











# Serbia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>56.7</b>	<b>73.8</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Serbia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Belgrade). The scores for Serbia are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	50.0	66.7	66.7	50.0	100.0	66.7	50.0	0.0	66.7	50.0
Expert opinions score	50.0	100.0	75.0	37.5	75.0	87.5	50.0	87.5	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Serbia (82.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). 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, laws affecting childcare and laws affecting women's property and inheritance, Serbia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Serbia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Serbia may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Serbia (56.7 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks related to marriage, Serbia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Serbia is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship

indicator, Serbia may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Serbia (73.8 out of 100.0) is higher than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement and expert opinions on women's pensions, Serbia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Serbia is on the indicator measuring expert opinions on women's pay.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Law on the Prevention of Domestic Violence, Arts. 3, 4(2) and 17; Criminal Code, Arts. 89a and 194
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Art. 24; Family Law, Arts. 25 and 27
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Art. 7, 9 and 17
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code of March 15, 2005, Art. 18
Does the law allow employees to request flexible work?	Yes	Labor Code of March 15, 2005, Arts. 42 and 55
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Law, Arts. 3, 25 and 27
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 obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 40 and 41
Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 40 and 41
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of March 15, 2005, Art. 94; Law on Financial Support to Families with Children, Art. 13
Are leave benefits for mothers paid solely by the government?	Yes	Law on Financial Support to Families with Children, Art. 14

Is there paid leave available to fathers?	Yes	Labor Code of March 15, 2005, Art. 77
Is dismissal of pregnant workers prohibited?	Yes	Labor Code of March 15, 2005, Art. 187
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 8-10 and 30; Law on Basic System of Education, Arts. 90-91
Does the law establish any form of support to families for childcare services?	Yes	Decision of the City Council of Belgrade No. 89/2020, Arts. 1-3 and 6; Decision of the Mayor of Belgrade No. 6-9755/22 of 20 December 2022; Decision of the City Council of Belgrade 85/18, Arts. 1-2 and 10-11; Law on Preschool Education, Art. 50; Law on Financial Support to Families with Children, Arts. 11(8), 34 and 37
Does the law establish any form of support to non-state childcare providers?	Yes	Corporate Tax Law, Art. 15(1); Law on Social Protection, Art. 7
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 30, 31 and 39(1); Law on Basic System of Education, Arts. 126(17), 140, 141, 144 and 178
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Law, Arts. 3 and 25; Law on Companies, Arts. 93-95; Law on the Registration Procedure at the Agency for Business Registers, Art. 5a
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	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 male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Arts. 8-9
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Art. 180
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law on Pension and Disability Insurance of 2 April 2003, Arts. 19 and 19a
Are the ages at which men and women can retire with partial pension benefits equal?	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 equal?	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

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Coalition to End Child Marriages; Rulebook on the Rules of Conduct of Employers and Employees Concerning Prevention and Protection from Harassment at the Workplace; Psychological Help at the City Center for Social Work in Belgrade; Training of Judges
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Council for Suppression of Domestic Violence

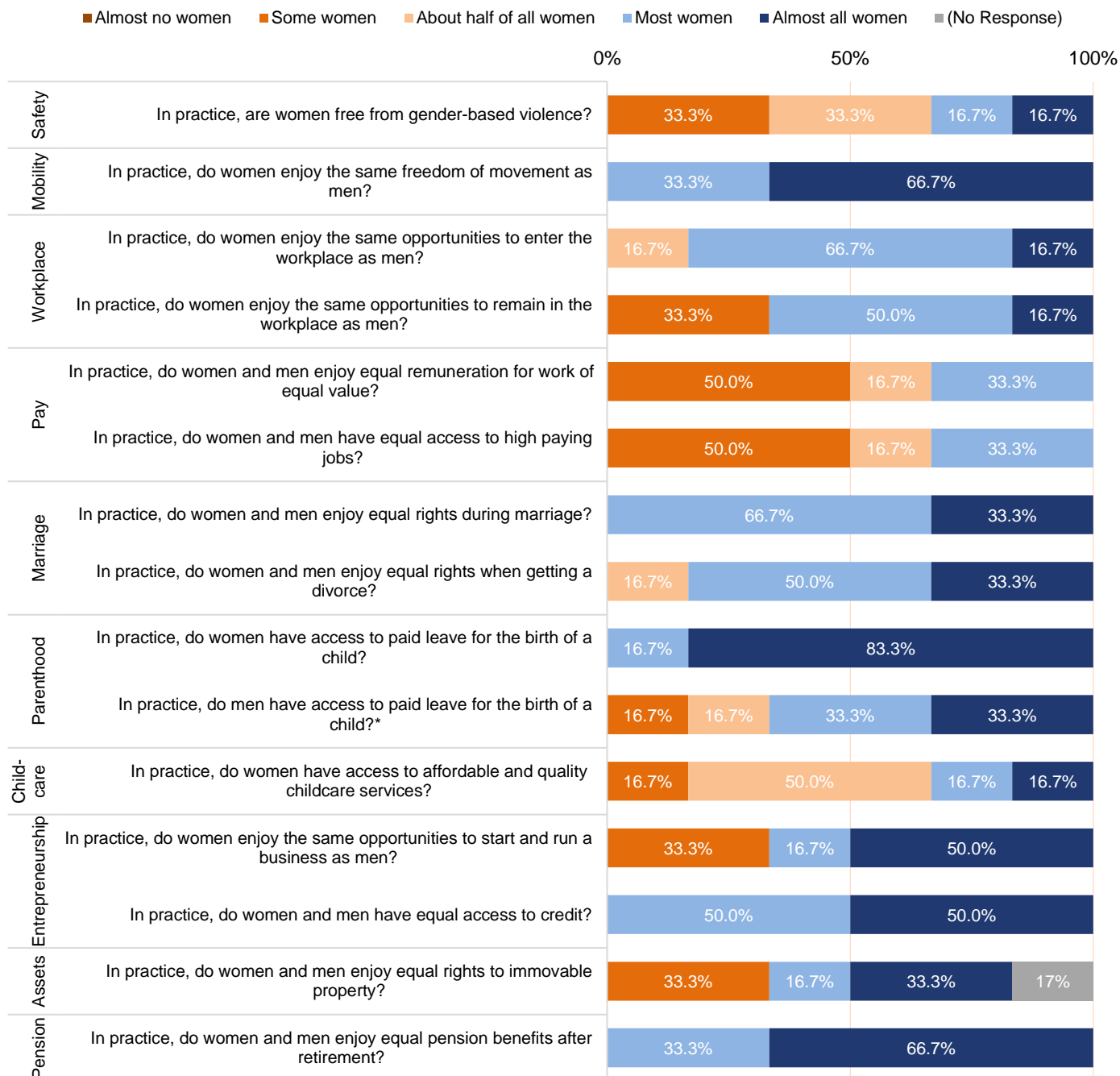
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	Ministry of Manpower: Guidelines on Occupational Health and Safety in the Event of Remote Work
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Law on the Prohibition of Discrimination, Art. 33
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistical Office of the Republic of Serbia: Labour Force Survey in the Republic of Serbia, 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Law, Art. 204
Are there specialized family courts?	Yes	Second Basic Court of Belgrade
Is legal aid available for family law disputes?	Yes	Ministry of Justice Legal Aid Procedures
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Law on Financial Support for Families with Children, Arts. 12 and 16
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Statistical Office of the Republic of Serbia: Time Use in the Republic of Serbia, 2021
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education; Official Website of the City Council of Belgrade
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Decision of the City Council of Belgrade No. 89/2020, Arts. 1, 2 and 4; Decision of the City Council of Belgrade 85/18, Arts. 1, 2 and 16
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Law on the Procedure for Enrollment in the Cadastre of Real Estate and Utilities, Art. 7



Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Republic Geodetic Institute
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pension and Disability Insurance, Arts. 98-99

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.