

Mapping the extent and characteristics of gender-based discrimination in the labor market and the social response to it

On April 2011th, the Victimology Society of Serbia began with the realization of one-year project called Mapping the extent and characteristics of gender-based discrimination in the labor market and the social response to it. This project is part of a wider program of the United Nations Agency for Gender Equality and the Empowerment of Women (UN Women) Improving Economic and Social Rights in Serbia and Montenegro. The Mapping the extent and characteristics of gender-based discrimination in the labor market and the social response to it project aims to improve the overall position of women in the labor market and the protection of women who are subjected to various forms of discrimination in the labor market through the promotion of state responses to gender-based discrimination in the labor market. The project carried out two surveys:

1. The scope, structure and characteristics of discrimination against women in the labor market research, which is aimed at obtaining data on the scope, structure and characteristics of discrimination against women in the labor market in Serbia.
2. Organizations and institutions research come into contact with cases of gender discrimination in the labor market and are able to respond to these situations and provide assistance and support to women who face discrimination in this area of social relations, which aims to identify the institution and organizations in Serbia and their capacities in terms of reaction in cases of gender discrimination in the labor market and the recording of data on this phenomenon.

The following activities were implemented during the 2011th:

- Held a consultative meeting in Belgrade, on June 20th, 2011, as a preparatory activity for the conduct of organizations and institutions research that are or may come into contact with cases of discrimination against women in the labor market. The meeting was attended by representatives of state institutions, independent bodies, non-governmental and international organizations.
- Analysis of baseline - data collection and analysis of existing legislation, reports and other materials of state authorities, institutions and independent state body that come into contact with cases of gender discrimination in the labor market and are able to respond to these situations and provide assistance, and previous studies which addressed the issue of discrimination in the labor market.
- Create a questionnaire for collecting data within both of these studies.
- Pilot study for testing the instrument for data collecting on the scope, structure and characteristics of discrimination against women in the labor market.
- Training of surveyors / interviewers - one day workshop, which was held on July 15th 2011 in Belgrade. 16 people passed this training, after which they were collecting field data through direct interviews. The aim of the training was to familiarize interviewers with the case, the objectives and methodology of the research.
- Data collection – for data collection was used test-method by means of interviews (in both of these studies), and (electronic) survey (within the survey of existing institutions and organizations).
- Data processing.

The following activities were implemented during the 2012th:

- Analysis of the collected data in the above-mentioned research and writing of the report.
- In collaboration with UN Women, 12th of June 2012 in Belgrade, a roundtable was organized for presenting the results of the aforementioned studies in order to obtain suggestions from stakeholders in developing recommendations. The round table was attended by 15 representatives of relevant government institutions, independent state bodies and non-governmental organizations.
- Creation of an electronic database of existing institutions and organizations that have or could come into contact with cases of discrimination against women in the labor market.

- Creating brochures about to whom women who experience discrimination or other forms of violations of the labor market can turn to, both in employment and at work.
- The book promotion, for Discrimination against women in the labor market in Serbia, was organized . The promotion was held on 26th of September 2012th in the Media Center. The speakers on this occasion were Asya Varbanova, Project Manager of UN Women, and authors.

The results of the researches conducted during this project were published in the book- Ristanović-Nikolić, V., Čopić, S., Nikolić, J., Šaćiri, B. (2012) Discrimination against women in the labor market in Serbia, Belgrade: Victimology Society of Serbia and Prometej-Belgrade.

The project was a part of the United Nations Agency for Gender Equality and the Empowerment of Women (UN Women) Improving Economic and Social Rights in Serbia and Montenegro, which is financially supported by the Government of Norway.