THEME:
Implementation of Anti-Discrimination Policies in Serbia

Mechanisms of Improving Institutional Capacities of the State to Prevent Hate Speech and Hate Crimes
Mirjana Dokmanović

The Republic of Serbia has introduced special circumstances for the determination of sentence for hate crime in the Criminal Code amended in December 2012. If a criminal offence is committed through hate based on race or religion, national or ethnic affiliation, sex, sexual orientation or gender identity of another, the court shall consider any aggravating factors except when it is not stipulated as a feature of the criminal offence. However, the State still neglects to consider mitigating factors. Moreover, it does not pay sufficient attention to eliminating verbal expressions of hatred and discrimination that often precede crimes motivated by hate. The paper discusses the possibility of improving education and coordinated activities of the State, particularly of courts, prosecutors, police and local self-governments, to combat hate speech and hate crimes. The aim of the paper is to present mechanisms of improving institutional capacities to prevent these phenomena that have been implemented within the project “Implementation of Anti-Discrimination Policies in Serbia” financed by the European Union. The paper concludes that central to the success of this process are the education of state actors, and the development of a value system based on equality and acceptance of diversity.

Key words: hate speech, hate crimes, crime prevention, police, judiciary.

Legal Status, Role and Competencies of the Commissioner for Protection of Equality
Nevena Petrušić

The Commissioner for Protection of Equality is an autonomous and independent state authority established on the basis of the Law on the Prohibition of Discrimination (2009), as a central national institution for protection from and suppression of discrimination. The article analyses the legal profile and position of the institution within the legal system, the role and scope of its authority in preventing and reacting to discrimination. In addition, the Commissioner’s acting upon complaints has been considered, as well as so-called strategic litigation, its potentials, and the indicators used for identifying strategically important cases of discrimination, and the requirements for initiating strategic litigation.

Key words: Commissioner for Protection of Equality, discrimination, complaint, strategic litigation.

On the Strategy of Prevention and Protection against Discrimination as the Basic Document of the State’s Anti-Discrimination Policy
The article presents legal and political aspects of the Strategy of prevention of and protection against discrimination. This is a binding commitment from the State given to its citizens in relation to reaching certain goals, principally towards eliminating discrimination in social life. The main aim of the presentation is to highlight factors which are necessary to ensure the Strategy is efficient in combating a culture of intolerance; in identifying what is necessary in practice to tackle discrimination, particularly discrimination against unpopular groups; so that a culture of intolerance among state agencies and organizations of civil society would be replaced by culture of mutual respect and equal opportunities. The article considers all categories that may be protected against discrimination, such as women, LGBT persons, people with disabilities, Roma people, elderly people, children, refugees, national minorities, internally displaced persons and people whose health condition might be the ground of discrimination.

**Key words**: Strategy of prevention and protection of discriminating, reasons and impetuses for adoption the Strategy, implementation of the Strategy in practice, monitoring

**Perception of Police on Discrimination in Serbia**
*Radomir Zekavica*

This paper presents and analyses results deriving from the research on the attitudes of criminal investigation officers in five police departments in Serbia: Belgrade, Novi Sad, Novi Pazar, Subotica and Vranje. The case studies examined the attitudes of members of criminal investigation police and their perception(s) of discrimination towards vulnerable groups. The study aimed to determine the level of animosity exhibited in speech, to analyse socio-ethnic distance, to observe reactions towards measures designed to improve the situation of vulnerable groups, to consider the relationship among institutions regarding their responsibility for the occurrence of discrimination and its impact on the reduction of it, to discuss personal experiences of discrimination and to analyse attitudes regarding certain claims of a stereotypical character. Moreover, the paper also presents a comparative analysis of similar surveys on the perception of citizens towards discrimination that have thus far been conducted in Serbia. The results demonstrated that the police in Serbia did not exhibit a particularly discriminatory attitude towards citizens. It is important to note that the most prominent socio-ethnic distances were exhibited in relation to Roma and members of the LGBT community.

**Keywords**: discrimination, police, criminal investigation, research, vulnerable groups.

**Implementation of Anti-Discrimination Legislation in the Sphere of Labor**
*Mario Reljanović*

The establishment of an anti-discrimination normative framework concluded with the adoption of Anti-discrimination Law in 2009. In the intervening five years since its implementation there has been various difficulties, doubts and misinterpretations in case law. This is particularly evident in the field of labor engagement, where discrimination is traditionally very common, and consequently
there is a necessity for efficient protection of employees. The aim of this research is to analyze and resolve problems perceived in practice, to point out misinterpretations and misapplications of anti-discriminatory norms in general, particularly in the field of labor, and to suggest solutions that would lead in following years to a harmonization of practices and therefore better protection of workers exposed to discrimination. The article highlights good practices and experiences of free legal aid providers as important elements in understanding the peculiarities of court procedures regarding discrimination in the sphere of labor.

Key words: discrimination during employment, employment relations, jurisprudence, international law, labor disputes.

The Impact of Public Policies on Economic Empowerment of Women in Serbia
Maja Branković Đundić

The subject of this article is the possibilities and ways in which public policies can effect economic empowerment of women. In this paper the social and historical factors that influence the development of gender-based economic inequalities and economic status of women in Serbia are presented. Additionally, the paper offers critical review of strategic documents and specific public policies in Serbia that address the improvement of the status of women from a gender aspect, and assess their potential impact on changes regarding gender inequality.

Keywords: economic empowerment, public policies, gender equality, strategies, women, Serbia.

OTHER ISSUE ARTICLES

Social Distance Towards Female Sex Workers and its Relations to Authoritarianism, Social Dominance Orientation and Self-Respect
Tijana Karić
Biljana Rašković-Živković
Vladimir Mihić

In this paper, we explored the in-group and outer-group social distance towards sex workers and its relations to authoritarianism, social dominance orientation and self-respect. The sample consisted of 92 participants from the general population and 45 female sex workers (age 18-50). The instruments used were the Bogardus social distance scale, the Authoritarianism scale UPA-S, the Social dominance orientation scale and the Rosenberg self-respect scale. The results indicate a rather high social distance towards sex workers, including the distance by the general population being higher than the distance of the sex workers towards their own group. The correlation of authoritarianism and social distance was significant, as was the correlation between authoritarian aggressiveness and stoicism and social distance. The relationship between social dominance orientation and self-respect and social distance in our research has been statistically insignificant, however it demonstrates the expected trends.

Key words: female sex workers, social distance, social dominance orientation, self-respect, authoritarianism.