

Serbia

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Belgrade). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Serbia scores 93.8 out of 100**. The overall score for Serbia is higher than the regional average observed across Europe and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Serbia - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and gender differences in property and inheritance, Serbia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting the size of a woman's pension, Serbia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Serbia is on the indicator measuring laws affecting the size of a woman's pension (the WBL2023 Pension indicator). To improve on the Pension indicator, Serbia may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Serbia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/serbia/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law, Arts. 25 and 27
	Can a woman travel outside her home in the same way as a man?	Yes	Family Law, Arts. 25 and 27
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents, Art. 24; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law, Arts. 25 and 27
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Law, Arts. 25 and 26
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code of March 15, 2005, Arts. 18-20
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Art. 21; Law on Prevention of Harassment at Work, Art. 3
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Labor Law, Art. 23; Law on Prevention of Harassment at Work, Art. 30
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law on the Prohibition of Discrimination, Art. 16
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Law, Arts. 3 and 25
	Can a woman be head of household in the same way as a man?	Yes	Family Law, Arts. 3, 25 and 27
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Art. 194; Law on the Prevention of Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 40 and 41
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 40 and 41
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of March 15, 2005, Art. 94
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Financial Support to Families with Children, Art. 14
	Is paid leave available to fathers?	Yes	Labor Code of March 15, 2005, Art. 77
	Is there paid parental leave?	Yes	Labor Code of March 15, 2005, Art. 94; Law on Financial Support to Families with Children, Art. 13
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code of March 15, 2005, Art. 187
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Gender Equality, Arts. 1 and 50; Law on Prohibition of Discrimination, Art. 17
	Can a woman sign a contract in the same way as a man?	Yes	Family Law, Arts. 3 and 25
	Can a woman register a business in the same way as a man?	Yes	Law on Companies, Arts. 93-95; Law on the Registration Procedure at the Agency for Business Registers, Art. 5a
	Can a woman open a bank account in the same way as man?	Yes	Family Law, Arts. 3 and 25
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Arts. 169 and 174
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law, Arts. 8-9
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Arts. 8-9
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Arts. 169 and 174
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Art. 180
	Pension	Is the age at which men and women can retire with full pension benefits the same?	No
Is the age at which men and women can retire with partial pension benefits the same?		No	Law on Pension and Disability Insurance of 2 April 2003, Arts. 19b, 19c, 70a and 70b
Is the mandatory retirement age for men and women the same?		Yes	Labor Code of March 15, 2005, Art. 175(2)
Are periods of absence due to childcare accounted for in pension benefits?		Yes	Law on Pension and Disability Insurance of 2 April 2003, Art. 60