

United Nations

**RESPONSES  
TO QUESTIONS RELATED TO THE INITIAL REPORT OF THE REPUBLIC OF  
SERBIA ON THE IMPLEMENTATION OF THE CONVENTION ON THE  
ELIMINATION OF ALL FORMS OF DISCRIMI**

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of Labour, Employment and Social Policy, the National Bank of Serbia, the Ministry of Finance, the Ministry of Health, the National Employment Service, the Institute for Pension and Disability Insurance, and the Provincial Secretariat for Legislation, Administration and National Minorities. The Republic Statistical Office aggregates data and information in all areas (including gender, age and ethnic origin) and in that manner compiles a full picture of economic and social life in the country. According to the Law on Statistics, the Statistical Office identifies the uniform methodology of statistical research and uniform statistical standards (Article 9, paragraphs 1 and 3).

Since 2002 significant efforts are being made to harmonize and establish official statistics with the standards and practices prevailing in the EU. The Government of the Republic of Serbia in 2005 adopted the Strategy for Development of Official Statistics in the Republic of Serbia in order to harmonize it with the EU standards and practices. At present, the Statistical Office performs the tasks from its scope of activities in 9 regional offices in the Republic of Serbia, excluding the autonomous provinces. In the territory of the AP Vojvodina, the Republic Statistical Office of Serbia has its department for statistics with 5 regional offices. The Institute performs about 200 research projects annually, and publishes its findings in 13 publications, but also at regular press conferences, and on its Internet page.

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A systematic review of statistical data disaggregated by gender in the following areas of s

## Basic Information

The implementation of the human rights instruments including the Convention on the Elimination Discrimination of all For





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We note that it was predominantly the Serb community that has been left out of the mainstreams of human trafficking as the most serious form of violation of the Convention in the rest of Autonomous Province of Kosovo and Metohija. This may partly be attributed to awareness raising efforts.

In other parts of Autonomous Province of Kosovo and Metohija populated predominantly by Albanian population, this problem is very serious and it is under the control of local, powerful organized crime groups. The Province is relatively small area is at the same time a transit zone in human trafficking, to a lesser degree the destination zone, and recently

Still in effect are the following: The Law on Employment and Insurance in Case of Unemployment, the Law on Financial Assistance to Families with Children, the Law on Social Security, the Law on Pension and Disability Insurance, the Law on Public Order and Peace, the Law on Local Elections, the Law on Travel Documents for Yugoslav Citizens, the Law on Principles of the Education



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- Participation of women in government and decision-making
  - Empowerment of women in business and in the labor market
  - Equality in education
  - Improved women health and promotion of equality in health policy
  - Prevention, suppression and protection against violence
  - Eliminatio

grants another privileges or benefits, shall be punished with imprisonment up to three years. If this act is committed by an official in discharge of duty such person shall be punished with imprisonment of three months to five years.

Prohibition of discrimination is prescribed by the Labour Law, as well. In accordance with Article 18 both direct and indirect discriminations are prohibited against persons seeking employment and employees in respect to their sex, origin, language, race, col

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- The Parliamentary Committee of the National Assembly of Serbia for Gender Equality
  - The Council of the Republic of Serbia for Gender Equality
  - The Committee of the Vojvodina Assembly for Gender Equality
  - The Vojvodina Provincial Secretariat for Labor, Employment and Gender Equality
  - The Provincial Institute for Gender Equality
  - The Provincial Ombudsperson
  - Local committees for gender equality.

The Ombudsman Law, by which the institution of Ombudsman was established at the national level, sets out that the Ombudsman shall take special care that his deputies are specialized for actions in specific areas, specifically protection of persons deprived of liberty, gender equality, the rights of the child, the rights of members of national minorities and the rights of persons with disabilities. After this law is harmonized with the new Constitution of Serbia (in terms of election of the Ombudsman)

collection, processing and publication

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The drafting process lasted a whole year, it included 9 working groups and teams and 12 round-tables and 25 public panels were held. The working version was submitted to all relevant institutions, political parties, trade unions and other actors for comments, and it was publicly accessible. At the moment this proposal is being harmonized within the relevant ministries.

#### Article 4

*10. In its general recommendation 25, the Committee emphasizes that temporary special measures are part of a necessary strategy to accelerate the achievement of women's de facto equality and should be distinguished from permanent, general social policies to improve the situation of women and girls. Bearing this difference in mind, please explain whether the existing legislation provides for introduction of temporary special measures directed towards achievement of de facto gender equality, and what such measures have been put in place or are envisaged to accelerate the achievement of substantive equality between women and men in the political, economic, social, cultural, or any other areas covered by the Convention.*

Article 21, paragraph 4, of the new Constitution of the Republic of Serbia sets out that special measures which the

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At the annual call for proposals for the year 2005 and within the Roma Decade, the Ministry of Culture supported the project of association of citizens which is very important both from the aspect of this ethnic minority and from the aspect of promotion of women rights and gender equality. Through radio programs, this project educates Roma women in issues relevant to health care, violence against women, housing, culture and issues regarding discrimination.

At the same call for proposals the Ministry of Culture featured the production by the Forum of Wom





***Convicted persons of age according to conviction by criminal sanctions, 2000 - 2004***

Table 1

	2000		2001		2002		2003		2004	
	number	%	number	%	number	%	number	%	Number	%
<b>TOTAL</b>	<b>31949</b>	<b>100.0</b>	<b>33</b>							



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The Service for Coo

In case of victims who are fo

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*The share of men and women among deputies in the National Assembly, by political parties*

**Table 4**

<i>item</i>	<i>Name of political party in the National Assembly</i>	<i>Number</i>
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Within the National Assembly, the Parliamentary Committee for Gender Equality was established as a standing working body, tasked primarily at providing opinion and presenting proposed amendments to all proposed laws discussed by the National Assembly, if such laws are related to issues that may have an impact on exercising gender equality. This Committee is also authorized to propose to the Assembly the adoption of laws regulating the equal p

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Table 8

Source: the Hu

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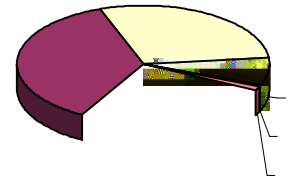
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As mentioned beforehand the analysis of the gender composition of public office holders in courts and public prosecutor offices, and in regional units of republic authorities in the territory of AP Vojvodina, which was conducted in 2006, demonstrated the following:

- In municipal courts 75% of all employees are female (1364), while men account for about 25% of all employees (456).
- District courts employ 57% women (51) and 42.7% men (38) employees.
- Commercial courts employ about 82% women (181) and about 18% men (40).
- Prosecutors in municipal prosecution offices include 60.



TABLE 9



	Total	No school	Incomplete primary school	Primary school	Secondary school	Higher education	unknown
Republic of Serbia	100.00	5.66	16.18	23.88	41.07	11.03	2.18
Roma	100.00	25.60	36.27	29.01	7.81	0.31	1.00

Source: the Ethnical Mosaic of Serbia according to Population Census of 2002

**Population aged 10 and more**

Table 10

	Sex	Illiterate population	% of illiterate in the total population aged 10 or
Republic of Serbia	Total	232925	3,45
	Men	35271	1,08
	Women	197654	5,66
Roma	Total	16581	19,65
	Men	5019	11,84
	Women	11562	27,56

Source: the

	Sex	Total	Does not attend school	Primary	Secondary	College	University
Republic of Serbia	Total	7498001	6214690	675337	321113	73966	212895
	Men	3645930	3007940	347504	160499	36625	93362
	Women	3852071	3206750	327833	160614	37341	119533
Roma	Total	108193	94205	12772	1058	80	78
	Men	54531	46962	6825	656	42	46
	Women	53662	47243	5947	402	38	32

%

Republic of Serbia Total 10000-1111 c 0 0 rg ET q 1 01 3300 Tm ( 00 T6BT /F0 I R )Tj 1 0 0 1 53 3

during the academic year 2006/2007, against the Serbian republic budget, 138 high school students and 104 higher education students were enrolled thanks to the affirmative measures even though they did not initially qualified.

According to the information available to the Commissariat for Refugees, girls refugees (from Bosnia and Herzegovina and Croatia) are fully covered by primary education. According to the data based on registration of refugees between November 2004 and January 2005, about 83.5 percent of girls refugees apart from primary education acquire also secondary education.

***19. The Report does not provide any information about vocational education and training for girls and women or about continuing education for adult women. Please provide such information.***

It is worthwhile to note that in the number of students in Serbia, girls represent more than 50% share of the students' population.

Based on the data contained in the report on the activities of the National Employment Service for the year 2004, active labor market policy programs cover 50.586 persons (somewhat under 6% of the total number of unemployed registered by the NES), of which 52,64% are wome

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*20. The Report does*

Table 13

Sector of activity	Total			Share (%)	









The above Table indicates that in every sector there are differences between average salaries earned by men and women. These differences are a result of the fact that these are average salaries for different jobs in a specific sector. So, in activities with a greater share of women than men performing jobs with a lower level of complexity and responsibility, which by definition receive a lower salary, there are therefore differences in average salary (for instance fishing or processing industry).

***22. Please provide information about trends in the unemployment rate, disaggregated by sex, ethnicity and age, and describe the measures that are being taken to lower the unemployment rate of women. Please also further clarify women's access to unemployment benefits.***

The Law on Employment and Unemployment Insurance regulates the issues of employment, active labor market policies, rights and obligations of persons seeking employment, and the setting up of the National Employment Service. The Law prescribes that the Government of the Republic of Serbia (at the proposal of the sectoral minister in charge of labor and employment and with the prior approval of the Social-Economic Council of the Republic of Serbia) adopts the program of active employment policies. This program identifies the priorities, measures, funds and competences for their implementation. Among other things, these measures are to regulate the employment of certain categories of the unemployed (those seeking first employment, long-term unemployed, those aged over 50) employment of refugees and internally displaced persons employment of members of ethnic minorities with high unemployment rates employment and professional rehabilitation of persons with disabilities and persons with reduced working ability. The law prescribes that employers employing persons from the said categories may, through the Nation

group	Rate of activity	Rate of employment	Rate of unemployment	Rate of activity	Rate of employment	Rate of unemployment
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***24. The Report states that "the mother and father may use the right to childcare alternatively" (par. 358). Please indicate what proportion of fathers take paternity leave, and explain if fathers enjoy the same protection from being dismissed during such leave as mothers.***

According to the provisions of Article 94 of the Labour Law father of the child may claim maternity / paternity leave which will last until three

the person diseased with this disease, and in that context provisions are included for the establishment of new treatment centers in Novi Sad, Kragujevac and Niš. There was a series of training seminars for health care staff in this field, free HIV testing was introduced and the necessary drugs were purchased for treatment of the diseased.

***26. Please provide information on the availability of mental health services for women, including provision of psychological rehabilitation to victims of physical and sexual violence and other traumatizing experiences related to the armed conflict.***

The National Action Plan for Empowerment of Women and Promotion of Gender Equality sets out that the preservation and improv



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The objective of these activities is to begin empowering these groups to come out of poverty by enabling them to develop skills needed for the new economy

The situation o



Requests for the accommodation in collective centers are still submitted by single mothers or women victims of home violence. In cooperation with centers for social work, the shelter homes for women or other social services, Commissariat for Refugees tries to register such problems and to assist in providing basic living conditions through temporary accommodation in collective centers.

***Optional Protocol, Amendment to Article 20 (paragraph 1) of the Convention***

***31. Please describe measures in place to publicize the Optional Protocol and encourage its use.***

The Law ratifying the Optional Protocol to the Convention on Elimination of All Forms of Discrimination against Women was published in the Official Gazette of FRY, number 13/02.

***32. Please indicate any progress made towards acceptance of the amendment to Article 20, paragraph 1, of the Convention.***

There is political will in the Republic of Serbia to adopt the amendment to Article 20 (par. 1). Its adoption, however, has been slowed down due to the dissolution of the state union Serbia and Montenegro and the establishment of the Republic of Serbia as a sovereign state whose institutions are in the process of being constituted.