
Theft	251	1988	154	975
Aggravated theft	103	2664	70	1437
Armed robbery and banditry	26	615	28	545
Other offences	327	2808	187	1343
Against commercial law	196	965	85	504
Against human health	182	2957	152	2412
Illegal narcotic production, possession and trafficking	166	2837	133	2272
Enabling narcotics consumption	13	91	5	74
Other offences	3	29	14	66
Against official duty	202	792	93	370
Abuse of office	98	426	43	220
Embezzlement	82	237	37	77
Official fraud	0	7	0	3
Accepting bribes	3	28	5	27
Giving bribes	1	28	1	24
Other offences	18	66	7	19
Human trafficking	3	11	3	17
Other criminal offences	1819	16020	1058	8312

Source: Judiciary statistics, SORS

Convicted minors, by age and sex, 2007 and 2010

Age	2007		2010	
	Girls	Boys	Girls	Boys
Total	95	1901	102	1538
14	19	320	20	265
15	30	461	30	355
16	28	593	30	457
17	18	527	22	461

Source: Judiciary statistics, SORS

Convicted adult perpetrators, by age and sex, 2007 and 2010

Age	2007		2010	
	Women	Men	Women	Men
Total	3661	35033	2189	19492
18–20	189	3179	112	1707
21–29	830	11228	532	6369
30–39	878	7809	566	4652
40–49	880	6274	491	3270
50–59	573	4408	332	2367
60 and over	295	2019	140	1033
Unknown	16	116	16	94

Source: Judiciary statistics, SORS

Persons deprived of liberty, by sex, 2007 and 2010

	2007		2010	
	Women	Men	Women	Men
Persons deprived of liberty *	325	8718	397	10814

* As of December 31.

Source: Ministry of Justice

**Victims of validly convicted adults, by criminal offence and sex,
2007 and 2010 (%)**

Criminal offence	Victims			
	2007		2010	
	Women	Men	Women	Men
Homicide	27	73	24	76
Murder	28	72	43	57
Murder on sudden provocation	33	67	0	100
Serious bodily injury	16	84	13	87
Bodily injury	20	80	17	83
Abuse and torture	5	95	42	58
Rape	100	0	93	7
Sexual intercourse with a powerless person	100	0	100	0
Sexual intercourse with a child	83	17	89	11
Sexual intercourse based on abuse of position	67	33	100	0
Illegal sexual activities	94	6	92	8
Neglect and abuse of a minor	49	51	60	40
Domestic violence	79	21	75	25
Armed robbery	29	71	40	60
Banditry	43	57	51	49
Human trafficking	100	0	63	37

Source: Judiciary statistics, SORS

Perpetrators of domestic violence, by age and sex, 2007 and 2010

Age	2007		2010	
	Women	Men	Women	Men
Total	132	2375	236	3216
Up to 14 years	3	3	1	5
14–17	–	21	4	41
18–20	4	49	4	75
21–29	26	427	43	570
30–39	32	626	60	873
40–49	36	653	61	829
50–59	19	415	39	589
Over 60 years	12	181	24	234

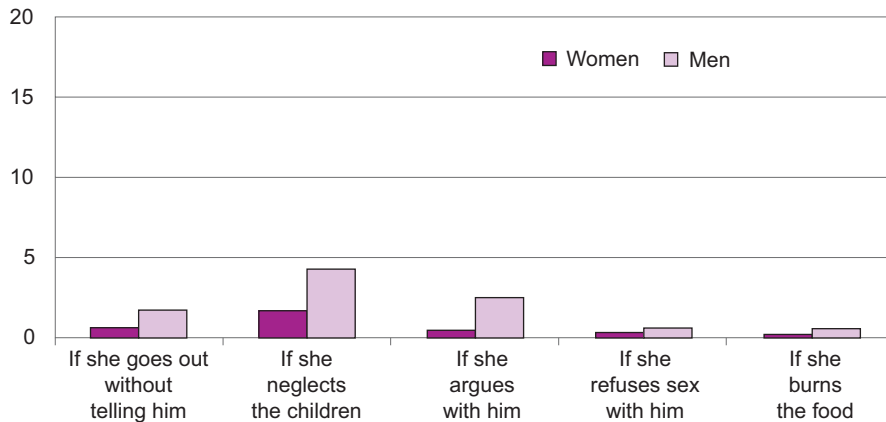
Source: Ministry of Interior

**Victims from the crime of domestic violence,
by age and sex, 2007 and 2010**

Age	2007		2010	
	Women	Men	Women	Men
Total	2208	527	2997	860
Up to 14 years	68	82	120	95
14–17	50	28	74	49
18–20	73	12	101	30
21–29	404	53	534	103
30–39	540	44	711	87
40–49	464	54	625	117
50–59	357	103	479	166
Over 60 years	252	151	353	213

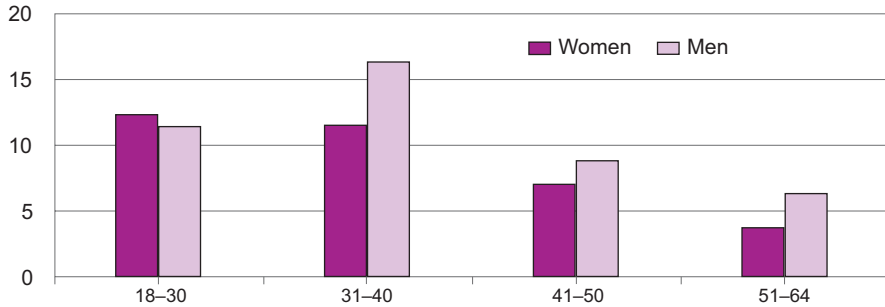
Source: Ministry of Interior

**Population aged 15–29 years, who believe a husband is justified
in hitting or beating his wife, by sex, 2010 (%)**



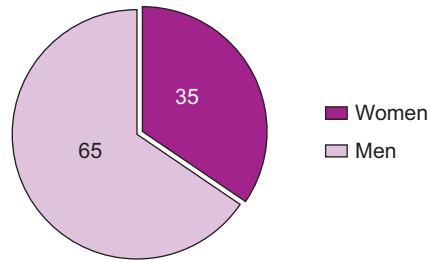
Source: Multiple Indicator Cluster Survey, SORS and UNICEF

Prevalence of bribery, by age and sex, 2010 (%)



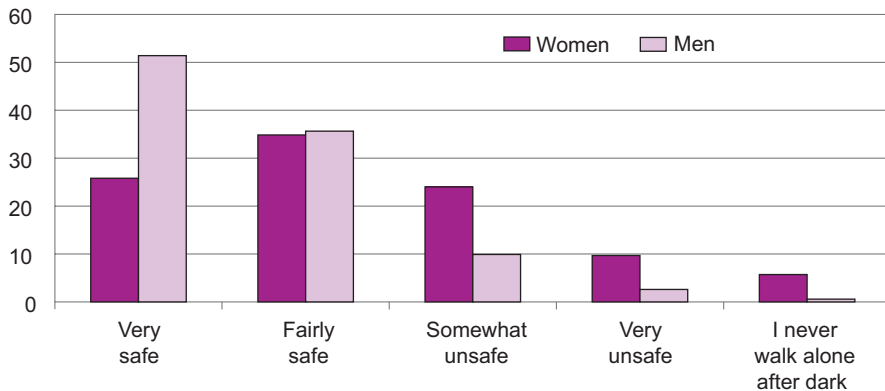
Source: Survey of the use of public services and public integrity, SORS and UNODC

Public officials who accepted bribes, by sex, 2010 (%)



Source: Survey of the use of public services and public integrity, SORS and UNODC

Respondents' feeling of safety if they are walking alone in their neighbourhood, by sex, 2010 (%)

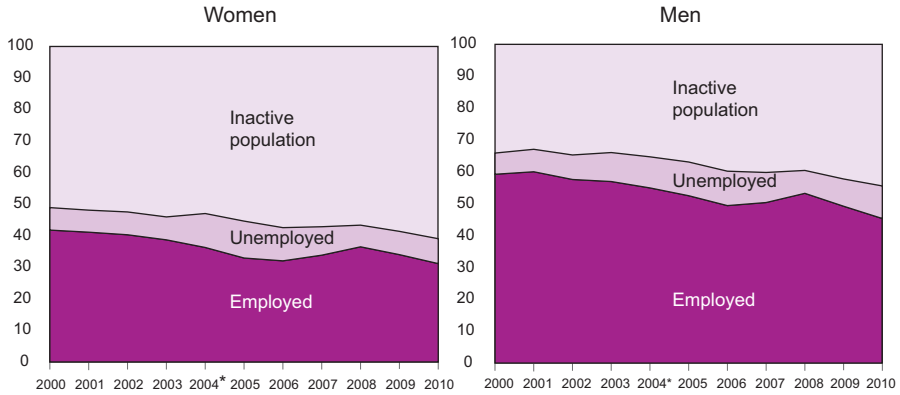


Source: Survey of the use of public services and public integrity, SORS and UNODC

6. Employment

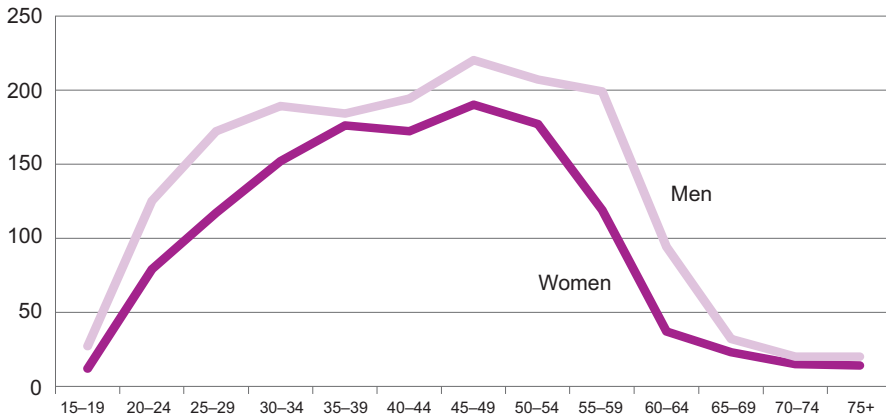
- ◆ **Active population** (labour force) includes all employed and unemployed persons aged 15 and over.
- ◆ **Inactive population** consists of population aged 15+ who were not categorized under active population.
- ◆ The **formally employed** are persons who entered into employment with an employer (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.
- ◆ 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 no 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, 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.
- ◆ **Activity rate** represents the percentage share of the active population in the total population aged 15 and over.
- ◆ **Inactivity rate** is the percentage share of the inactive population in the total population aged 15 and over.
- ◆ **Employment rate** is the percentage share of the employed 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.
- ◆ **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.
- ◆ **Full-time equivalent (FTE)** is a unit of measure that expresses the number of persons that would be engaged in scientific research if those persons were employed full-time. It is calculated as the share of actual working hours in the full working-hours quota, and only for those persons who work less than full-time (less than 90% and more than 10%) or are engaged under contractual agreement or authors contract.

**Main sets of population aged 15 or more,
by activity and sex, 2000–2010 (%)**



Source: Labour Force Survey, SORS

Active population by age and sex, 2010 (in thousands)



Source: Labour Force Survey, SORS

Activity rates, by age and sex, 2010

Age	Women	Men
15+	39	56
15–64	51	67
15–24	22	34
55–64	25	51

Source: Labour Force Survey, SORS

Activity rates, by educational attainment and sex, 2010

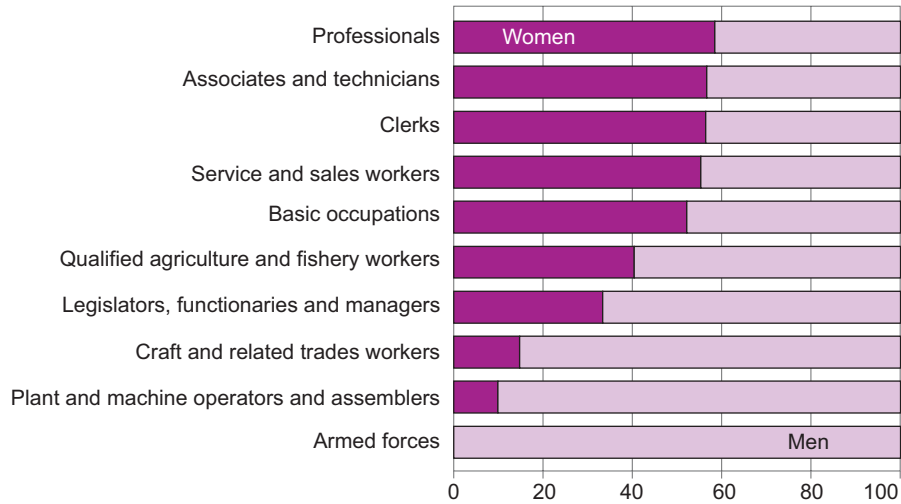
Education	Women	Men
Total	39	55
No school	8	16
Incomplete primary school	16	33
Primary school	25	42
Secondary school	49	64
Vocation school	60	52
University or academy	75	65

Source: Labour Force Survey, SORS

Employed persons by section of activities and sex, 2010 (in thousands)

Section of activity	Women		Men		Structure by sex	
	Number	Structure	Number	Structure	W	M
Total	1023	100	1373	100	43	57
Agriculture, forestry and fishing	214	21	319	23	40	60
Mining and quarrying	3	0	20	1	14	86
Manufacturing	132	13	270	20	33	67
Electricity, gas, steam and air conditioning supply	6	1	30	2	17	83
Water supply; sewerage, waste management and remediation activities	8	1	33	2	19	81
Construction	16	2	105	8	13	87
Wholesale and retail trade; repair of motor vehicles and motorcycles	169	17	157	11	52	48
Transportation and storage	28	3	98	7	22	78
Accommodation and food service activities	37	4	35	3	52	48
Information and communication	17	2	31	2	35	65
Financial and insurance activities	28	3	17	1	62	38
Real estate activities	2	0	2	0	46	54
Professional, scientific and technical activities	29	3	28	2	51	49
Administrative and support service activities	17	2	21	2	45	55
Public administration and defence; compulsory social security	47	5	73	5	39	61
Education	106	10	53	4	67	33
Human health and social work activities	128	12	30	2	81	19
Arts, entertainment and recreation	13	1	24	2	36	64
Other service activities	21	2	26	2	44	56
Activities of households as employers	3	0	1	0	78	22
Activities of extraterritorial organizations and bodies	0	0	1	0	26	74

Source: Labour Force Survey, SORS

Employed persons by occupation and sex, 2010 (%)


Source: Labour Force Survey, SORS

Structure of employed persons by professional status, age and sex, 2010 (%)

Professional status	Age							
	15+		15-64		15-24		55-64	
	W	M	W	M	W	M	W	M
Total	100	100	100	100	100	100	100	100
Self-employed	16	31	14	28	14	18	21	40
Employees	71	65	75	68	75	68	55	58
Contributing family workers	13	4	11	4	11	14	24	2

Source: Labour Force Survey, SORS

Structure of employed persons, according to working hours in a typical week and sex, 2010 (%)

Working hours	Age							
	15+		15-64		15-24		55-64	
	W	M	W	M	W	M	W	M
Total	100	100	100	100	100	100	100	100
Less than 20 hours per week	2	2	2	2	5	4	4	2
From 20 to 29 hours	5	4	4	3	7	9	6	3
From 30 to 39 hours	8	6	7	5	5	5	9	7
Over 40 hours	85	88	87	90	83	82	81	88

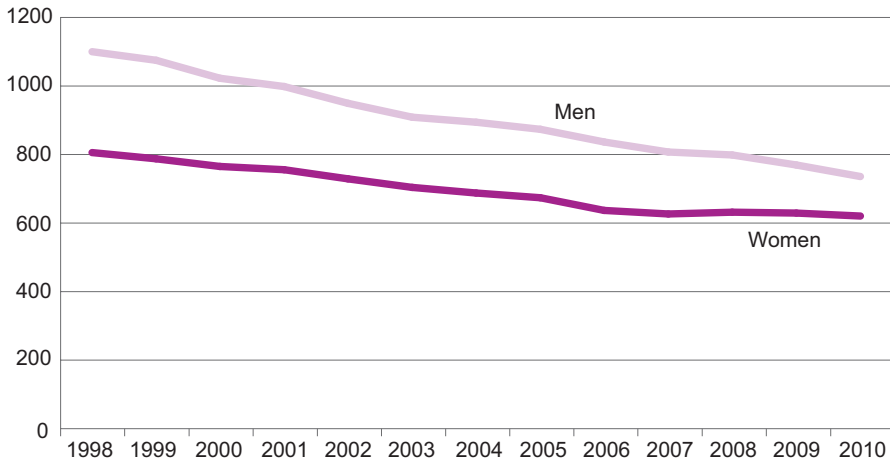
Source: Labour Force Survey, SORS

Employment rate for persons aged 25–49 with children of up to 16 years of age in their households, by number of children and sex, 2010

Number of children	Women	Men
No children	58	64
1 child	60	79
2 children	58	82
3+	55	80

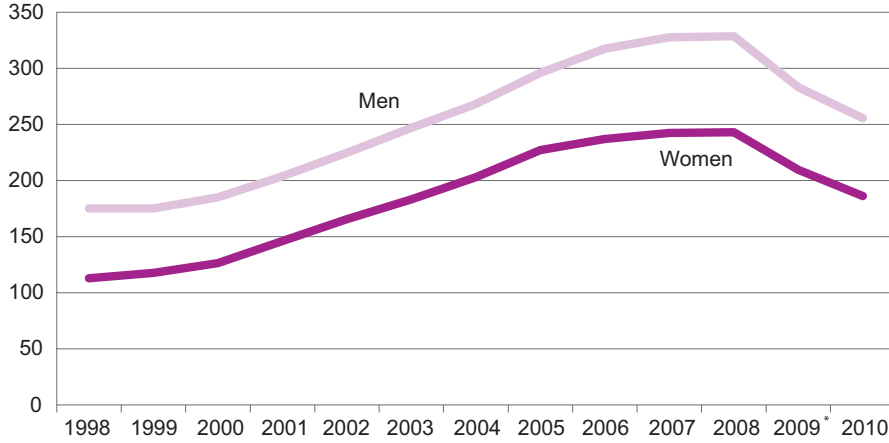
Source: Labour Force Survey, SORS

Employed in legal entities, by sex, 1998–2010 (in thousands)



Source: Employment statistics, SORS

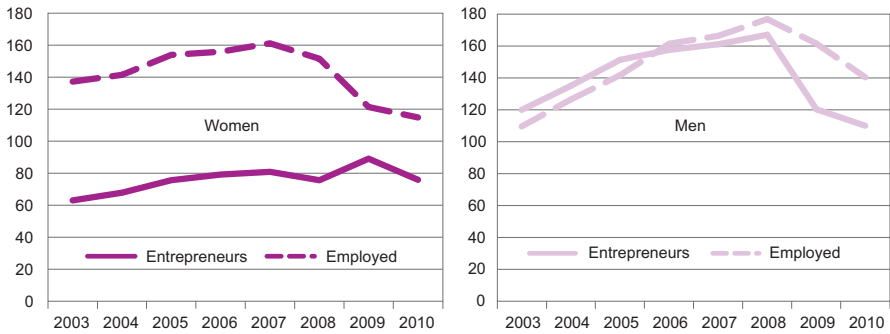
**Entrepreneurs and persons employed by entrepreneurs,
by sex, 1998–2010 (in thousands)**



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

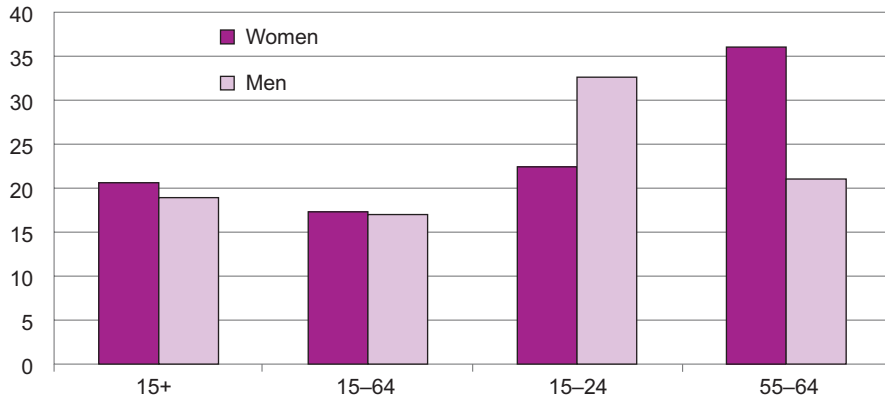
Source: Republic Health Insurance Fund

**Entrepreneurs and persons employed by entrepreneurs,
by sex, 2003–2010 (in thousands)**



Source: Republic Health Insurance Fund

**Share of informal employment in total employment
by age and sex, 2010 (%)**



Source: Labour Force Survey, SORS

Self-employed, by status in employment, 2010

Status in employment	Women		Men		Structure by sex	
	Number	%	Number	%	W	M
Total	161182	100	422094	100	28	72
Formally self-employed	107648	67	270328	64	28	72
Informally self-employed	53535	33	151766	36	26	74

Source: Labour Force Survey, SORS

Agricultural producers and contributing family workers in agriculture, 2010

	Women		Men		Structure by sex	
	Number	%	Number	%	W	M
Total	191115	100	251280	100	43	57
Agricultural producers	60981	32	198851	79	23	77
Contributing family workers	130134	68	52429	21	71	29

Source: Labour Force Survey, SORS

Owners of registered farms, by sex, 2010

	Number	Structure by sex
Total	452721	100
Women	129236	28
Men	323485	72

Source: Ministry of Finance

Persons employed in research and development activities full-time and less than full-time, expressed as number of persons and full-time employment equivalent, by sectors and sex, 2009 *

	Women	Men	Structure by sex	
			Women	Men
Total	10243	9824	51	49
Businessl sector	1003	1049	49	51
Government sector	3076	2739	53	47
Higher education	6152	6029	51	49
Non-profit sector	12	7	63	37
According to full-time equivalent (FTE)				
Total	9314	8793	51	49
Business sector	926	931	50	50
Government sector	3018	2655	53	47
Higher education	5362	5203	51	49
Non-profit sector	9	4	70	30

* Those employed in the scientific research field include: researchers, professional associates, managing staff, administrative staff and employees who perform support tasks in research organisations. Full-time employed correspond to the unit of full-time employment equivalent (FTE = 1).

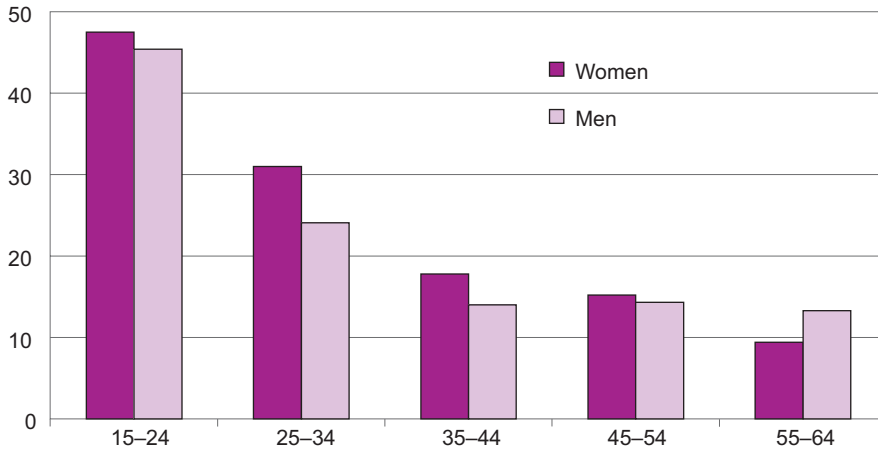
Source: Report on Research and Development, SORS

Researchers employed full-time and less than full time, expressed as number of persons and full-time employment equivalent, by sector and sex, 2009

	Women	Men	Structure by sex	
			Women	Men
Total	5696	6310	47	53
Business sector	316	350	47	53
Government sector	1507	1275	54	46
Higher education	3865	4681	45	55
Non-profit sector	8	4	67	33
According to full-time equivalent (FTE)				
Total	4984	5460	48	52
Business sector	293	307	49	51
Government sector	1486	1232	55	45
Higher education	3200	3920	45	55
Non-profit sector	5	1	86	14

Source: Report on Research and Development, SORS

Unemployment rate of working age population (15–64 years of age), by age and sex, 2010



Source: Labour Force Survey, SORS

Rate of long-term unemployment of working age population (15–64 years of age), by age and sex, 2010

Age	Women	Men
15+	14	13
15–64	15	13
15–24	28	24
55–64	7	10

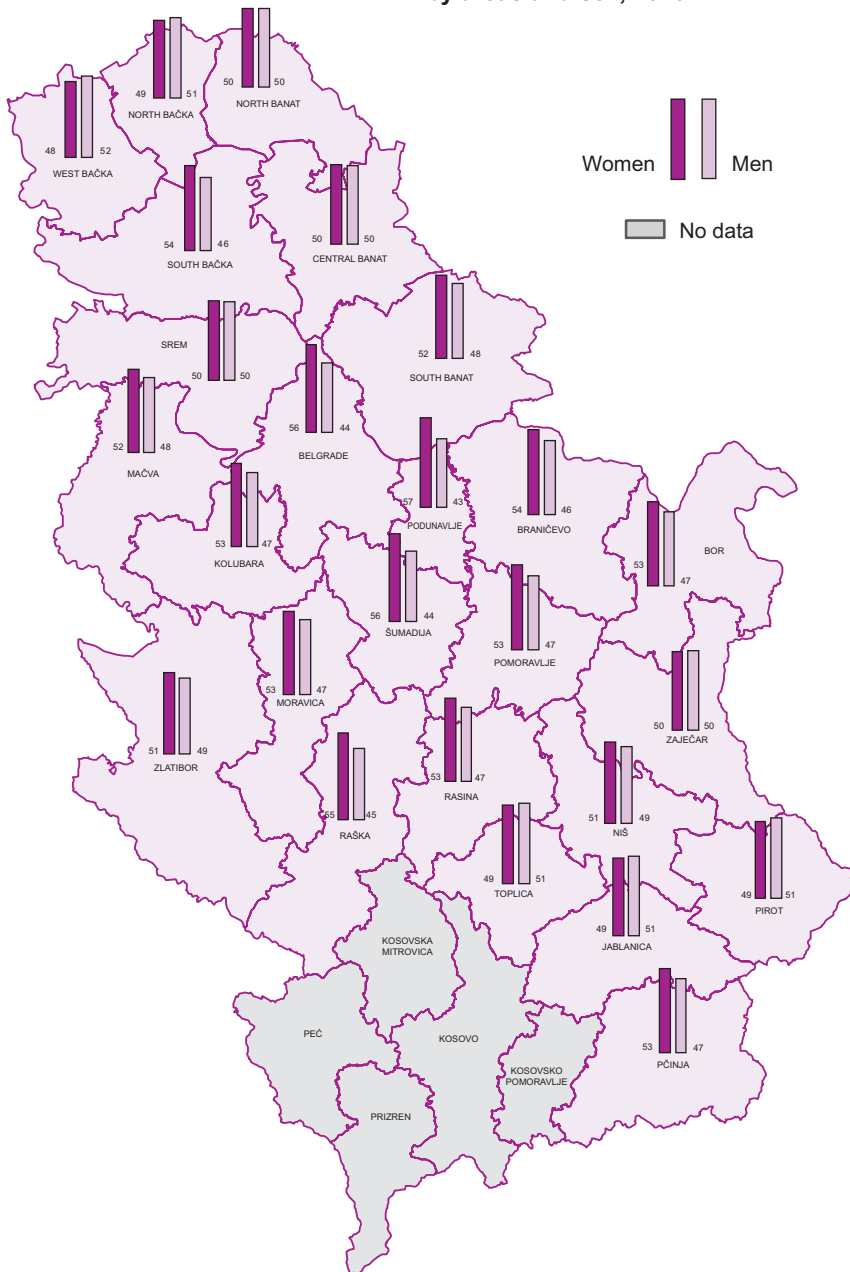
Source: Labour Force Survey, SORS

Unemployed persons by educational attainment, age and sex, 2010 (%)

Education	Age							
	15+		15–64		15–24		55–64	
	W	M	W	M	W	M	W	M
Total	100	100	100	100	100	100	100	100
No school	0.2	0.2	0.2	0.2	0.0	0.0	1.3	0.0
Incomplete primary school	0.9	2.0	0.9	1.9	1.9	1.0	2.3	2.7
Primary school	17.0	15.3	16.9	15.3	9.7	14.8	22.3	16.2
Secondary school	66.4	71.4	66.4	71.5	77.8	77.3	62.0	64.9
Vocation and university	15.5	11.2	15.5	11.1	10.6	6.9	12.2	16.2

Source: Labour Force Survey, SORS

Unemployed persons, by areas and sex, 2010



Map developed by the Statistical Office of the Republic of Serbia

Unemployed persons, by sex, 2006–2010 (%)

Years	Unemployed		Registered unemployed	
	Women	Men	Women	Men
2006	51	49	54	46
2007	51	49	54	46
2008	51	49	54	46
2009	49	51	53	47
2010	46	54	52	48

Source: Labour Force Survey SORS and National Employment Service

Unemployed persons, beneficiaries of financial compensation, by sex, 2009–2011*

Years	Number		Structure by sex	
	Women	Men	Women	Men
2009	29874	45716	40	60
2010	38609	53490	42	58
2011	28695	36252	44	56

* Data refers to May payments.

Source: National Employment Service

Inactivity rates, by age and sex, 2010

Age	Women	Men
15+	61	45
15–64	49	33
15–24	78	66
55–64	75	49

Source: Labour Force Survey, SORS

**Inactive persons, by reason for not looking
for employment and sex, 2010** (in thousands and %)

Reasons for not looking for employment	Women		Men		Structure by sex	
	Number	%	Number	%	W	M
Total	1617	100	1092	100	60	40
Expecting to return to previous job (temporary redundancy)	6	0	9	1	40	60
Illness or disability	176	11	115	10	61	39
Care for children or adult disabled	78	5	2	0	97	3
Other private or family reasons	212	13	29	3	88	12
Schooling or training	316	20	294	27	52	48
Retirement	615	38	490	45	56	44
Discouraged persons	114	7	79	7	59	41
Military service	0	0	9	1	0	100
Other reasons	101	6	66	6	61	39

Source: Labour Force Survey, SORS

**Inactive persons not looking for employment due to care for children
or adult disabled persons, by age and sex, 2010**

Age	Women		Men		Structure by sex	
	Number	%	Number	%	W	M
Total	78200	100	2273	100	97	3
15–24	10668	14	113	5	99	1
25–34	31071	40	265	12	99	1
35–44	17590	22	0	0	100	0
45–54	8526	11	383	17	96	4
55–64	7360	9	1417	62	84	16
65+	2985	4	96	4	97	3

Source: Labour Force Survey, SORS

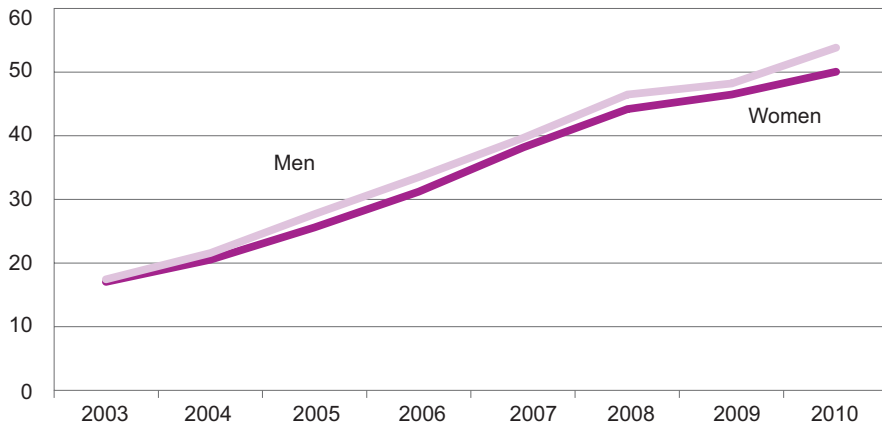
**Inactive persons not looking for employment due to care for children or adult
disabled persons, by reasons for not looking for employment and sex, 2010**

Reason for not looking for employment	Women		Men		Structure by sex	
	Number	%	Number	%	W	M
Total	78200	100	2273	100	97	3
Child care services are not available	43465	56	258	11	99	1
Adult care services are not available	11235	14	1312	58	90	10
Child and adult care services are not available	4056	5	0	0	100	0
Child and disabled adults care services are inconsequential	19445	25	704	31	97	3

Source: Labour Force Survey, SORS

7. Earnings and Pensions

- ◆ According to Art. 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 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 women 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.

**Average earnings of employees employed in legal entities by sex,
2003–2010 (in thousand RSD)**


Source: Earnings statistics, SORS

**Average earnings of employees employed in legal entities
by industry/activity sector and sex, 2010 ***

Industry/activity sector	Average salaries		Average salary in the sector = 100	
	Women	Men	Women	Men
Total	50049	53792	96	103
Agriculture, forestry and fishing	37432	41166	93	102
Mining and quarrying	61387	66178	94	101
Manufacturing	37871	46250	87	107
Electricity, gas, steam and air conditioning supply	67503	74869	92	102
Water supply; sewerage, waste management and remediation activities	44462	45014	99	100
Construction	45921	45765	100	100
Wholesale and retail trade; repair of motor vehicles	43518	54258	89	111
Transportation and storage	49978	52085	97	101
Accommodation and food service activities	31162	37777	92	111
Information and communication	64613	69113	96	103
Financial and insurance activities	97472	118031	93	113
Real estate activities	63173	66946	96	102
Professional, scientific and technical activities	78191	76010	102	99
Administrative and support service activities	38975	35076	107	97
Public administration and defence; compulsory social security	57783	60148	98	102
Education	48300	54898	96	109
Human health and social work activities	48437	59415	95	117
Arts, entertainment and recreation	44567	49919	95	106
Other service activities	60685	43934	124	90

* Data refers to September payments.

Source: Earnings statistics, SORS

Number of employees employed in legal entities and their average earnings, by educational attainment and sex, 2010*

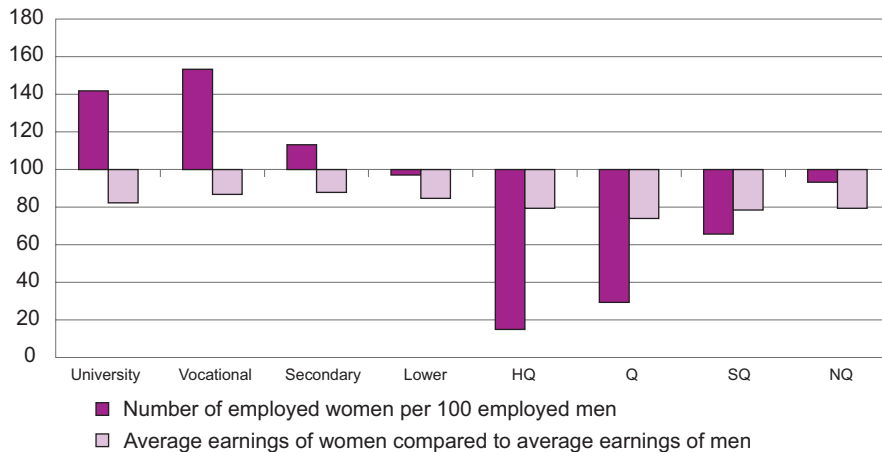
Level of educational attainment	Number of employed in legal entities		Average earnings	
	Women	Men	Women	Men
Total **	485187	543462	50049	53792
University	134582	94912	76353	92721
Vocational education	50073	32664	53565	61687
Secondary school education	179827	158845	43551	49528
Lower	21728	22359	28350	33478
Highly qualified	6627	44064	43564	54879
Qualified	35367	120439	31004	41868
Semi-qualified	20209	30767	27600	35130
Non-qualified	36774	39412	25415	32005

* Data refers to September payments.

** Employees of some small-size enterprises are not covered, and neither are employees of the Ministry of Defense and the Ministry of Interior.

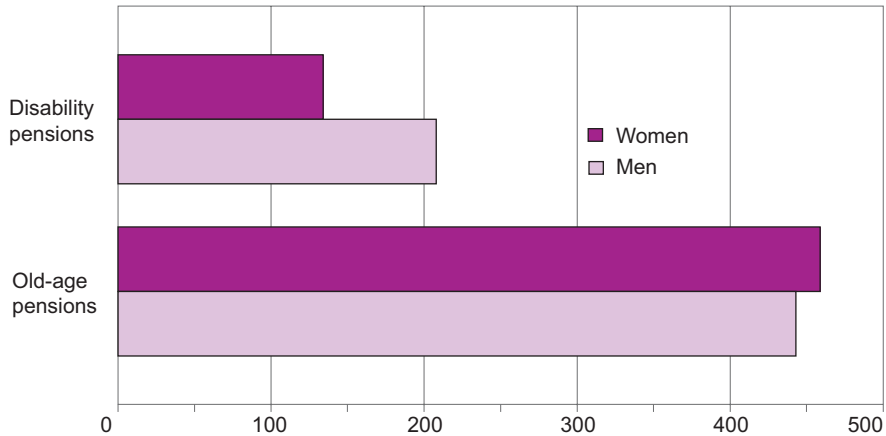
Source: Earnings statistics, SORS

Ratio of the number of women to number of men employed in legal entities and their average earnings, by qualification level, 2010



Source: Earnings statistics, SORS

Pension beneficiaries from the employed category by type of pension and sex, 2010* (in thousands)



* As of January 1, 2008, pension insurance funds for the employed, independent activities and farmers have been combined into one.

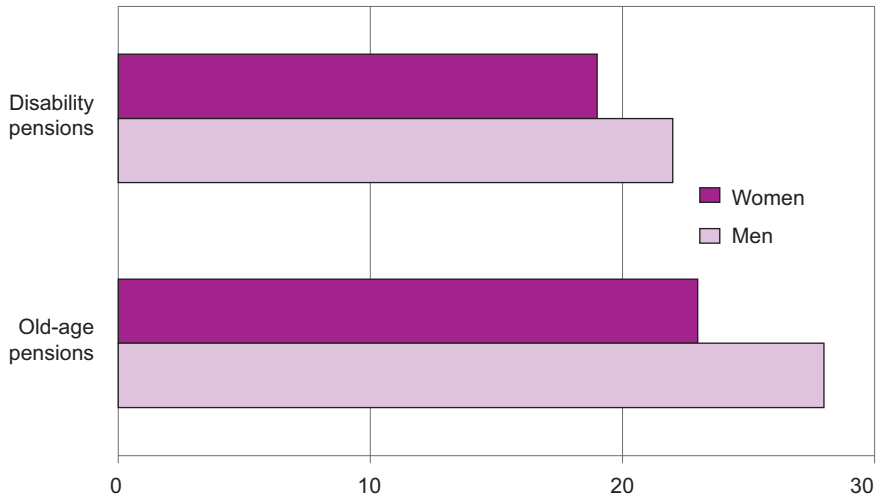
Source: Republic Pension and Disability Insurance Fund

Pension beneficiaries by categories, pension type, average age and sex, 2010

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	
Employed				
Old-age pensions	93	66	70	82
Disability pensions	66	65	66	85
Independent profession				
Old-age pensions	51	63	70	92
Disability pensions	24	58	63	94
Farmers				
Old-age pensions	176	71	75	99
Disability pensions	89	60	63	96

Source: Republic Pension and Disability Insurance Fund

**Average pensions from the employed category,
by type of pension and sex of the beneficiary, 2010** (in thousand RSD)



Source: Republic Pension and Disability Insurance Fund

New pension beneficiaries, by sex, 2010

Pension beneficiaries	Old-age Pensions		Disability Pensions	
	Women	Men	Women	Men
Employed				
Number of new beneficiaries	28453	26264	5180	9619
Average pension (RSD)	23767	27164	18060	20819
Average age	58	61	51	55
Average years worked	32	38	21	25
Independent profession				
Number of new beneficiaries	1635	2170	260	1141
Average pension (RSD)	23003	27779	17114	19256
Average age	58	62	50	55
Average years worked	30	36	18	23
Farmers				
Number of new beneficiaries	4330	2132	554	764
Average pension (RSD)	9235	10722	9187	10516
Average age	60	64	53	56
Average years worked	19	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, 2010**

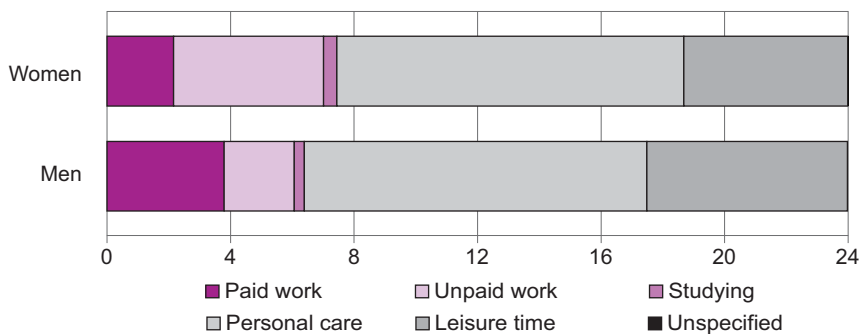
	Old-age pensions		Disability pensions	
	Women	Men	Women	Men
	Employed			
Number of pensions	6349	15889	4603	12558
Years of life	75	76	71	72
Average number of years of claiming the right to a pension	19	16	21	18
	Independent profession			
Number of pensions	83	715	73	678
Years of life	71	76	58	67
Average number of years of claiming the right to a pension	11	12	8	11
	Farmers			
Number of pensions	3843	4890	175	426
Years of life	75	78	61	67
Average number of years of claiming the right to a pension	14	13	8	9

Source: Republic Pension and Disability Insurance Fund

8. Time Use

- ◆ **Average time** is the average time spent on certain activities by all persons.
- ◆ **Proportion of doers** is the number of persons undertaking a specified activity, expressed as the percentage of all persons.
- ◆ **Average time for doers** is the average time that persons undertaking a specified activity spend on the activity.
- ◆ **Activities** are activities (actions) aggregated at the highest level, performed by respondents during the day.
- ◆ **Paid work** consists of time spent at 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.
- ◆ **Personal care** refers to sleeping, eating, washing, dressing and other personal care activities.
- ◆ **Reconciliation of work and family life** is an ad hoc module of the Labour Force Survey that was conducted in April 2010.

**Average time spent on activities, population 15+,
by sex, 2010/2011 (hours)**



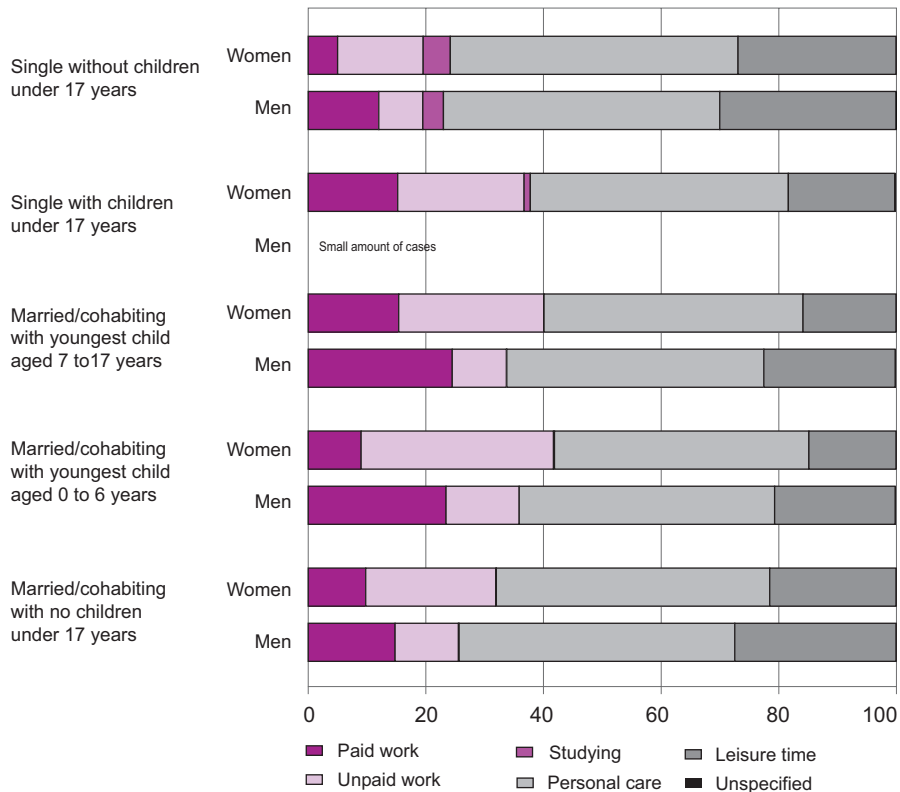
Source: Time Use Survey, SORS

Average time spent on activities and proportion of doers, population 15+, by sex, 2010/11
(hours and %)

	Average time		Proportion of doers (%)		Average time for doers	
	Women	Men	Women	Men	Women	Men
Paid work	02:09	03:47	31	47	06:55	08:01
Unpaid work	04:51	02:17	95	77	05:08	02:58
Studying	00:26	00:19	8	5	05:37	06:00
Personal care	11:14	11:06	100	100	11:14	11:06
Leisure time	05:19	06:30	99	100	05:23	06:31
Unspecified	00:01	00:02	4	5	00:25	00:31

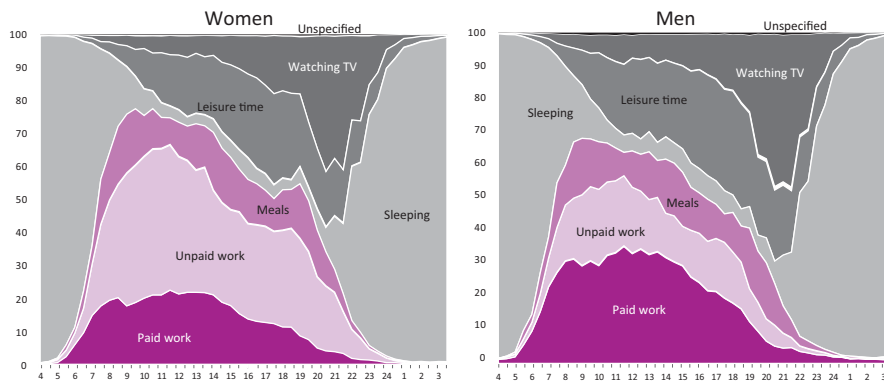
Source: Time Use Survey, SORS

Time spent on activities, population 15+, by family structure and sex, 2010/2011 (hours)



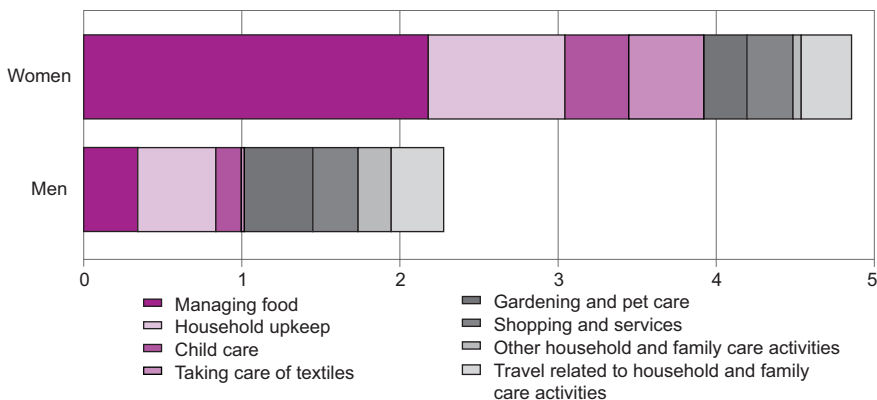
Source: Time Use Survey, SORS

Distribution of time spent in activities during the day, population 15+, by sex, 2010/2011



Source: Time Use Survey, SORS

Time spent in unpaid work, population 15+, by sex, 2010/2011 (hours)



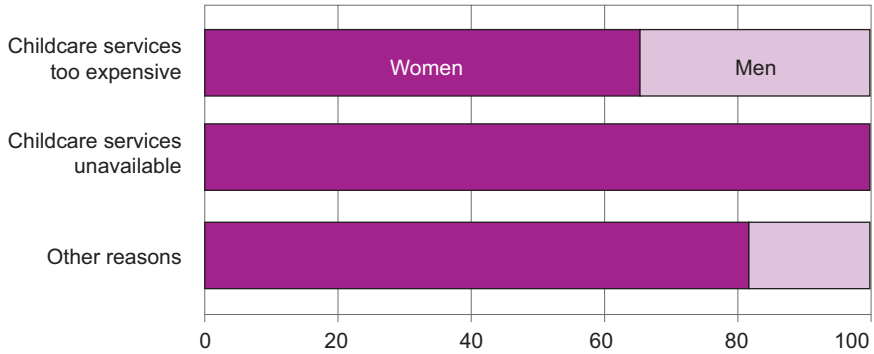
Source: Time Use Survey, SORS

Employed persons aged 15–64, by reducing the number of working hours when standard childcare services are unavailable, and by sex, 2010 (%)

	Women	Men
Persons who reduced the number of working hours	63	37
Persons who did not reduce the number of working hours	45	55

Source: Reconciliation of work and family life, SORS

Employed persons aged 15–64 and not working full-time, by reason for not working full-time and by sex, 2010 (%)



Source: Reconciliation of work and family life, SORS

Employed persons aged 15–64, by whether they stopped working for at least one month to care for their youngest child and by sex, 2010 (%)

	Women	Men
Did stop working	77	23
Did not stop working	43	57

Source: Reconciliation of work and family life, SORS

Employed persons aged 15–64 who are taking care of a sick adult or an adult with special needs, by age and sex, 2010 (%)

Age	Women	Men
15–24	54	46
25–34	63	37
35–44	55	45
45–54	56	44
55–64	60	40

Source: Reconciliation of work and family life, SORS

Employed persons aged 15–64, by the possibility to cut working hours by at least one hour for family reasons, and by sex, 2010 (%)

	Women	Men
Very possible	53	47
Hardly at all possible	48	52
Impossible	50	50

Source: Reconciliation of work and family life, SORS

Employed persons aged 15–64, by the possibility to take days off for family reasons without having to use their annual leave or a leave of absence, and by sex, 2010 (%)

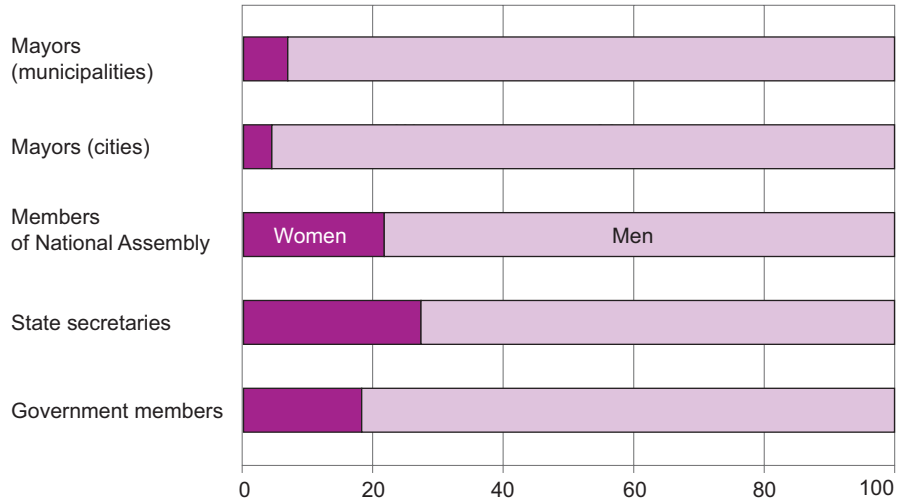
	Women	Men
Quite possible	51	49
Hardly at all possible	51	49
Impossible	49	51

Source: Reconciliation of work and family life, SORS

9. Decision-Making

- ◆ Data on the members of the Government and state secretaries refers to the period after the reconstruction of the Government undertaken in March 2011.

Decision-making by level and sex, 2011 (%)



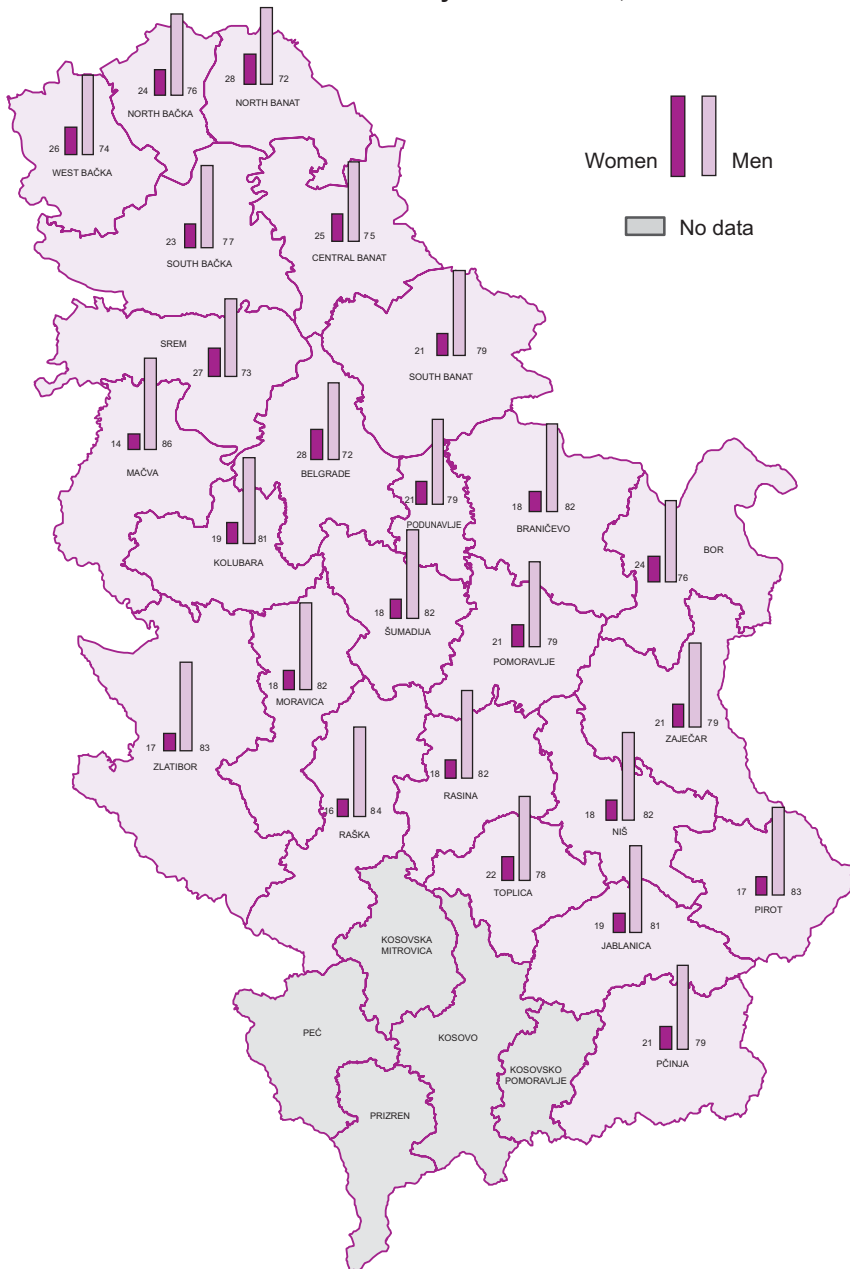
Source: Government of the Republic of Serbia

Employed in the security sector by sex, 2009 (%)

	Women	Men
Ministry of Defence		
Civilian staff	47	53
Professional military staff	2	98
Ministry of Interior		
Staff	21	79
Strategic management post holders	13	87
Mid-level managers	9	91
Customs Administration		
Staff	41	59
Strategic management post holders	0	100
Mid-level managers	1	99

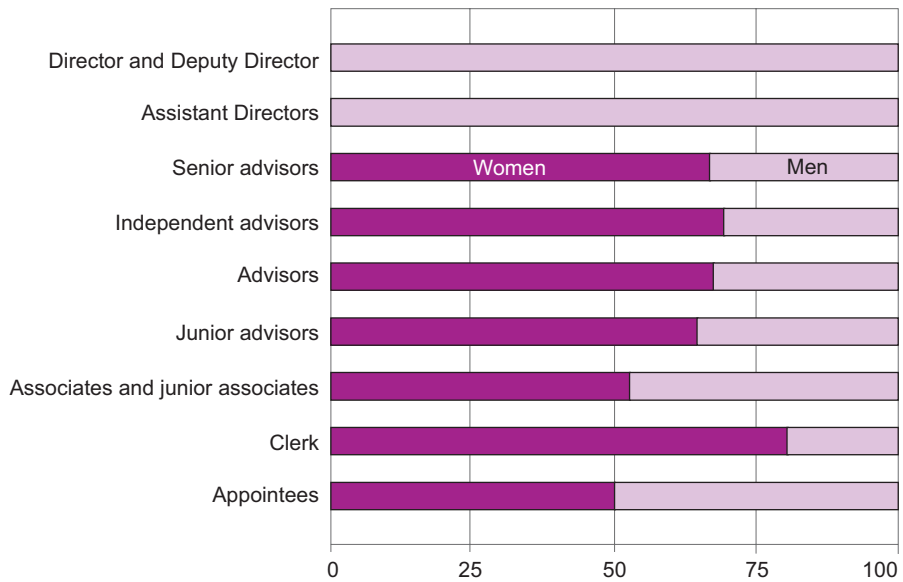
Source: Government of the Republic of Serbia

Councillors in municipal and city assemblies, by areas and sex, 2008



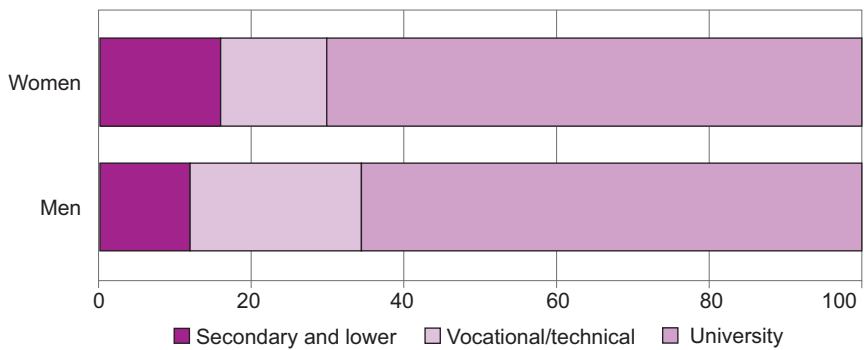
Map developed by the Statistical Office of the Republic of Serbia

Employees in SORS by titles and sex, 2010 (%)



Source: Legal and Personnel Affairs Division, SORS

Employees in SORS by educational attainment and sex, 2010 (%)



Source: Legal and Personnel Affairs Division, SORS

Index

Active population	134–136, 154	Live births	102–103
Agricultural producers	140	Long-term unemployment	134, 142
Average earnings	146–148	Marriage	98–101
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