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# Izveštaj o proceni rodno zasnovanih razlika u socijalnoj i ekonomskoj sferi u gradskim sredinama u Srbiji

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# Izveštaj o proceni rodno zasnovanih razlika u socijalnoj i ekonomskoj sferi u gradskim sredinama u Srbiji

**U SRBIJI, PREMA PROCENAMA REPUBLIČKOG ZAVODA ZA STATISTIKU ZA 2019, ŽIVI 3,6 MILIONA ŽENA I 3,4 MILIONA MUŠKARACA. U NASELJIMA VELIČINE DO 2.000 STANOVNIKA, KAKVE SU NAJČEŠĆE SEOSKE SREDINE, VIŠE JE MUŠKARACA, DOK JE U VEĆIM NASELJIMA, SA PREKO 2.000 STANOVNIKA, VIŠE ŽENA.**

**V**iše žena živi u gradskim u odnosu na seoske sredine. Iako žene u Srbiji imaju ista prava kao i muškarci, njihov položaj je lošiji i u privatnoj i u javnoj sferi. Neravnopravnost je prisutna u odnosu na sve žene, pa i za one koje žive u gradskim sredinama. Srbija ima uređenu zakonsku regulativu koja je usmerena na sprečavanje neravnopravnosti i jačanje ravnopravnosti ali su u praksi još uvek jaki neformalno kodifikovani rodni odnosi u kojima muškarci poseduju tradicionalne obrasce moći.

Prema Indeksu rodne ravnopravnosti u Republici Srbiji iz 2016. sa pozitivnim promenama od 2014. u poređenju sa zemljama EU-28, Srbija i dalje zaostaje za 10,4 poena a razlike su najveće u domenima moći, vremena i novca, a najmanje u domenima zdravlja, znanja i rada.

**U domenu rada**, gde su razlike najmanje, žene u Srbiji u kontinuitetu i dosledno imaju manju stopu zaposlenosti i aktivnosti od muškaraca i veću stopu neaktivnosti. U III kvartalu 2020. godine, prema Anketi o radnoj snazi stope su:

- **zaposlenost žena 42,7% naspram 57,5% muškaraca**
- **aktivnost žena 47,1% naspram 63,0% muškaraca**
- **neaktivnost žena 52,9% naspram 37,0% muškaraca**

Neaktivnost žena je veća za 15,9 poena i ona je uslovljena i obavljanjem kućnih poslova za koje žene nisu plaćene, uključujući i brigu o deci, bolesnim i starijim zavisnim osobama. Nacionalna služba za zapošljavanje pruža podršku korisnicima novčane naknade za slučaj nezaposlenosti i prati traženje posla ove kategorije lica. Kreira pakete mera za aktivaciju i podsticanje zapošljavanja dugoročno nezaposlenih i ima posebne mere za podršku zapošljavanju žena, posebno samohranih majki, Roma, OSI, ali obuhvat nezaposlenih merama nije dovoljan.

Neaktivnost žena odražava i neadekvatnu podršku usklađivanju radnih i porodičnih obaveza, kao i postojeće razlike u platama. Neto zarade žena su u proseku za 12% niže od zarada muškaraca, što govori o izraženim rodnom nejednakostima. Prosečna neto zarada u julu 2020. godine bila je 60.029 dinara, dok su u socijalnoj zaštiti sa smeštajem, gde su uglavnom žene zaposlene, prosečne neto zarade bile 45.867 dinara, a u socijalnoj zaštiti bez smeštaja 51.141 dinar.

Među zaposlenima, a većina zaposlenih je iz gradskih sredina, ima oko 500.000 članova/ica sindikata, od kojih su 50% žene, i one su dominantne u stručnim službama a na mestima odlučivanja ih je tek oko 15%. Učešće zaposlenih žena u edukativnim aktivnostima je ograničeno zbog okolnosti u kojima žene žive, uključujući i to da neplaćeni rad u kući uglavnom pada na njih.

Stopa rizika od siromaštva iznosila je 23,2% (1,59 miliona stanovnika) u 2019. godini i to za muškarce 23 a za žene 24%, što je konstanta da je iz godine u godinu stopa rizika veća kod žena nego kod muškaraca. Riziku od siromaštva više su izložene žene niskog obrazovanja, Prag rizika od siromaštva u 2019. je iznosio 19.381 dinar (mesečni prosek za jednočlano domaćinstvo). Međutim, stope subjektivnog siromaštva (mogućnost domaćinstva da „sastavi kraj s krajem“) su konstantno izuzetno visoke. U 2019. godini, 46,7% domaćinstava je teško ili veoma teško sastavljalo kraj s krajem i još 42,7% sa izvesnim teškoćama.

**Prekarni rad:** Tradicionalni oblici rada i stalne zaposlenosti se ubrzano danas menjaju, pa sve više radnika/ca rade po ugovorima na određeno vreme, na privremenim ili povremenim poslovima, sa raznim autorskim ugovorima na projektima, ili pak u sivoj zoni. To su prekarni oblici rada, to jest nesigurni poslovi sa nedovoljnom ili nikakvom pravnom zaštitom. Prema istraživanju Fondacije *Centar za demokratiju* iz 2018. godine u Srbiji je veoma raširena prekarna zaposlenost, koja se ogleda u:

- **Porastu broja i učešća zaposlenih u prekarnim oblicima rada, pre svega radnika zaposlenih na određeno vreme i na privremenim i povremenim poslovima kao i ranjive zaposlenosti;**
- **Manjku kontrole zaposlenih nad radnim procesom, radnim vremenom i smenskim radom tempom rada, zdravstvenim i bezbedonosnim aspektom rada;**
- **Trećini zaposlenih u Srbiji uskraćena su radna prava i/ili prava iz socijalnog osiguranja;**
- **Četvrtina zaposlenih u Srbiji ugrožena je finansijski i materijalno. Polovina zaposlenih je jedina osoba koja je zaposlena u domaćinstvu.**

**POSLEDICE PREKARNOSTI SU ODSUSTVO SOCIJALNE PERSPEKTIVE NA POSLU, U PROFESIJU, PORODICI I DRUŠTVU I NEMOGUĆNOST UTICAJA NA ODLUKE KOJIMA SE UPRAVLJA VLASTITIM ŽIVOTOM. TAJ PROCES NESTABILNOG ZAPOSLENJA, NEADEKVATNOG RADNOG ANGAŽOVANJA I DUGOTRAJNE NEZAPOSLENOSTI USLOVLJAVA NESIGURNOST I NEIZVESNOST KOJA SE ODRAŽAVA I NA ŽIVOTNI STANDARD. ŽENE NISU NIMALO POŠTEĐENE OVIH PROCESA PREKARNOSTI, NAPROTIV ČESTO SU UPRAVO ZBOG NEPLAĆENOG RADA U KUĆI PRIMORANE DA IDU NA OVE VARIJANTE ZAPOSLENJA.**

naspram 52 poena u EU. U Srbiji je u 2020. godini, 10 žena bilo na funkciji gradonačelnika ili predsednika opština, a muškaraca 156, pokazuju podaci Republičkog zavoda za statistiku. Na funkciji odbornika opština i gradova našlo se 2.018 žena i 4.429 muškaraca. Broj muških i ženskih članova Vlada izjednačen je i iznosi po 12 članova, dok u Narodnoj skupštini broj ženskih poslanika iznosi 97, a muških 153. U najvećem broju slučajeva na ovim pozicijama su žene iz gradskih sredina.

Postoje rodno zasnovane razlike i u **domenu moći**, uprkos prisustvu žena u političkim strukturama u ključnim telima vlasti na nacionalnom, regionalnom i na nivou lokalnih samouprava i to zahvaljujući kvotama za izbore. Međutim, stavovi članica Ženske platforme za razvoj Srbije su da kvote za učešće žena nisu dovoljan garant njihove istinske uključenosti u kreiranje politika i donošenja odluka. Ipak, po tom domenu Srbija je na 12. mestu sa 55,5 poena poena

U domenu ekonomske moći, jaz je veći a kod društvene moći jaz je najveći. U odborima organizacija za finansiranje istraživanja nije bilo ni jedne žene a u među članovima najvišeg tela za odlučivanje nacionalnih sportskih olimpijskih organizacija bilo je 3,8% žena i to iz gradskih sredina. Po ovom domenu, Srbija je na poslednjem mestu u odnosu na zemlje EU, gde u odnosu na Švedsku koja je na prvom mestu, zaostaje za 42,2 poena.

Učešće žena u gradovima u neformalnim oblicima zaposlenosti bez ikakvih formalnih prava iz radnog odnosa je značajno. Ova grupa radnica je posebno pogođena tokom pandemije, a nije obuhvaćena nijednom merom osim dodele 100 evra svim punoletnim građanima. Takođe, preduzetnice i vlasnice preduzeća koje učestvuju sa oko 30% u MMSP sektoru, uglavnom su zastupljene u mikro i malim preduzećima i to u uslužnim delatnostima koje su najteže pogođene krizom. Iako su formalno imale pravo učešća u svim ekonomskim merama namenjenim MMSP sektoru, one su faktički bile u nepovoljnijem položaju zbog postavljenog uslova kojim se zabranjuje smanjenje broja zaposlenih za više od 10% svim korisnicima finansijske podrške i podrške likvidnosti preduzeća. To je praktično značilo potpunu zabranu otpuštanja za ženska preduzeća i preduzetnice jer ona najčešće zapošljavaju do 9 osoba. U pogledu visine zarade, žene zarađuju manje kako zbog neformalnosti angažmana, sektora u kojima su veće koncentracije žena, kao i zbog opterećenosti neplaćenim poslovima, niske stope učešća u vlasništvu nad pokretnom i nepokretnom imovinom, kao i dominantnih patrijarhalnih obrazaca koji ženama nameću uloge u porodičnoj i profesionalnoj sferi koje uključuju veći oprez, manju sklonost rizicima u poslovanju, kao i niži stepen samopouzdanja. Nedostaju programi meke podrške poslovanju ženskih preduzeća koji bi uključili podršku za razvoj i rast, inovativne usluge i pravedniju raspodelu neplaćenih poslova. Treba imati na umu i to da je većina preduzetnica u preduzetništvo ušla iz nužde, u potrazi za samozaposlenjem, a manji je broj onih koje su se uključile zato što su prepoznale šansu za svoju poslovnu ideju.

Visokoobrazovane žene su manje ranjive, a mlađe žene često se suočavaju s diskriminacijom pri zapošljavanju. Najčešće se diskriminacija odnosi na rodno stereotipiziranu ulogu majke u brizi o malom detetu. Starije žene su posebno ranjive i teže nalaze posao, a često zbog toga i same odustaju od traženja posla, jer ne veruju da mogu da ga nađu. "U Srbiji žene starije od 45 godina predstavljaju jednu od grupa koje na tržištu rada zaslužuju posebnu pažnju. Najveći broj ovih žena radi u sektoru ostale prerađivačke industrije (56.000). Dalje, 32.000 žena radi u sektoru trgovine na malo hranom, dok je 28.000 žena zaposleno u sektoru profesionalnih usluga. Ipak, značajan broj njih radi i u visoko pogođenom HORECA sektoru (16.000) i u sektoru ličnih usluga (7.000). U sektoru s najpovoljnijom obrazovnom strukturom, kao što su IKT ili sektor obrazovanja i stvaralaštva, radi manji broj starijih žena"<sup>1</sup>.

**U domenu vremena**, u poređenju sa prosekom EU-28, Srbija beleži vrednost indeksa nižu za 17 poena, čime je rangirana na 25. mesto (48,7 poena prema 65,7 poena u EU-28). U Srbiji bez obzira da li su žene zaposlene ili ne, one obavljaju najveći deo poslova u domaćinstvu. Prema istraživanju o korišćenju vremena u Republici Srbiji 2010. i 2015. godine koje je sproveo Republički zavod za statistiku, žene u proseku provode oko četiri i po sata dnevno u neplaćenim poslovima (4č 36min), dok muškarci provode malo više od dva sata (2č 5min). Žene u urbanim sredinama, troše na neplaćene poslove 17,9% a u ruralnim sredinama 21,1% svog vremena, što navodi na zaključak da se rodna ravnopravnost postiže malim koracima u gradskim sredinama, dok se ruralna područja zanemaruju. Kada je reč o kvalitetu zaposlenja, žene u većoj meri rade na poslovima sa kraćim

<sup>1</sup> Uticaj COVID-19 krize na zaposlenost: Fokus na ranjive kategorije, Kori Udovički, Pavle Medić, Tim za socijalno uključivanje i smanjenje siromaštva Vlade Republike Srbije, januar 2021



radnim vremenom od punog i na nedovoljno plaćenim poslovima. Kao glavni razlog za to žene navode brigu o sopstvenoj deci i drugima kojima je pomoć potrebna. Čak 96% žena kao razlog za skraćeno radno vreme navodi brigu o deci i drugim licima, dok samo 4% muškaraca navodi to isto. Takođe, 7% žena navodi brigu o sopstvenoj deci i drugim licima kao razlog neaktivnosti na tržištu rada, dok ni jedan muškarac nije to naveo.

**U domenu znanja**, Srbija beleži vrednost indeksa nižu od proseka EU-28 za 6,1 poena, s tim što je u poddomenu dostignuća i učešća (koji prikazuje stanje u pogledu uspeha žena i muškaraca da ostvare visoko obrazovanje i da se uključe u formalne i neformalne oblike obrazovanja) ta razlika 11 poena. Visoke škole i fakultete više upisuju i završavaju žene. Među upisanim studentima 56% je žena a među diplomiranim 58% (podaci iz 2016. godine). Istovremeno među članovima Srpske akademije nauka i umetnosti dominiraju muškarci. U 2016. godini preko 90% svih članova su muškarci, dok u odeljenju društvenih nauka nema ni jedne žene.

**U domenu zdravlja** očekivano trajanje života za žene u Srbiji je 78, a za muškarce 73 godine, dok očekivano trajanje godina zdravog života za žene je 67,5, a za muškarce 65,4 godine. U 2019. godini svoje zdravlje je ocenilo kao veoma dobro oko 55 odsto žena za razliku od 64 odsto muškaraca, prema podacima Republičkog zavoda za statistiku. U najvećem broju slučajeva i muškarci i žene tvrdili su da je njihov glavni razlog neodlaska kod lekara to što je previše skupo ili su se nadali da će se stanje popraviti. Na zdravlje žena utiče ne samo njihova biologija, već i uslovi života, poput siromaštva, zaposlenosti, nametnutih porodičnih obaveza i statusa u privatnoj sferi života. Nivo društvene i ekonomske moći određuje njihov pristup resursima i uslugama, uključujući zdravstvenu zaštitu. Ženama nisu dovoljno dostupne usluge zaštite seksualnog i reproduktivnog zdravlja.

Nadležne službe ne postupaju adekvatno u slučaju maloletničkih trudnoća. Romkinjama, koje inače najčešće žive u prigradskim i gradskim sredinama, ugroženo je pravo na zdravstvenu zaštitu čemu dodatno doprinosi nedostatak sistemski regulisane podrške usluge medijatorke. Žene sa invaliditetom suočavaju se sa problemom pristupačnosti i dostupnosti usluga usled nepostojanja odgovarajućih kapaciteta i/ili prilagođenosti zdravstvenih ustanova za rad sa osobama sa invaliditetom (među osobama sa invaliditetom veće je učešće žena 58% naspram 42% muškaraca).

**Nasilje nad ženama** je strukturno ukorenjeno i podržano patrijahalnim normama i vrednostima koje definišu različite uloge za žene i muškarce. Ono predstavlja sredstvo za uspostavljanje i održavanje odnosa koji počivaju na nejednakoj moći žena i muškaraca, ono je uzrok i posledica rodne nejednakosti. Srbija je i dalje patrijhalno društvo u kome muškarci dominiraju kod kuće, na poslu i u javnoj sferi. Vrlo malo žena koje su doživele nasilje to i prijavljuju policiji a nasilje nad ženama je rasprostranjeno i pogađa žene svih uzrasta, bez obzira na visinu ličnih primanja i bez razlike između gradskih i seoskih sredina. Prema podacima iz istraživanja „Blagostanje i bezbednost žena“, sprovedenog 2018. godine na inicijativu i uz koordinaciju OEBS-a, nešto više od jedne petine žena doživelo iskustvo fizičkog i/ili seksualnog nasilja od strane bilo kog počinioca, od navršene 15. godine života. Partnersko fizičko i seksualno nasilje je znatno češće nego nasilje počinjeno od strane drugih poznatih ili nepoznatih osoba. Najčešći oblik partnerskog nasilja nad ženama je psihičko nasilje. Rasprostranjeno je i seksualno uznemiravanje žena, a svaka deseta žena je bila žrtva proganjanja. Iskustvo nasilja u detinjstvu je prijavila gotovo trećina žena. Sramota, ekonomska zavisnost, strah od osвете od strane počinioca i nepoverenje u službe predstavljaju glavne prepreke za prijavljivanje.

Napori države u ovoj oblasti su ograničeni samo na nasilje u porodici, ne postoje mere za druge vidove nasilja nad ženama obuhvaćene Instanbulskom konvencijom. Nisu usvojeni podzakonski akti za primenu Zakona o sprečavanju nasilja u porodici. Problem u primeni zakona i njihovom tumačenju je i nepostojanje volje žrtava nasilja da prođu kroz postojeće mehanizme zaštite. Restriktivno tumačenje prava je glavni uzrok loše pravne zaštite žrtava nasilja. Nema jedinstvene evidencije slučajeva svih oblika nasilja nad ženama i nema jedinstvene metodologije praćenja slučajeva femicida u Srbiji.

**PANDEMIJA KORONA VIRUSA JE DODATNO UTICALA NA: POVEĆANJE BROJA PRIJAVA SLUČAJEVA NASILJA U PORODICI, KAO I NA DOSTUPNOST USLUGA ZAŠTITE I PODRŠKE ŽENAMA SA ISKUSTVOM NASILJA U SRBIJI. UTICALA JE NA PRUŽAOCE USLUGA, NA PROMENE REŽIMA PRUŽANJA USLUGA I OTEŽALA DOSTUPNOST USLUGA ŽENAMA IZ POSEBNO OSETLJIVIH GRUPA (ROMKINJAMA, ŽENAMA SA INVALIDITETOM, ŽENAMA NA SELU, STARIJIM ŽENAMA). POVEĆANA JE RANJIVOST VEĆ RANJIVIH GRUPA ŽENA, KAO ŠTO SU LGBTI, ŽENE SA INVALIDITETOM, ŽENE ROMKINJE, ŽENE ŽRTVE TRGOVINE LJUDIMA, ŽENE NA SELU I DRUGE.**

U Srbiji je jedna trećina dece rođena u vanbračnim zajednicama. Iako su bračna i vanbračna zajednica u mnogo čemu izjednačene, prava partnera nisu do kraja jednaka u ove dve vrste zajednice. Najveće razlike između braka i vanbračne zajednice nastaju u slučaju smrti jednog od partnera. Porodičnu penziju i imovinu nasleđuje samo supružnik ili supruga. Kako imovina, uglavnom, formalno pripada muškarcima,

ova nejednakost teže pogađa žene, a pogotovo u gradovima gde je najam stana značajna stavka u budžetu. Kako bi ovaj izvor neravnopravnosti ublažio, Republički geodetski zavod je propisao obavezan opis oba supružnika kao zajedničkih vlasnika nad nepokretnostima stečenih u bračnoj zajednici. Pored toga, pojednostavljen je opis po službenoj dužnosti oba supružnika na osnovu izvoda iz matične knjige venčanih, a na minimum je smanjena taksa za opis bračnih partnera koji se u ugovoru o kupovini navode kao suvlasnici nepokretnosti.

Prema Popisu stanovništva 2011. godine, Romi i Romkinje čine oko 2,1% stanovništva u Srbiji, a žene čine 49% u ovoj grupi. Zbog pristupa ekonomskim šansama, Romska naselja uglavnom se nalaze u gradovima. Politike prepoznaju da su Romkinje jedna od najugroženijih grupa po stepenu društvene isključenosti i stope siromaštva<sup>2</sup>. Čak 19,5% Roma starijih od 14 godina nema završenu školu, a većinu ili 66,6% čine žene; 33,3% je završilo osnovnu školu i tu je udeo žena 43,9%, 11,05% srednju školu a skoro trećinu ili 30,4% čine žene, dok samo 0,7% ima višu školu ili fakultet i opet žene učestvuju jednom trećinom ili 32,06%.<sup>3</sup> Iako su prepoznate kao ranjiva grupa. Romkinje i dalje ostaju zaglavljene u segregiranom segmentu tržišta rada koji nudi poslove koji su nisu kapitalno intenzivni i ne stvaraju visoku dodatnu vrednost, pa su manje plaćeni.

**U GRADOVIMA U SRBIJI PREMA POPISU ŽIVI 18,27 BESKUĆNIKA, A SKORO POLOVINU ILI 49,25% ČINE ŽENE, NAJČEŠĆE PREKO 65 GODINA STAROSTI, UZ ZNAČAJNO UČEŠĆE ROMKINJA.**

Žene sa invaliditetom koje žive u gradovima imaju, generalno gledano, bolji pristup uslugama od žena sa invaliditetom koje žive na selu. Međutim, usluge variraju u dostupnosti i obuhvatu u različitim gradovima. Žene sa invaliditetom učestvuju sa 41,8% među nezaposlenim osobama sa invaliditetom kojih je ukupno 13.331 bilo registrovano na evidenciji Nacionalne službe za zapošljavanje<sup>4</sup>. Žene sa invaliditetom suočene su sa povećanim

<sup>2</sup> Strategija za socijalno uključivanje Roma i Romkinja u Republici Srbiji za period od 2016. do 2025. godine, dostupno na: <https://ljudskaprava.gov.rs/sh/node/19980>

<sup>3</sup> Svetlana Radovanović, Aleksandar Knežević, Romi u Srbiji: Popis stanovništva, domaćinstava i stanova 2011. u Republici Srbiji, Republički zavod za statistiku, Beograd (2014)

<sup>4</sup> Izveštaj o radu Nacionalne službe za zapošljavanje za 2019. godinu, Nacionalna služba za zapošljavanje, Beograd, 2020, str. 8

# Izveštaj sa dubinskih intervjuja sa ženama, učesnicama EHO projekta

rizikom od nasilja, zloupotrebe i zanemarivanja. Takođe, hronično nedostaju usluge iz oblasti zaštite seksualnih i reproduktivnih prava žena sa invaliditetom, ali i žena i muškaraca uopšte. Postoje značajne praznine u pružanju usluga ženama žrtvama nasilja, a mnoge žene u Srbiji ostaju bez ikakve podrške, nedostaju specijalizovane službe za podršku žrtvama silovanja i seksualnog nasilja, nije dostupno posebno savetovanje ili podrška žrtvama prisilnih i ranih brakova, seksualnog uznemiravanja i drugih oblika nasilja nad ženama<sup>5</sup>.

Manjak usluga podrške u gradu posebno teško pada samohranim majkama koje čine skoro 80% od ukupnog broja jednoroditeljskih porodica, ali i svim zaposlenim ženama. "Strukturalna ograničenja jednoroditeljskih porodica su povezana sa njihovim nepovoljnim društvenim položajem, koji se manifestuje kroz lošiju poziciju na tržištu rada, lošiju ukupnu materijalnu situaciju i prosečno niže prihode po članu domaćinstva od dvoroditeljskih porodica"<sup>6</sup>. Studija ukazuje i na to da niži kvalitet života članova jednoroditeljskih porodica dovodi i do veće učestalosti zdravstvenih problema. U ovom tipu porodica najviše je onih s jednim detetom (preko 70%), a zatim s dvoje dece sa učešćem od blizu jedne četvrtine. Tako dostupnost vrtića i obdaništa značajno utiče na kvalitet života zaposlenih žena. Preduzetnice zavise i od radnog vremena vrtića koje je najčešće neusaglašeno sa radnim vremenom preduzetnice. U toku pandemije, nedostaju usluge podrške učenju i onlajn školovanju.

Gradovi nisu sačinjeni po meri žena. Prednost je data automobilima, dok su pešaci i drugi vidovi transporta manje sistematično uzeti u obzir prilikom razvoja grada. Žene učestvuju sa oko 30% u ukupom broju vozača u Srbiji, ali se ovaj procenat smanjuje od većih ka manjim gradovima i od severa ka jugu. Čak i kada poseduju vozačku dozvolu, žene ređe voze kada domaćinstvo ima jedno vozilo. Zbog toga, žene više zavise od dostupnosti i pristupačnosti javnog prevoza. Kada se u uslovima pandemije, na primer, previz proradi ili ukine, to više pogađa žene. Takođe, žene imaju drugačiji način kretanja od muškaraca, kao to je utvrdila rodna analiza u sektoru saobraćaja. Prema istraživanju Ženskog arhitektonskog društva u okviru projekta "Gradove građankama", gotovo 80 odsto žena vapi za više zelenila u svojoj sredini, 53% ispitanica ocenjuje da je njihov kraj grada zagađen a saobraćaj navode kao glavnog zagađivača. Čak 80% žena smatra da javni prostori nisu adekvatno opremljeni mobilijarom. Nedostaju kante za đubre, osvetljenje, klupe sa naslonom, sprave za dečiju igru, javni toaleti i sl.

**Beograd, februar 2021.**

**mr Nadežda Satarić, Amity**

<sup>5</sup> GREVIO Baseline Evaluation Report Serbia, str. 7.

<sup>6</sup> Jednoroditeljske porodice u Srbiji, Smiljka Tomanović, Milana Ljubičić, Dragan Stanojević, Institut za sociološka istraživanja, Filozofskog fakulteta u Beogradu, 2014

**R**azgovore sam obavila putem telefona, sa četiri žene, od kojih su dve iz Beograda, jedna iz Pančeva i jedna iz Novog Sada.

**1. % samoidentifikovanih žena i devojaka učesnica i nosilaca prava u programima humanitarnog, održivog razvoja i zagovaranja izveštava o većoj rodnoj ravnoteži i uticaju u donošenju odluka**

Sve učesnice u razgovorima potvrđuju da postoji rodna neravnoteža u svim aspektima življenja i uticaja u donošenju odluka, kako u porodici, tako i na poslu i u društvenoj zajednici.

*„Ustajem u 6-6:30, a ležem u 1 posle ponoći, nekad i u 2. Muž naravno legne ranije, jer je on zaposlen, a ja ne. Nemam praznog hoda.“*

*„Ja nemam vremena za sebe. Izgubila sam naviku da se odmaram. Nemam praznog hoda. Mi žene ne da nismo ravnopravne, nego ni blizu ravnopravnosti. Muž kaže on mora da radi sutra, on sve nešto lenstvuje. Muškarci su inače takvi, sve im je nešto teško, a nama ženama ništa nije teško.“*

Aleksandra, Beograd, (52 godine), dipl. inž. petrohemije, udata, dvoje dece, nezaposlena (privatna firma u mirovanju, nema poslova zbog korone), pre toga, ostala bez posla u firmi gde je radila 15 godina.

*„Ustajem u 6:30 najkasnije da bih sve spremila, u 7 kreće spremanje u školu, doručkovanje, kad odvedem najmlađeg sina u školu, onda idem u kupovinu, i nakon toga, kad se vratim kući, sedam za kompjuter da odradim posao koji imam, pošto sad sve funkcioniše preko zooma. Idem po sina u školu, pa kući spremam ručak, uglavnom provedem ceo dan u obavezama, spremanje za sutra, i onda uveče posle 9-10 sati sedam za kompjuter, i opet radim, pišem tekstove, analize i tako do ponoći. Muž po nekad, za to vreme opere sudove, završi večeru.“*

*„U mom braku postoji ravnopravnost. Žene su ravnopravne ako se izbere za to. Osećam neravnopravnost u društvu. Ako bih sada želela da promenim posao, niko me ne bi primio, to bi bila nemoguća misija, jer sam žena, imam 46 godina, troje dece, odmah vas ne uzmu u obzir. Svako hoće mladu osobu, karijeristu, koja nema ili ne planira porodicu. Moj muž ima 47 godina i on je vrlo lako promenio posao pre 2-3 godine. Muškarac njegovih godina je poželjan za poslodavca, jer ima oformljenu porodicu, ima radno iskustvo i to je sve super. Vrlo je težak položaj žena u društvu. Ja sam imala sreću što sam naišla na čoveka koji ima savremene poglede na svet.“*

Ana, Beograd (46), teološki fakultet, zaposlena na neodređeno 20 godina, udata, muž zaposlen u inostranoj firmi, imaju troje dece

*„U našoj porodici podela posla se vrši i na osnovu ličnih afiniteta, a kada vreme ne dozvoli takav izbor, radimo oboje, kako bi nam ostalo što više vremena za zajedničke aktivnosti i odmor. U odnosu na okruženje, spadamo u "drugačiji, neobičan par, oni koji nisu isti", upra-*

# Report on Gender Based Differences in Social and Economic Areas in Urban Areas in Serbia

vo zbog toga što kod nas ne postoje muški i ženski poslovi, i što podržavamo jedno drugo u svim izborima koji nam omogućavaju da živimo u jednoj skladnoj zajednici koja nam donosi radost i mir. Inače u društvu smo ite kako neravnopravne“

Lidija, Pančevo (41) završena srednja škola, udata, nema dece, radila je u školi na određeno vreme 12-13 godina radnog staža, sada povremeno projektno radi kao pedagoški asistent

„Kod zaposlenja postoje velike razlike u korist muškaraca. Kod žena, kada traže posao, preispituje se bračni status, rađanje, da li imate dece, ili da li planirate decu u narednom periodu.“

Na žalost, ni u kući žene nisu ravnopravne sa muškarcima. U većini kuća postoji podela na muško-ženske poslove. Postoje određeni poslovi za koje se očekuje da žena treba da ih obavi. Neplaćeni rad žena u kući se takoreći i ne računa i ne priznaje. Sve što uradi u kući, od jutra do mraka, što brine o deci porodici, što sprema ručak, doručak i večeru, ne računa se. Računa se samo ko donese platu u kuću.“

Bojana, Novi Sad (31), master psiholog, nije udata, radi na određeno pola radnog vremena, živi u svom stanu sa starijom sestrom, koja je ostala bez posla za vreme korone,

## 2. Pravedniji rodni odnosi doprineli su poboljšanju životnih uslova za muškarce, žene, dečake i devojčice u ciljanim oblastima

Čak i tamo i gde su uspostavljeni pravedniji rodni odnosi to nije garant poboljšanja položaja i životnih uslova žena i muškaraca. Svakodnevnica žena zaposlenih i onih koje ne rade se bitno razlikuje u odnosu na svakodnevnicu supružnika.

„U skupštini Srbije ima 40% žena ali šta to vredi kada one samo glasaju kako neko drugi odluči i vode računa o svom mestu u stranci a ne o interesima naroda“ (Aleksandra)

„Ranije smo priuštili sebi godišnji odmor, pa i odlazili bar na 3-4 dana na neki odmor ili na neko putovanje. Sednemo sin i ja ili kćerka i ja i negde otputujemo i vratimo se, a sada zbog korone, nismo nigde išli. Finansijski ne možemo da izdržimo.“ (Aleksandra)

„Prošle godine da, a ranije nismo zbog radnih obaveza, jer suprug i ja nismo mogli da uskladimo, a ranije nismo mogli ni finansijski da izdržimo, zbog troje male dece.“ (Ana)

„Nismo išli jedno 2-3 godine na pravi, veći godišnji odmor, iz finansijskih razloga.“ (Lidija)

Beograd, februar 2021.

mr Nadežda Satarić, Amity

ACCORDING TO THE ESTIMATES OF THE REPUBLIC STATISTICAL OFFICE FOR 2019, THERE ARE 3.6 MILLION WOMEN AND 3.4 MILLION MEN LIVING IN SERBIA. IN SETTLEMENTS OF UP TO 2,000 INHABITANTS, SUCH AS MOST RURAL AREAS, THERE ARE MORE MEN, WHILE IN LARGER SETTLEMENTS, THE ONES WITH OVER 2,000 INHABITANTS, THERE ARE MORE WOMEN.

Therefore, more women live in urban areas than in rural areas. Although women in Serbia have the same rights as men, their position is worse in both the private and public sector. Inequality is present in relation to all women, including those who live in urban areas. Serbia has legislation aimed at preventing inequality and strengthening equality, but in practice there are still strong informally codified gender relations in which men possess traditional patterns of power.

According to the *Gender Equality Index in the Republic of Serbia* from 2016, with positive changes from 2014, Serbia is still behind by 10.4 points compared to the EU-28 and the differences are greatest in the domains of power, time, and money, and least in the domains of health, knowledge, and employment.

In the domain of employment/labour, where the differences are the smallest, women in Serbia continuously and consistently have a lower rate of employment and activity than men and a higher rate of inactivity. In the third quarter of 2020, according to the *Workforce Survey*, the rates are:

- employment of women 42.7% versus 57.5% of men
- activity of women 47.1% versus 63.0% of men
- inactivity of women 52.9% versus 37.0% of men

The inactivity of women is higher by 15.9 points and it is, inter alia, conditioned by the household chores for which women are not paid, including the care of children, the sick and the elderly dependant persons. The National Employment Service provides support to the beneficiaries of unemployment allowance and monitors the job search activities of this category of persons. It creates packages of measures to activate and encourage the employment of the long-term unemployed and has special measures to support the employment of women, especially single mothers, Roma, PWDs, but the coverage of the unemployed by the measures is not sufficient.

Women's inactivity also reflects inadequate support for reconciling work and family responsibilities, as well as existing pay gaps. Women's net earnings are on average 12% lower than men's net earnings, which indicates pronounced gender inequalities. The average net salary in July 2020 was RSD 60,029, while in social welfare with accommodation sector, where mostly women are employed, the average net salary was RSD45,867, and in social welfare without accommodation RSD51,141. Among the employees, and the majority of employees are from urban areas, there are about 500,000 union members, of which 50% are women, and while they are dominant in professional services, only about 15% are in decision-making positions. The participation of employed women in educational activities is limited due to the circumstances in which women live, including the fact that unpaid work at home mostly falls on them.

The at-risk-of-poverty rate was 23.2% (1.59 million inhabitants) in 2019, 23% for men and 24% for women, which is a constant that from year to year the risk rate is higher for women than for men.

Women of low education level are more exposed to the risk of poverty. The poverty risk threshold in 2019 was RSD19,381 (monthly average for a one-member household). However, subjective poverty rates (the ability of a household to “make ends meet”) are consistently extremely high. In 2019, 46.7% of households found it difficult or very difficult to make ends meet and another 42.7% with some difficulties.

**Precarious work:** Traditional forms of work and permanent employment are changing rapidly today, so more and more employees work under fixed-term contracts, on part-time or occasional jobs, with various author’s contracts on projects, or in the grey market. These are precarious forms of work, that is, precarious jobs with insufficient or no legal protection. According to the research of the *Centre for Democracy Foundation* from 2018, precarious employment is very widespread in Serbia, which is reflected in:

- **Increase in the number and participation of employees in precarious forms of work, primarily temporary workers and part-time and occasional jobs, as well as them being of vulnerable employment;**
- **Lack of control of employees over the work process, working hours and shifts, pace of work, health and safety aspects of work;**
- **One third of employees in Serbia are denied labour rights and/or social security rights;**
- **A quarter of employees in Serbia are financially and materially endangered. Half of the employees are the only person employed in the household.**

The consequences of precarious work are the absence of a social perspective at work, in the profession, family and society, and the impossibility of influencing the decisions that govern one’s own life. This process of unstable employment, inadequate employment and long-term unemployment causes insecurity and uncertainty, which is reflected in the standard of living. Women are not spared these precarious processes at all, on the contrary, they are often forced to turn to these employment types precisely because of the unpaid work load at home.

There are gender-based differences in **the domain of power as well**, despite the presence of women in political structures in key government bodies at the national, regional and local self-government levels, due to election quotas. However, the views of the members of the Women’s Platform for Development of Serbia are that quotas for women’s participation are not a sufficient guarantee of their true involvement in policy-making and decision-making. However, in that domain, Serbia is ranked 12<sup>th</sup> with 55.5 points compared to 52 points in the EU. In Serbia in 2020, 10 women were mayors of towns or municipalities comparing to 156 men, according to data from the Republic Statistical Office. There were 2,018 women and 4,429 men holding the positions of city/municipality councillors. The number of male and female members of the Government is equal and is 12 members each, while at the National Assembly, there are 97 women - members of parliament, and 153 men. In most cases, women from urban areas hold these positions.

The gap is bigger in the domain of economic power, and the biggest in the domain of social power. There were no women on the boards of research funding organizations, and 3.8% of the members of the highest decision-making body of the national Olympic organizations were women,

from urban areas. In this domain, Serbia is in the last place compared to the EU countries, and in relation to Sweden, which is in the first place, it is behind by 42.2 points.

The participation of women in cities in informal forms of employment without any formal employment rights is significant. This group of workers was particularly affected during the pandemic and was not covered by any measure other than the allocation of 100 euros to all adult citizens. In addition, women entrepreneurs and business owners, who participate with about 30% in the MSME sector, are mainly represented in micro and small enterprises in the service industries that have been hardest hit by the crisis. Although they were formally entitled to participate in all economic measures intended for the MSME sector, they were in fact at a disadvantage due to the condition prohibiting the reduction of the number of employees by more than 10% to all beneficiaries of financial and liquidity support. This practically meant a complete ban on layoffs for women’s companies and entrepreneurs because they usually employ up to 9 people. In terms of earnings, women earn less due to informal engagement, sectors with higher concentrations of women, as well as the burden of unpaid work, low rates of ownership of movable and immovable property, and dominant patriarchal patterns that impose roles on women in the family and the professional aspects, which includes greater caution, less risking in business, as well as a lower level of self-confidence. There is a lack of soft business support programmes for women’s businesses that would include support for development and growth, innovative services and a fairer distribution of unpaid jobs. It should also be noted that most women entrepreneurs entered entrepreneurship out of necessity, in search of self-employment, and a smaller number is of those who got involved because they recognized the chance for their business idea.

Highly educated women are less vulnerable, and younger women often face discrimination in employment. Discrimination most often refers to the gender stereotyped role of the mother caring for a small child. Older women are especially vulnerable and find it harder to find a job, and often they give up looking for a job because of that - because they do not believe that they can find a job. “In Serbia, women of 45 plus are one of the groups that deserve special attention on the labour market. Most of these women work in the *other manufacturing sector* (56,000). Further, 32,000 women work in the food retail sector, while 28,000 women are employed in the professional services sector. However, a significant number of them also work in the highly affected HORECA sector (16,000) and the personal services sector (7,000). In sectors with the most favourable educational structure, such as ICT or the education and creativity sector, fewer older women work”<sup>7</sup>.

**In the domain of time**, compared to the EU-28 average, Serbia records the value of the index lower by 17 points, which ranks it 25<sup>th</sup> (48.7 points compared to 65.7 points in the EU-28). In Serbia, regardless of whether women are employed or not, they do most of the household chores. According to the *Survey on the Use of Time in the Republic of Serbia* in 2010 and 2015 conducted by the Republic Statistical Office, women spend on average about four and a half hours a day in unpaid jobs (4h 36min), while men spend a little more than two hours (2h 5 min). Women in urban areas spend 17.9% of their time on unpaid jobs and women in rural areas 21.1% of their time, which leads to the conclusion that gender equality is being achieved by small steps in urban areas, while rural areas are neglected. When it comes to the quality of employment, women are more likely to work part-time jobs and underpaid jobs. As the main reason for that, women state taking care of their own children and others who need help. As many as 96% of women mentioned the care of children and

<sup>7</sup> The Impact of the COVID-19 Crisis on Employment: Focusing on Vulnerable Categories, Kori Udovički, Pavle Medić, Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia, January 2021



other persons as the reason for part-time work, comparing to only 4% of men. Also, 7% of women mentioned caring for their own children and others as a reason for inactivity in the labour market, while no men said so.

**In the domain of knowledge**, Serbia has the value of the index lower than the EU-28 average by 6.1 points, but in the subdomain of achievement and participation (which shows the situation in terms of success of women and men to achieve higher education and engage in formal and non-formal forms of education) that difference is 11 points. Higher schools and colleges enrol and graduate levels are achieved by women. Among enrolled students, 56% are women and among graduates 58% (data from 2016). At the same time, men dominate the members of the Serbian Academy of Sciences and Arts. In 2016, over 90% of all members were men, while there were no women in the social sciences department.

**In the domain of health**, the life expectancy for women in Serbia is 78, and for men 73 years, while the health life expectancy for women is 67.5, and for men 65.4 years. In 2019, about 55% of women rated their health as very good, as opposed to 64% of men, according to the data of the Republic Bureau of Statistics. In most cases, both men and women claimed that their main reason for not going to the doctor's was that it was too expensive or they hoped that their condition would improve. Women's health is affected not only by their biology, but also by the living conditions, such as poverty, employment, imposed family obligations and status in their private life. The level of social and economic power determines their access to resources and services, including health care. Sexual and reproductive health services are not sufficiently available to women.

The competent services do not act adequately in the case of adolescent pregnancies. Roma women, who usually live in suburban and urban areas, have their right to health care endangered, which is additionally contributed by the lack of systemically regulated support for mediator services. Women with disabilities face the problem of accessibility and availability of services due to the lack of adequate capacities and/or adaptation of health care institutions to work with persons with disabilities (among persons with disabilities the share of women is higher, 58% compared to 42% men).

**Violence against women** is structurally rooted and supported by patriarchal norms and values that define different roles for women and men. It is a means of establishing and maintaining relationships based on the unequal power of women and men, it is both the cause and the consequence of gender inequality. Serbia is still a patriarchal society in which men dominate at home, at work and in the public aspect of life. Very few women of those who have experienced violence report it to the police, and violence against women is widespread and affects women of all ages, regardless of the level of personal income and regardless of the difference between urban and rural areas.

According to data from the survey "Women's Welfare and Safety", conducted in 2018 on the initiative and with the coordination of the OSCE, slightly more than one-fifth of women have experienced physical and/or sexual violence by any perpetrator, since the age of 15. Physical and sexual violence by partner is significantly more common than violence committed by other known or unknown persons. The most common form of partner violence against women is psychological violence. Sexual harassment of women was also widespread, and every tenth woman was a victim of persecution. Almost a third of women reported experiencing childhood violence. Shame, economic dependence, fear of revenge by the perpetrator and distrust of the services are the main obstacles to reporting.

The state's efforts in this area are limited to domestic violence, there are no measures for other forms of violence against women covered by the Istanbul Convention. Bylaws for the implementation of the Law on Prevention of Domestic Violence have not been adopted. Another problem in the application of the laws and their interpretation is the lack of will of the survivors to go through the existing protection mechanisms. Restrictive interpretation of rights is a major cause of poor legal protection for victims of violence. There is no single Record of cases of all forms of violence against women and there is no single methodology for monitoring cases of femicide in Serbia.

The coronavirus outbreak has additionally affected: the increase in the number of reports of cases of domestic violence, as well as the availability of protection and support services for women with experience of violence in Serbia. It has affected service providers, changes in service delivery modes and made it more difficult for women from particularly vulnerable groups (Roma women, women with disabilities, rural women, older women) to access services. The vulnerability of already vulnerable groups of women has increased, such as LGBTI, women with disabilities, Roma women, women victims of human trafficking, women in rural areas and others.

In Serbia, one third of children are born extramarital. Although marital and extramarital union are in many ways equal, the rights of partners are not completely equal in these two types of community. The biggest differences between marital and extramarital union occur in the event of the death of one of the partners. Only the spouse inherits the family pension and property. As property, mostly, formally belongs to men, this inequality affects women harder, especially in cities where renting an apartment is a significant item in the budget. In order to alleviate this source of inequality, the Republic Geodetic Authority has prescribed the mandatory registration of both spouses as joint owners of real estate acquired in a marital union. In addition, the registration of both spouses ex officio on the basis of marriage certificates has been simplified, and the fee for the registration of spouses who are listed in the purchase agreement as co-owners of real estate has been reduced to a minimum.

According to the 2011 Census, Roma men and women make up about 2.1% of the population in Serbia, and women make up 49% in this group. Due to access to economic opportunities, Roma settlements are mostly located in cities. Policies recognize that Roma women are one of the most vulnerable groups in terms of social exclusion and poverty rates.<sup>8</sup> As many as 19.5% of Roma of 14 plus have not completed school, and the majority or 66.6% are women; 33.3% have completed primary school and the share of women is 43.9%, 11.05% secondary school and almost a third or 30.4% are women, while only 0.7% have a college or university degree and again women make up to one-third or 32.06%.<sup>9</sup> Although they are recognized as a vulnerable group, Roma women remain stuck in a segregated segment of the labour market offering jobs that are not capital intensive and do not create high added value, so they are paid less.

According to the Census, 18,287 homeless people live in cities in Serbia, and almost half or 49.25% are women, most often over the age of 65, with a significant participation of Roma women.

Women with disabilities living in cities generally have better access to services than women with disabilities living in rural areas. However, services vary in availability and coverage in different

<sup>8</sup> Strategy for Social Inclusion of Roma Men and Women in the Republic of Serbia for the period from 2016 to 2025, available at: <https://ljudskapra-va.gov.rs/sh/node/19980>

<sup>9</sup> Svetlana Radovanović, Aleksandar Knežević, Roma in Serbia: Cezus 2011 in the Republic of Serbia, Republic Statistical Office, Belgrade (2014)



# Report on In-Depth Interviews with Women, Participants of the EHO Project

cities. Women with disabilities make up to 41.8% of unemployed persons with disabilities, of which a total of 13,331 were registered in the records of the National Employment Service<sup>10</sup>. Women with disabilities face an increased risk of violence, abuse, and neglecting. Also, there is a chronic lack of services in the field of protection of sexual and reproductive rights of women with disabilities, but also women and men in general. There are significant gaps in the provision of services to women survivors of violence, and many women in Serbia are left without any support, there is a lack of specialized services to support victims of rape and sexual violence, no special counselling or support for victims of forced and early marriages, sexual harassment and other forms of violence against women<sup>11</sup>.

The lack of support services in the city is particularly difficult for single mothers, who make up to almost 80% of the total number of single-parent families, but also for all employed women. "Structural constraints of single-parent families are related to their unfavourable social position, which is manifested through a worse position in the labour market, poorer overall financial situation and lower average income per household member than two-parent families."<sup>12</sup> The study also indicates that the lower quality of life of members of single-parent families leads to a higher frequency of health problems. In this type of family, most frequent ones are those with one child (over 70%), followed by the ones with two children - close to one quarter. Thus, the availability of kindergartens and day-care services significantly affects the quality of life of employed women. Entrepreneurs also depend on the working hours of the kindergarten, which is usually inconsistent with the working hours of the entrepreneur. During the pandemic, learning and online schooling support services are lacking.

Cities are not women friendly. Preference is given to cars, while pedestrians and other modes of transport are less systematically taken into account when developing the city. Women participate with about 30% in the total number of drivers in Serbia, but this percentage is decreasing from larger to smaller cities and from north to south. Even when they have a driver's license, women drive less often when the household has one vehicle. Therefore, women are more dependent on the availability and accessibility of public transport. When, in the conditions of a pandemic, for example, the transport is reduced or cancelled, it affects women more. Also, women have a different way of moving than men, as determined by the gender analysis in the transport sector. According to the research of the Women's Architectural Society within the project "Cities for (Female) Citizens", almost 80% of women desire more greenery in their environment, 53% of respondents estimate that their area of the city is polluted and blame the traffic as the main polluter. As many as 80% of women believe that public spaces are not adequately equipped with items. There is a lack of garbage cans, lighting, benches with backs, devices for children's play, public toilets, etc.

**Belgrade, 12th February 2021**

**mr Nadežda Satarić, Amity**

<sup>10</sup> Report on the work of the National Employment Service for 2019, National Employment Service, Belgrade, 2020, p. 8

<sup>11</sup> GREVIO Baseline Evaluation Report Serbia, str. 7.

<sup>12</sup> Single-parent families in Serbia, Smiljka Tomanović, Milana Ljubičić, Dragan Stanojević, Institute for Sociological Research, Faculty of Philosophy in Belgrade, 2014

have conducted phone interviews with four women, out of which, two were from Belgrade, one from Pančevo and one from Novi Sad.

## 1. % self-identified women and girls participants and holder of rights in humanitarian, sustainable development and advocacy programmes reporting on improved gender equality and influence in decision making

All participants in the conversations confirm that there is a gender imbalance in all aspects of life and influence in decision-making, both in the family and at work, and in the community as well.

*"I get up at 6-6:30, and I go to bed at 1 after midnight, sometimes at 2. Of course, my husband goes to bed earlier, because he is employed, and I am not. I have no idle time."*

*"I do not have time for myself. I lost the habit of resting. I don't have any idle time. We, women, not that we are not equal, but we are nowhere near to equality. The husband says he has to work tomorrow, so he is lazy about everything. Men are like that, everything is difficult for them, and nothing is difficult for us women."*

Aleksandra, Belgrade, (52 years old), B.Sc. eng. petrochemicals, married, two children, unemployed (private company at rest, no jobs due to the COVID-19 outbreak), before that, she lost her job in the company where she had worked for 15 years.

*"I get up at 6:30 at the latest to get everything ready, at 7 I start getting the kids ready for school, breakfast, when I take my youngest son to school, then I go shopping, and after that, when I get home, I sit down at the computer to do the work I have, since now everything works via the Zoom. I go to school to pick up my son, then I prepare lunch at home, I mostly spend the whole day in obligations, preparing for tomorrow, and then in the evening after 9-10 o'clock I sit at the computer, and I work again, I write texts, analyzes, and so on until midnight. My husband sometimes wash the dishes and finishes dinner during that time."*

*"There is equality in my marriage. Women are equal if they fight for it. I feel inequality in society. If I wanted to change jobs now, no one would accept me, it would be an impossible mission, because I am a woman, I am 46 years old, I have three children, they do not take you into account immediately. Everyone wants a young person, a careerist, who does not have or does not plan a family. My husband is 47 years old and he changed jobs very easily 2-3 years ago. A man of his age is desirable for an employer, because he has a well-formed family, he has work experience and that is all great. The position of women in society is very difficult. I was lucky to come across a man who has a modern point of view."*

Ana, Belgrade (46), Faculty of Theology, employed for 20 years, married, husband employed in a foreign company, has three children

*"In our family, the division of work is done on the basis of personal affinities, and when time does not allow such a choice, we both do chores, so that we have as much time as possible for joint activities and rest. In relation to the environment, we belong to a "different, unusual couple, those who are not the same", precisely because we do not have male and female tasks, and because we support each other in all choices that allow us to live in a har-*



*monious community which brings us joy and peace. Otherwise we are unequal in society.”*

Lidija, Pančevo (41) graduated from high school, married, no children, worked at the school under fixed-time arrangements, 12-13 years of service, now occasionally works as a pedagogical assistant

*“There are huge differences in employment in favour of men. For women, when looking for a job, the marital status, birth, whether you have children or not, or whether you are planning to have children in the future are always being questioned.*

*“Unfortunately, even at home, women are not equal to men. In most homes, there is a division into male-female jobs. There are certain jobs that a woman is expected to do. The unpaid work of women in the house is, so to speak, neither counted nor recognized. Everything she does in the house, from morning to night, taking care of the children, preparing meals, it does not count. It only counts who brings the money into the house.”*

Bojana, Novi Sad (31), master psychologist, not married, works part-time, lives in her apartment with her older sister, who lost her job during the COVID-19 outbreak.

## **2. More equal gender relations have contributed to improving living conditions for men, women, boys and girls in targeted areas**

Even where fairer gender relations have been established, this is not a guarantee of improving the position and living conditions of women and men. The daily life of women who are employed and those who do not work differs significantly from the daily routine of spouses.

*“There are 40% women in the Serbian Parliament, but what is it worth when they just vote as someone else decides and take care of their position in the political party and not of the interests of the people” (Aleksandra)*

*“Earlier, we afforded ourselves a vacation, even if it was a 3-4 days trip. My son and I decide or my daughter and I decide and go travel somewhere and come back, and now because of the outbreak, we haven't gone anywhere. We can't afford it financially.” (Alexandra)*

*“Last year, yes we had vacation, and before that not due to work obligations, because my husband and I could not harmonize our work obligations, and earlier we could not even manage financially, because of our three small children.” (Ana)*

*“We haven't been on a real, normal vacation for 2-3 years, for financial reasons.” (Lidija)*

**Belgrade, 12th February 2021**

**mr Nadežda Satarčić, Amity**



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**Ekumenska  
Humanitarna  
Organizacija**

**Izveštaj o proceni rodno zasnovanih razlika u socijalnoj i ekonomskoj sferi u gradskim sredinama u Srbiji**

**Izdavač: Ekumenska humanitarna organizacija (Novi Sad)**

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