

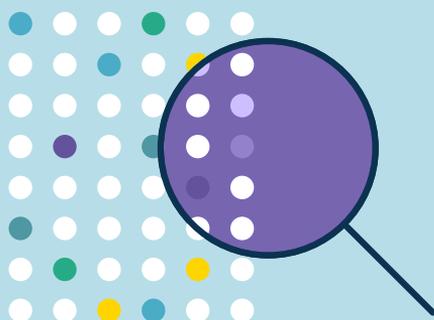


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Country Assessment Report

Serbia

2024

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COUNTRY ASSESSMENT REPORT

Country: Serbia

Organisation compiling the report: The Kvinna till Kvinna Foundation

Year: 01.2022-12.2022

INTRODUCTION

The purpose of this report is to assess the extent to which different processes concerning Serbia's accession to the EU are gender mainstreamed. Several processes have been assessed through data collection, interviews and desk research based on a joint methodology developed for all six Western Balkan countries (included as Annex to this report). Based on 10 criteria and 45 indicators, the report aims to provide an overview of the status quo in relation to gender-equality in the EU accession countries. Indicators were developed jointly and are based on the [Joint Communication on the new Gender Action Plan III – An Ambitious Agenda for Gender Equality and Women's Empowerment in External Action](#) accompanied by its [Objectives and Indicators](#), also known as the EU Gender Action Plan III (GAP III). The monitoring focuses on the two key actors in the EU accession process namely national governments (and relevant bodies therein) and the EU (European Commission and EU Delegations/EU Offices in country) and provides separate recommendations for each actor.

Serbia applied for EU membership in 2009 and in 2012 was granted candidate status, while the Stabilisation and Associations Agreement (SAA) entered into force in 2013. The European Council decided to start the negotiation process already in June 2013. In January 2014, Serbia held its first Intergovernmental Conference, which announced the start of the negotiation processes. So far, Serbia has opened 22 Chapters and provisionally closed 2.¹

This is the second report where the findings are compared with the first baseline report with data from 2021 and it is looking into the progress made in incorporating a gender perspective in different parts of the EU accession process and in relation to the GAP III implementation. The last column of each table assesses changes using a five-point scale where “-1” illustrates significant regression, “-0.5” signifies slight re-

¹ https://ec.europa.eu/neighbourhood-enlargement/enlargement-policy/negotiations-status/serbia_en

gression, “0” is no change, “0.5” illustrates some improvement, and “1” is significant improvement or complete implementation. This is used to assess the overall regress or progress in further integrating a gender perspective in the EU Accession process.

FINDINGS

Criterion a. Country Reports are gender-mainstreamed

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|---------------------------|---------------------------|--------|
| 1. Number of times gender is mentioned in the Country Report | 14 | 26 | 0.5 |
| 2. Number of times women/girls are mentioned in the Country Report | 28/4 | 34/5 | 0.5 |
| 3. Number of times boys/men are mentioned in the Country Report | 0/3 | 4/0 | 0 |
| 4. % of Chapters gender-mainstreamed ² | 3% (1 out of 33 chapters) | 3% (1 out of 33 chapters) | 0 |
| 5. Number of official recommendations on gender equality included in the Country Report ³ | 1 | 2 | 0.5 |
| 6. Number of other recommendations with a gender perspective included in the narrative of Chapters | 3 | 9 | 0.5 |
| 7. Extent to which Country Report uses sufficiently sex-disaggregated data | Minimally | Minimally | 0 |
| 8. Extent to which issues recommended by women’s organisations are included in the Country Report, based on your knowledge | Moderately | Minimally | -0.5 |

The 2022 country report for Serbia refers to women and girls, and includes a gender perspective in certain areas, with an increase compared to 2021. Many chapters remain gender blind, and men and boys are still almost not mentioned at all, reenforcing men as the norm. References are limited despite the overall length of the report which for 2022 is 147 pages (increased from 134 in 2021). There is information concerning women’s

² For a chapter to be gender-mainstreamed it would need to include specific reference to the situation and needs of women and girls, men and boys in a particular sector/domain or/and specific gender aspects emerging from your analysis of a specific sector/domain. It should also, ideally, include an analysis of key barriers preventing progress in a specific sector/domain such as, for example, lack of housing, land and property rights for women’s access to economic rights.

³ Official recommendations are those in the grey boxes.

rights and gender equality in six chapters: 19 (Social policy and Employment), Chapter 23 (Judiciary and Fundamental Rights), Chapter 24 (Justice, Freedom and Security), Chapter 26 (Education and culture) and Chapter 28 (Consumer and health protection) and Chapter 31 (Foreign, security and defence policy). One official recommendation is included referring to women in Chapter 19 and Chapter 23 respectively:

- ensure adequate financial and institutional resources for employment and social policies to more systematically target the young, women and long-term unemployed; in particular, take further steps to start piloting the Youth Guarantee in Serbia;
- Start implementing the strategies on anti-discrimination, gender equality, violence against women and de-institutionalisation; actively counter hate-motivated crimes and establish a track record of investigation and convictions;

The recommendation in Chapter 19 has been repeated in several country reports so far. With the recommendation in Chapter 23, there is an increase in official recommendations referring to women's rights in the report.

Compared to 2021, in the 2022, we also see an increase in other recommendations included in the narrative parts of Chapters 19, 23 and 26:

- Chapter 19: It acknowledges the changes made in the Law on financial support to families with children adopted in December 2021 which *removed some discriminatory provisions in family leave rights, but the legislation needs to be further aligned with the EU acquis with regards to paternity, parental and maternity leave rights.*
- Chapter 23: Recommendation that the *implementation of the Law against domestic violence needs to be improved* (which remains the same as from 2021). What is new in the 2022 report is one concrete example of how the implementation of the law can be improved, namely an *integrated system must be set up for collecting and monitoring cases of violence disaggregated by type of violence and by relationship between perpetrator and victim.* In addition, with reference to GREVIO, there are three other recommendations including *amending the definition of rape in the criminal code to comply with the Istanbul Convention, more comprehensive response to all violence against women covered by the Istanbul Convention, not only domestic, as well as adequate funding to ensure improved access to quality services in this area.*
- Chapter 23: In regard to access to justice, *there is a need to further raise awareness of the availability of legal aid among the most vulnerable and marginalised individuals, also in light of the recommendations to Serbia from the Committee of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) regarding women's access to justice in all cases of gender-based discrimination.*
- Chapter 23: Recommendation for *more efforts in complying with the Law on the planning system, which requires that action plans are adopted within three*

months of the adoption of related strategies. This recommendation refers among others, to the Action Plan tackling violence against women.

- Chapter 23: Recommendation for *more efforts to collect official sex-disaggregated data and statistics, which are lacking in several domains.*
- Chapter 26: Recommendation for *further efforts to develop teaching materials and empower teachers to build student competences related to gender equality, health, reproductive health, mental health, sexuality education, prevention and response to all forms of gender-based violence, including sexual abuse (same as in 2021).*

Following the criteria set in the methodology for assessing the extent to which chapters are gender mainstreamed, only one of these six chapters; Chapter 19, can be considered fully gender mainstreamed. A gender perspective is rarely mentioned in the other five. For example, in Chapter 23 women are mentioned under the Fundamental rights section, while completely missing in the Functioning of the judiciary, including quality of justice and domestic handling of war crimes, and in the Fight against corruption. In Chapter 24 women are mentioned under Fight against organised crime only in reference to human trafficking. Regarding gender-disaggregated data presented in the report it is a welcome improvement to see that data from the Gender Equality Index has been used. Still, there is room for further gender-disaggregated data to be presented in, and mainstreamed throughout, the report.⁴ Compared to 2021, there is progress in the report for 2022, which includes reference to obligations under the Law on gender equality in the area of Culture in Chapter 26, and brief reference to the Gender Equality Office in the Ministry of Defence in Chapter 31.

The EUD values the input received by WCSOs and tries to incorporate it in the country report. Many EU officials, however, are involved in the process and what is in the draft report often does not remain the final country report.⁵ Some of the input by WCSOs has been reflected in the country report, especially referring to human trafficking. In the sphere of social protection, WCSOs' input were not addressed in the report, as the report only gave a more generalised overview. The input referring to lack of women's participation in peace negotiation processes, especially in the context of the Belgrade-Pristina EU-facilitated dialogue was not included in the report.⁶ This issue was also not included in the previous country report.

If we compare the data from the baseline year 2021 with 2022, there is a slight improvement in several of the indicators in this criterion, except for the percentage of Chapters gender mainstreamed and the usage of sex disaggregated data. There is still space for improvement in both areas and an increased use of sex disaggregated data could greatly support the mainstreaming of Chapters, which has also been noted in the Midterm evaluation of the implementation of GAP III⁷.

⁴ <https://kvinnatillkvinna.org/publications/friends-or-foes/> (accessed 18.05.2023)

⁵ In depth interview

⁶ In depth interviews.

⁷ https://international-partnerships.ec.europa.eu/system/files/2023-05/eu-gender-action-plan-iii-mid-term-evaluation-volume-2-case-study-notes_en.pdf (accessed 27.09.2023)

Criterion B. Stabilisation and Association Committee meetings include gender issues

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|---|---------------------|---------------------|---------------------|
| 9. % of SAA Committee meetings with gender equality issues on the agenda | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 10. % of Sub-committee meetings with gender equality issues on the agenda | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 11. Extent to which women's organisations were consulted by the EU ahead of the Sub-committee meetings | N/A | Not at all | Cannot be concluded |
| 12. Extent to which SAA Committee and Sub-committee meetings conclusions attend to gender equality issues | N/A | Cannot be concluded | Cannot be concluded |

Information about these meetings is not publicly available. From the list of documents⁸ that were shared with the Council working group on Enlargement and Countries Negotiating accession (COELA) it was visible that all seven Sub-committees had meetings during 2022:

- SAA Sub-committee on Economic and Financial Issues and Statistics;
- SAA Sub-committee on Transport, Energy, Environment, Climate change and Regional Development,
- SAA Sub-committee on Trade, Industry, Customs and Taxation,
- SAA Sub-committee on Research and Innovation, Information Society and Social Policy,
- SAA Sub-committee on Internal market and Competition,
- SAA Sub-committee on Justice, Freedom and Security,
- SAA Sub-committee on Agriculture and Fisheries.

The 8th meeting of the EU-Serbia Stabilisation and Association Committee was also held.

Further information about the agenda points, participants, discussion and conclusion could not be found. The situation remains the same as for 2021. On the website of the EU Delegation to Serbia, the latest information available for these meetings is from 2017⁹, while on the website of the European External Action Services (EEAS), there is no information on the meetings taking place for Serbia (information is available for

⁸ <https://data.consilium.europa.eu/doc/document/ST-5141-2023-INIT/en/pdf>; <https://data.consilium.europa.eu/doc/document/ST-5144-2023-INIT/en/pdf>; <https://data.consilium.europa.eu/doc/document/ST-5146-2023-INIT/en/pdf>; <https://data.consilium.europa.eu/doc/document/ST-5148-2023-INIT/en/pdf> (all accessed on 07.04.2023)

⁹ <https://europa.rs/?s=SAA+committee&lang=en> (accessed 17.05.2023)

Kosovo*, BiH and North Macedonia)¹⁰. Meetings with WCSOs before Sub-committee meetings were only mentioned for 2023 in the interviews with EUD official and WCSOs.

Unfortunately, due to lack of availability of data for these indicators we are not able to determine the developments between the two years.

Criterion C. EU strategic engagement at country-level on gender equality is in place

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|-----------------|-------------|--------|
| 13. Country-level Implementation Plan for GAP III agreed and transmitted to HQ (Brussels) (indicator 5.1 GAP III) | Yes | yes | 1 |
| 14. Gender Country Profile conducted / updated | Yes | yes | 1 |
| 15. Fully-fledged gender analysis conducted / updated | No | No | 0 |
| 16. Number of sector-specific gender analyses for the priority areas under the programming cycle 2021-2027 developed and transmitted to HQ (Brussels) (indicator 5.2) | 1 | 1 | 0.5 |
| 17. Extent to which EU Delegation engages in dialogue on gender equality with governments, national gender equality mechanisms, parliaments and other institutional actors (indicator 7.1) | Moderately | Moderately | 0 |
| 18. Extent to which EU Delegation consulted civil society including women's organisations for the development of the Country-level Implementation Plan | Moderately | Extensively | 0.5 |
| 19. Extent to which EU Delegation engages in dialogue on gender equality with civil society including women's organisations (indicator 7.2) | Minimally | Moderately | 0.5 |
| 20. Extent to which EU Delegation engages in dialogue with civil society on women, peace and security issues in partner countries (indicator 7.2) | Minimally | Minimally | 0 |

As reported in the baseline report, the Country Level Implementation Plan (CLIP) was developed through several consultations with different stakeholders, including the national Gender Equality Machinery, EU Member States, international institutions and CSOs, as well as through two rounds of input to the draft document. Kvinna till Kvinna's partner organisations attended the consultation and submitted their input for the preparation of the CLIP. Even though this monitoring report looks at the process in 2022, it is worth mentioning that in 2023, the EUD will be updating the CLIP, with plans to do so in a broader consultation process with different stakeholders.

* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence
 10 https://www.eeas.europa.eu/search_en?fulltext=SAA+subcommittee+meeting (accesses 17.05.2023)

Information about the Gender Country profile was also presented in the baseline 2021 report. During the process of updating the CLIP, the need for updating the Gender Country Profile will also be discussed.

One sector specific gender analysis was conducted in the employment sector¹¹ making it two in total so far from 2021 to 2022. This process should continue with new gender analyses being prepared, covering different sectors and enabling effective gender mainstreaming. The government has prepared changes to the law tackling entrepreneurship and affecting women's ability to maternity and sick leave, which was emphasised as a direct effect of the gender analysis in the employment sector.¹²

The EUD has good cooperation with the Coordination Body for Gender Equality and UN Women, especially in the IPA programming. Through the Gender Equality Facility project, there was cooperation between the Ministry of European Integration (MEI), the Coordinative body for gender equality and the EUD, where women experts from civil society were engaged to support the mainstreaming of programming¹³. Under criterion D and H, a more thorough analysis of the IPA Programming for 2022 is provided and considering the findings that refer to incorrect gender marking of programmes, there is need to rethink the process of gender mainstreaming IPA Programming.

The changes in Parliament affect continuous effective cooperation with the EUD and there is still space for improvement. When it comes to the Government, the newly established Ministry for Minority and human rights held around ten social dialogues in 2022, where several related to gender equality, and of which were attended by the EUD.

When it comes to the dialogue with (W)CSOs, the EUD organises consultations for county reports and also IPA Programming. In the autumn of 2022, a Sounding Board of WCSOs was established, as a result of the cooperation between Kvinna till Kvinna, its partner organisations in Serbia and the EUD. The purpose of this Sounding Board is to establish meaningful and regular dialogue on gender equality priorities and gender dimensions of key political, economic and social processes between WCSOs and the EUD in Serbia. This is intended to include exchanges on the thematic priorities established in the CLIPs, coordination on the development/roll-out of specific EU programmes and outreach activities under the CLIP, contribution to the annual monitoring of the implementation of the CLIP, collecting civil society input into policy/political dialogue touching upon gender equality issues planned between the EUDs and government representatives as well as discussing the gender dimension of reforms put in place in the framework of the EU accession process and the contributions of WCSOs. In 2022, one meeting on the topic of gender-based violence (GBV) was held in December where Deputy Heads of Missions were present. Apart from this organised form of consultation, WCSOs shared that sometimes invitations come directly from the EUD for consultations and input and in some cases from the TACSO office for Serbia.

The EUD, in their response, estimates that they engage with WCSOs at least once a year on the issues on peace and security, recognising the lack of involvement of women in peace negotiations, and especially in the Belgrade-Pristina EU-facilitated dialogue.

11 <https://eca.unwomen.org/en/digital-library/publications/2023/06/womens-entrepreneurship-in-serbia-10-years-later>

12 In-depth interview with EUD, 07 June 2023

13 ibid

Further efforts are needed for a more structured and meaningful dialogue with WCSOs on the WPS Agenda and on integrating a gender perspective in the reconciliation and normalisation of relations between Kosovo and Serbia.

Criterion D. EU mainstreams gender in all actions and targeted actions

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|---------------------------------|-------------------------------|---------------------|
| 21. Number and % of new actions ¹⁴ that are gender responsive / targeted (GM1 + GM2) at country level (indicator 1.1 GAP III) | 2/40% ¹⁵ | 6/100% | 0.5 ¹⁶ |
| 22. Number and % of new gender targeted action (GM2) implemented from national allocation (indicator 1.2 GAP III) | 0/0% | 0/0% | 0 |
| 23. Total funding in support of gender equality at country level (GM1 + GM2) (indicator 1.3 GAP III) | 15 500 000.00 EUR ¹⁷ | 168.700.000 EUR ¹⁸ | 0.5 |
| 24. Amount of funding directed towards women's organisations and movements at country level (indicator 1.4 GAP III) | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 25. % of new actions supporting public finance management reforms that include a gender budgeting component (indicator 3.1 GAP III) | Cannot be concluded | Cannot be concluded | Cannot be concluded |

Under criterion H, there is more information on Action Documents for 2022, which should be the base for individual calls for proposals and selection of grants. Following the fact that all six Action Documents are marked with GM1, which should lead to increased funding to Gender Equality and Women Empowerment (GEWE), the score shows some progress in the programming. However, in reality, due to inconsistency and incorrect marking of programmes, we can unfortunately conclude that there is no progress in gender mainstreaming the Action Documents.

The total funding provided by the EU for all six Action Documents is 162.200.000 EUR while there is also co-funding of 35.850.000 EUR, totalling 198.050.000 EUR. Co-funding is envisioned only for three of the Action Documents, where the Government of Serbia will co-fund two, in the amount of 34.700.000 EUR and the remaining 150.000 EUR are co-funding from CSOs. It is important to note that the funds allocated for all six Action Documents for 2022 are counted by the EU as funding in support of gender equality, despite the fact that these documents are marked with GM1 and the allocated funds will not go solely to gender equality or support to gender equality. Because of this the rating for progress is 0.5 meaning there was some progress.

14 An Action shall be defined as contracts. New shall refer to the last year, based on the date on which they were signed (as equality, despite the fact that these documents are marked with GM1 and the allocated funds will not go solely to gender equality or support to gender equality. Because of this the rating for progress is 0.5 meaning there was some progress.

15 This has been adapted since the 2021 monitoring report because the EU published the Action Document on the EU Civil Society Facility and Media Programme for Serbia 2021-2023 after the 2021 monitoring report had been finalized. This has been updated to reflect this Action Document, approved in 2021.

16 The rating here is based only on the marking of the Action Documents. In reality this rating would be lower as the Looking into the future target to have at least one new stand-alone gender-targeted action (GM2) on one of the Action documents neither for 2021 nor for 2022, is marked with GM2. Within the IPA III programming, Serbia has until 2025 to reach this target.

17 This amount sums up the total funding under all of the Action Documents for 2021 including the funding designated for 2022 in the Multi Annual Civil Society Facility Programme for Serbia 2021-2023

Information on these indicators, especially 24 and 25, are being collected by the EC during the time of writing the report, and could not be shared ahead of the publication of the GAP III midterm monitoring report.

Criterion E. The EU leads by example

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|---------------------|---------------------|---------------------|
| 26. Number and % of women in senior and middle management positions in the EU Delegation/Office (indicator 10.1 GAP III) | Cannot be concluded | 1 (33.33%) | Cannot be concluded |
| 27. % of management trained on gender equality and GAP III in EU Delegation and CSDP mission (indicator 10.2) | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 28. % of management trained on women, peace and security in EU Delegation and CSDP mission (indicator 10.2) | N/A | Cannot be concluded | Cannot be concluded |
| 29. Number of Gender Adviser / Gender Focal Points in the EU Delegation and CSDP mission | 1 ¹⁹ | 1 | 0 |

In 2022, the EU Ambassador and Head of Cooperation were men, while Deputy Head of Mission was a woman.

Information on the indicator 27 and 28 were requested by EUD in Serbia but could not be shared with the author ahead of the publication of the GAP III midterm report.

There has been no change to the number of GFPs in the EUD. The EUD in Serbia has one appointed Gender Focal Point since 2015. The position is not full-time and the person holding it is double-hatted, following also Human Rights. GAP III commits to ensure that Gender Advisors, Gender Focal Persons/Points (GFP) are in place and trained and have job descriptions that refer to their work on gender equality and the implementation of GAP III. Interview responses indicated that both EU officials and WCSOs think that more effort should be invested in securing full-time GFPs, providing more space and senior level-support for gender equality work, especially in view of GAP III implementation and requirements.

¹⁹ For the purpose of this monitoring, we are counting the number of people engaged which does not represent fulltime positions and thus in reality the score is lower. This is also explained in the text below the table.

Criterion F. Government adopts legislation in line with the EU Acquis Communautaire on gender equality and consults women's organisations

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|---------------------|---------------------|---------------------|
| 30. Extent to which gender equality is addressed in the National Programme for the Adoption of the Acquis (NPAA) | Moderately | Cannot be concluded | Cannot be concluded |
| 31. Extent to which key laws on gender equality and EU accession are open for public consultation | Moderately | Moderately | 0 |
| 32. Extent to which inputs on Laws / amendments / policies by women's organisations in line with the EU Acquis on gender equality are taken on board | Minimally | N/A | Cannot be concluded |
| 33. Extent to which new sectoral strategies are publicly available | Fully | Fully | 1 |
| 34. Extent to which new sectoral strategies mainstream gender equality | Moderately | Moderately | 0 |
| 35. % of sector working groups (or the like) with women's rights organisations included/represented | Cannot be concluded | Cannot be concluded | Cannot be concluded |

In July 2022, the government of Serbia adopted the fourth revision of the National Programme for Adoption of the Acquis (NPAA) covering the period 2022-2025.²⁰ In the introductory part of the NPAA all stakeholders involved in the preparation of the document are listed, but CSOs are not mentioned at all. The fourth revision, unlike the third revision, does not contain any narrative explanation, it only contains a table of the laws and policies that are planned to be adopted. Because of this, it is not possible to determine to what extent the laws and policies listed in the document contain a gender perspective or reflect the rights and priorities of women. The only explicit mentioning of women in the document is in relation to the implementation of the Law on Gender Equality, building a new facility in the penitentiary institution for women and preparing a rulebook for protecting women in the labour market during pregnancy and leave. Men are not mentioned at all. On the website of the MEI there is a report regarding the implementation of the NPAA in the third and fourth quarter of 2022²¹. This report also does not contain a narrative explanation and the only explicit reference to women is – again - in relation to building a new facility in a women's penitentiary. Since in both 2021 and 2022, different NPAA's are valid and the second NPAA is missing a narrative explanation, it is difficult to determine whether there has been progress or backlash in gender mainstreaming the NPAA.

There is a legal obligation for public consultations²² as part of the law adoption process. WCSOs, however, report that the actual consultations should be improved as they often

²⁰ <https://www.mei.gov.rs/srl/dokumenta/nacionalna-dokumenta/npaa> (accessed 05.06.2023)

²¹ https://www.mei.gov.rs/upload/documents/nacionalna_dokumenta/npaa/npaa-3-4-22.pdf (accessed 05.06.2023)

²² Law on planning systems, <https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/eli/rep/sgrs/skupstina/zakon/2018/30/1/reg>

happen during holiday seasons, including the summer holidays, the time for input is often very short and sometimes the format for the feedback is limiting the opportunities for substantial feedback. WCSOs assess that government institutions rarely accept the proposals coming from CSOs. CSOs also add that they are not meaningfully involved in processes so that they can bring their input in the initial phases, where there is more possibility of genuine influence. Laws are usually open for input when there is a draft, which means that substantial input is not considered.²³ Additionally, respondents shared that because of the general elections held in 2022, no laws regarding gender equality were passed by the Parliament that year.

National strategies are publicly available on the website of the government²⁴ but there is also a website aimed at coordinating development assistance, where sectoral strategies are also listed, but none are recently adopted.²⁵ The page is outdated, with information about IPA II, but still available online without reference to any, more recent, page that contains current information.

For the purpose of this analysis, as concrete information about sectoral strategies was not available on the MEI's website, we were only analysing strategies adopted in 2022 that were publicly available. Eight strategies²⁶ and two decisions for changing previously-adopted strategies have been adopted in 2022. Out of the eight new strategies, one is fully gender mainstreamed, namely the Strategy for Prevention and Protection against Discrimination 2021-2030, and one is extensively gender-mainstreamed; the Strategy for social inclusion of Roma men and women 2022-2030. Two strategies make reference to women and gender equality to a moderate extent, namely the Strategy for creating enabling environment for civil society organisations 2022-2030 and Strategy for developing the system for implementing criminal sanctions 2022-2027. Two Strategies,²⁷ however, mention these perspectives to a very limited extent and two Strategies²⁸ do not mention women, men or gender equality at all. Moreover, the Strategy for integrated border management 2022-2027, mentions that terminology used in the document refers equally to men and women, without an assessment of the different ways women and men are affected in the area regulated with this document.

Only the Strategy for Prevention and Protection against Discrimination has been identified by interview respondents as sector strategies adopted by the government in relation to the EU accession process.

Finally, there is no information available on the website of the MEI on the composition of the sector working groups. Namely they mention negotiation groups, but in their

23 Interviews with WCSOs

24 <https://www.srbija.gov.rs/dokument/45678/strategije-programi-planovi.php> (accessed on 19.05.2023)

25 <http://www.evropa.gov.rs/evropa/publicsite/Documents.aspx> (accessed on 19.05.2023)

26 Long term strategy for motivating investment in renewing national funds for buildings till 2050; Fiscal Strategy for 2023 with projections for 2024 and 2025; Strategy for integrated border management 2022-2027; Decision for changing and amending the Strategy for public administration reform 2021-2030; Strategy for creating enabling environment for civil society organisations 2022-2030; Decision for changing Strategy for development of judiciary 2020-2025; Strategy for prevention and protection against discrimination 2021-2030; Strategy for social inclusion of Roma men and women 2022-2030; Strategy for deinstitutionalisation and development of community social protection services 2022-2026; Strategy for developing the system for implementing criminal sanctions 2022-2027

27 Fiscal Strategy for 2023 with projections for 2024 and 2025 and Strategy for deinstitutionalisation and development of community social protection services 2022-2026. Important to note that the initial version of the Fiscal Strategy is completely gender blind and in the Revised Fiscal Strategy one paragraph has been added with reference to women's employment.

28 Long term strategy for motivating investment in renewing national funds for buildings till 2050 and Strategy for integrated border management 2022-2027

composition, none of the 35 negotiation groups include civil society representatives. We are not able to determine the percentage of sector working groups where WCSOs are included, nor if there has been progress in this area, since we also did not receive any response from the MEI.

Criterion G. Government implements recommendations on gender equality included in the Country Report

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|-----------------|-----------|--------|
| 36. Extent to which recommendations on gender equality included in the Country Report have been implemented by the government/institutions | Moderately | Minimally | -0.5 |

As this report analyses processes in 2022, for this score we are analysing the extent to which the Serbian government made efforts to address the recommendations of the EC Serbia report for 2021. The rating in the last column subsequently compares the efforts made in 2021 and 2022 to address the recommendations from the 2020 and 2021 reports. The 2021 had one official and three other recommendations in relation to gender equality and women’s empowerment. The official recommendation on ensuring adequate financial and institutional resources for employment and social policies to more systematically target women (among a few other groups), is the same for three years in a row: 2020, 2021 and 2022 which means that there was little or no progress in implementing this recommendation. The same is true for the recommendation on improving the implementation of the law against domestic violence and efforts to enrich teaching materials with gender-relevant content, all remaining the same in the 2022 report. For the Law on Prevention of Domestic Violence, the two examples of how to improve the implementation are added in the report from 2022, namely the fact that an integrated system for collecting and monitoring cases of violence disaggregated by type of violence and by relationship between perpetrator and victim still does not exist, and amending the definition of rape in the Criminal Code. Regarding the third recommendation, *improving access to healthcare services for people with disabilities, people living with HIV, children and adults who use drugs, prisoners, women involved in prostitution, LGBTIQ persons, internally displaced persons and the Roma*, the 2022 report just notes that this remains an issue.

The EUD recognises that there had been efforts to address some of the recommendations and shortcoming mentioned in the 2021 report by the Serbian Government, however there were also areas where further efforts are still needed. It was noted that two Action Plans are still missing, namely, the Action Plan for implementing UN Resolution 1325 on Women, Peace and Security and the Action Plan for Implementing the Strategy for Prevention and Combating gender-based violence. For the first Action Plan, it is important to note that the last one ended in 2020, which means there is a two-year gap already in fulfilling government commitments to the UN Resolution. One of the reasons mentioned for the delay is the discussion around which Ministry should be responsible for implementing this Resolution now that there is a new Ministry for Human and Minority Rights and Social Dialogue. Despite the significance of these processes, there were no explicit recommendations in 2021 regarding the action plans, as the report

only noted that these were missing. Having Action Plans in place is a crucial step in implementing the adopted Strategies, however, neither the 2021 nor 2022 report include any clear recommendation for adopting the Actions Plans.

Same as for the 2020 report, the 2021 report for some of the processes, was mainly noting the current situation, rather than recommending concrete steps that the government should take in order to improve the situation.

Criterion H. Programming of IPA III at national level prioritises gender equality

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|--|---------------------|---------------------|---------------------|
| 37. Extent to which responsible government bodies consulted women's organisations for the development of the Multi-annual Indicative Programmes [IPA III Strategic Response] | Not at all | Not at all | 0 |
| 38. Extent to which Multi-annual indicative Programme [IPA III Strategic Response] includes gender equality objectives | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 39. Extent to which annual Indicative Programmes or Action Documents contain a gender perspective | Minimally | Minimally | 0 |

The IPA III Strategic response is still not publicly available at the writing of this report. WCSOs interviewed are not aware of this document and were neither consulted in the preparation of the Strategic Response, nor are they aware of any revisions or updates of the document. As this document is not publicly available, it cannot be concluded whether and to what extent it includes gender equality objectives and considerations. Based on the Action Document for 2022, which derive from the Strategic Response, it can be assumed that this document minimally includes gender equality objectives.

On the website of the European Commission,²⁹ Action Documents for 2022 are available and accessible, as six were adopted for 2022, as follows:

- EU support to Fundamental Rights³⁰
- Sector Reform Performance Contract for Justice Reform³¹
- EU Integration Facility³²
- Sector Budget Support for Public Administration Reform³³

29 https://neighbourhood-enlargement.ec.europa.eu/enlargement-policy/overview-instrument-pre-accession-assistance/serbia-financial-assistance-under-ipa_en

30 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342650.PDF (accessed 28.03.2023)

31 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342651.PDF (accessed 28.03.2023)

32 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342652.PDF (accessed 28.03.2023)

33 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342653.PDF (accessed 28.03.2023)

- EU support to speed up the Implementation of the Green Agenda in Serbia³⁴
- EU for Inclusive Growth through Improved Social Service Provision and Quality Systems for Labour and Education³⁵

All six Action Documents are marked with gender marker 1 (GM1).

The Action Document for EU support to Fundamental Rights has almost no reference to women's rights and gender equality. Following OECD GAD criteria³⁶ for marking, there is no reference to gender analysis in this Action Document, nor any reference to women's right and gender equality in the context section. The document also fails to include any explicit gender equality objective or gender sensitive indicator. None of the indicators in the Logical Framework is sex-disaggregated and sex-disaggregated data is not used at all in the document. The only reference to women is in Activity 3.1: *Ensured professionalism of journalist and media market*, where it states that measures will contribute to implementation of the Strategy for development of public information system of the Republic of Serbia and more specifically by "creating conditions for greater representation of women (journalists) among editors and in deciding positions, as well as working conditions that enable the reconciling business and private obligations". In the mainstreaming section it mentions that the Action Document will contribute to EU Gender Equality Strategy with "systematic collection of gender-disaggregated data, provision of specific raising awareness events related to women and gender empowerment of women IDPs and returnees, facilitating their access to administrative and judicial authorities, labour market, promoting women's entrepreneurship and women-led start-ups, presence of women in decision-making processes in society (e.g. local communities), mainstreaming gender issues in the action implementation." This document does not fulfil the criteria to be marked with GM1.

The Action Document for Sector Performance Contract for Justice Reform has also limited reference to women's rights and gender equality. Most information is included under the mainstreaming section³⁷, stating that the document has been scanned for gender marking and it was identified that Action objectives (outcomes) and results (outputs) are not specifically designed to target gender equality. This goes against the requirement by OECD, where it is necessary to have at least one explicit gender equality objective as one of the five criteria in order to mark the document with GM1. The document additionally does not mention gender analysis and the only reference to gender equality in the context section is the information about gender responsive budgeting (GRB) and its role in preparation of the budget. None of the indicators and data is gender-disaggregated. The only reference to gender equality and women's rights is the mentioning of GRB under the Public Financial Management section, stating that there has been involvement in this approach since 2016 when GRB was initially introduced. In the gender mainstreaming section, the Action Document states that: *Although the Action is not recognising specific gender related intervention, [the] Action will take into consideration the requirements of the recently adopted Law on Gender Equality and pri-*

34 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342654.PDF (accessed 28.03.2023)

35 https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-12/C_2022_9260_F1_ANNEX_EN_V3_P1_2342655.PDF (accessed 28.03.2023)

36 <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>

37 Text in the mainstreaming section: *As per OECD Gender DAC codes identified in section 1.1, this action is labelled as G1. This implies that proposed Action has been screened against the markers, but it is identified that Action objectives (outcomes) and results (outputs) are not specifically designed to target gender equality.*

orities defined by the Gender Equality Strategy 2021-2030. Consequently, gender perspective will be promoted in interventions financed through IPA III and thereby better serve the needs of citizens, both women and men. Whenever relevant, the particular needs of women and girls will especially be taken into consideration, through gender disaggregated statistics and indicators and/or GRB in line with the requirements of the EU gender equality strategy 2020-2025. This document does not fulfil the criteria to be marked with GM1.

The Action Document for EU Integration Facility does not make any reference to gender analysis, nor does it include gender equality and women's rights in the context analysis. The only reference in the context section is that this action will contribute to the Sustainable Development Goal 8 with among other things *decent work for all women and men*. It also states that women food producers will be included in trainings and educational campaigns. The information under the gender mainstreaming section is very similar to the one included in the Action Document for Sector Performance Contract for Justice Reform³⁸. This document mentions that in the monitoring, gender-disaggregated participation documentation will be prepared among other documentation. None of the outcomes and outputs are gender explicit or sensitive. Sex disaggregated data is not included in the document. This document does not fulfil the criteria to be marked with GM1.

The Action Document for Sector Budget Support for Public Administration Reform makes reference to GRB in the same way as the Action Document for Sector Performance Contract for Justice Reform. Information under the mainstreaming section is similar to the one in both the Action Document for EU Integration Facility and the Action Document for Sector Performance Contract for Justice Reform³⁹. Gender analysis is not mentioned at all. The Action Document mentions that the Public administration Reform's strategic framework was designed with full consideration of gender equality promotion and girls' and women's empowerment, and that: *The main results achieved in this area comprise application of GRB together with gender sensitive indicators in programmes, programme activities and projects of all budget users at all levels, taking into account gender issues when choosing public policy options within the development of planning documents*. The document says that gender issues will be included into design and implementation of the Annual Training Programme for Civil Servants without specifying how. None of the outcome and outputs is gender explicit or sensitive. Sex-disaggregated data is not included in the document. This document does not fulfil the criteria to be marked with GM1.

The Action Document for EU support to speed up the Implementation of the Green Agenda in Serbia, even though it is marked with GM1, under the mainstreaming section, it states that it does not target gender equality⁴⁰. It states that the reason for this is *"lack of proper data, consultation process and proper gender analysis, based on available document"*. Despite this, in the problem analysis, this document mentions the impor-

38 Text in the mainstreaming section: *As per OECD Gender DAC codes identified in section 1.1, this action is labelled as G0. This implies that proposed Action has been screened against the markers, but it is identified that Action objectives (outcomes) and results (outputs) are not specifically designed to target gender equality.*

39 Text in the mainstreaming section: *As per OECD Gender DAC codes identified in section 1.1, this action is labelled as G0. This implies that proposed Action has been screened against the markers, but it is identified that Action objectives (outcomes) and results (outputs) are not specifically designed to target gender equality.*

40 Text in the mainstreaming section: *As per OECD Gender DAC codes identified in section 1.1, this action is labelled as [G2 / G1 / G0]. This implies that the proposed intervention has been screened against the marker but has not been found to target gender equality...However due to the lack of proper data, consultation process and proper gender analysis, based on available document, it can be concluded that this project does not target gender equality*

tance “to include female owned small and medium enterprises (SMEs) in programs and actions that will contribute to development of sustainable and green business”. It also includes women’s organisations as relevant stakeholders for the action, among others. None of the outcomes and indicators are gender specific or sensitive. Sex-disaggregated data is not included in the document. This document does not fulfil the criteria to be marked with GM1.

The Action Document for EU for Inclusive Growth through Improved Social Service Provision and Quality Systems for Labour and Education, in the context section makes reference to gender equality commitments in Serbia’s Social Protection Strategy, the Strategy for the Prevention and Combating of Gender Based Violence against Women and Domestic Violence, the Strategy on Gender Equality and Sustainable development Goal 8. In the explanation under activity 2.3. *Harmonization of labour legislation with the EU acquis*, it says that it will consider also gender equality. There is reference to the Gender Equality Strategy in the mainstreaming section and it states that this Action Document it will contribute to the implementation of the Strategy. There are two indicators under different outputs that include gender disaggregated data. Data presented in the context section is not gender disaggregated. None of the outcomes and outputs are gender specific or sensitive. This document does not fulfil the criteria to be marked with GM1.

Criterion I. SEX-DISAGGREGATED DATA IS COLLECTED BY NATIONAL STATISTICAL OFFICES

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|---|-----------------|------------|--------|
| 40. The Country has an updated Gender Equality Index (GEI) at national level | Yes | No | -0.5 |
| 41. Does the National Statistical Offices publish a report with easily accessible sex-disaggregated data that is sufficient for the public’s use (based on Women & Men publication) | Moderately | Moderately | 0 |

To-date, Serbia has published three GEIs: in 2016, 2018 and 2021⁴¹. There is no information about the next index even though it will be almost two years since the last one was published.

The latest edition on Women and Men⁴² was published in December 2020 by the National Statistical Office with data referring to 2019, which means there is no reference to covid-19. From the information on the website of the Statistical Office it looks like this publication is published every third year,⁴³ which means that the next publication is expected to be published at the end of 2023. Recommendations for improvement remain, for the publication to go beyond the already included sectors and expand the data collection to transportation, agriculture and rural development, technology and environment, that should feed into the decision-making process in all areas, especially

41 <https://eige.europa.eu/gender-equality-indices-western-balkans-and-turkey>

42 <https://publikacije.stat.gov.rs/G2021/PdfE/G20216001.pdf>

43 <https://www.stat.gov.rs/sr-Latn/oblasti/stanovnistvo/statistika-polova>

in relation to the EU accession process. An intersectional perspective should also be considered for future Women and Men publications, with a special focus on marginalised communities in Serbia, including women from minority groups, in order to provide an intersectional analysis, not least when it comes to gender-based discrimination.

Criterion J. National bodies responsible for EU integration include staff with gender expertise

| Indicators | 2021 (Baseline) | 2022 data | Rating |
|---|---------------------|---------------------|---------------------|
| 42. Extent to which gender expertise exists in the government body responsible for EU integration | Moderately | Cannot be concluded | Cannot be concluded |
| 43. % of staff trained on gender equality in the national body responsible for EU integration | Cannot be concluded | Cannot be concluded | Cannot be concluded |
| 44. Extent to which Gender Focal Points are consulted in the IPA programming | Minimally | Cannot be concluded | Cannot be concluded |
| 45. Extent to which gender equality expertise exists in national statistical offices | Moderately | Moderately | 0 |

Information for these indicators is not publicly available and until the writing of this report, responses from the MEI were not received despite all efforts. Because of this, we are not able to analyse whether there was any progress between 2021 and 2022.

The only information received from other respondents was that there is a high staff turnover at the Ministry, and in order to ensure continuity in the process of IPA programming, improved retention policy was suggested. As for the Statistical office, the same response was received as last year: Since the office publishes the Women and Men publication, and the GEI, there is sufficient gender expertise in the Statistical office.

Since the publication Women and Men is published every third year, and despite the fact that the GEI should be published on a regular basis but the last GEI was published in 2021, it seems there is room for improvement in terms of available and accessible resources in the Statistical office.

CONCLUSION

The EC Serbia report for 2022 is not gender mainstreamed as information and data on women and men is limited to six of the 33 chapters, while only one, Chapter 19, can be considered fully gender mainstreamed. There are two official recommendations referring to advancing gender equality in the country and nine other recommendations, which shows an improvement compared to the 2021 report. During 2022, the Serbian government has made minimal efforts in addressing the recommendations in the 2021 report and there is still work to be done considering that several recommendations remained the same in the 2022 report.

Consultations with CSOs, including WCSOs, take place on several predetermined occasions during the year. WCSOs are mostly involved in providing input to the country reports, are informed/involved in IPA programming (more concretely regarding the Civil Society Facility) and have also been consulted for the preparation of the CLIP and its subsequent implementation. There is room for improvement to ensure that the dialogue between the EUD and WCSOs becomes more regular and structured on gender equality issues, and that the EUD fully draws on the expertise of WCSOs. Further information needs to be shared about the EU accession processes, and the EUD should reach out to diverse CSOs/ WCSOs including ahead of SAA Committee and Sub-committee meetings, to ensure their voices are heard in these processes.

The revision to the NPAA does not contain any narrative explanation and it can therefore not be concluded to what extent the planned legislative changes will include a gender perspective.

When it comes to sectoral strategies, gender is mainstreamed in prevention and protection against discrimination, social inclusion of Roma men and women, but for example not in the Fiscal Strategy, deinstitutionalisation and development of community social protection services, investment in renewing national funds for buildings or integrated border management. In the future, sectoral strategies should draw on available gender expertise and integrate gender considerations throughout.

Overall, it should be noted that similar to the monitoring analysis for 2021, much of the data needed for this analysis was neither publicly available nor accessible, including information about the SAA Sub-committee meetings and sector working groups or the IPA III Strategic Response of the Serbian government. This remains a key issue for transparency and accountability in the framework of the EU accession process, that needs to be addressed in the near future. Information and documents related to the EU accession process should be made readily available to the public by the relevant ministries as well as the EUD to ensure citizens are informed and able to engage constructively in the process.

WCSOs are important actors in the accession process as they have local knowledge, expertise on a broad range of issues, from their work and their research, including on gender equality, and close connections with local constituencies, yet they were not consulted in the lead up to the SAA Committee and Sub-committee meetings or in preparation of the Strategic Response to IPA III. Their meaningful and structured involvement in different consultations in the EU accession processes should be ensured both by the EU and by the government in line with EU's commitments to engage with civil society in external relations⁴⁴ and government's commitments.

Inconsistent and appropriate use of gender marking in IPA programming continues to be a challenge. All six Action Documents for 2022 have been marked with GM1 while four of them, under the mainstreaming section explicitly note that they will not contribute to gender equality or women's empowerment. This indicates that the quality assurance process should be more thorough to make sure that the marking provides a realistic overview of funds committed to gender equality and women's empowerment. The other two Action Documents contain reference to different gender-related policies, but do also not match the requirements for GM1.

RECOMMENDATIONS

Recommendations towards the EU:

- Continue the efforts for gender mainstreaming the EC Serbia Reports by progressively including gender perspectives, based on gender analyses, and gender-disaggregated data in chapters other than 19, 23, 24, 26, 28 and 31;
- Include more action-oriented recommendations and clear benchmarks in the EC Serbia Reports in relation to gender equality issues;
- Continue to advance the dialogue, regular and meaningful involvement of WCSOs in the EU accession processes, including the preparatory meetings for SAA Sub-committee meetings, not limited to the Sub-committee on Justice, Freedom and Security;
- Continue the practice of consulting WCSOs as part of the process of preparation of the EC Serbia Reports;
- Improve transparency and accessibility of the processes by publishing promptly relevant information and documents on the website of the EUD, including the agenda and conclusions of SAA Committee and Sub-committees meetings;
- Make use of dedicated consultation mechanisms for WCSOs such as the Women Civil Society Soundboard with the aim of ensuring regular and meaningful dialogue at policy level between WCSOs and the EUD on issues pertaining to gender equality;
- Involve WCSOs in a meaningful and structured manner in the IPA programming to make sure the needs and priorities of women are addressed in the programming documents;
- Revise the DG NEAR Guidelines for EU Support to Civil Society in the Enlargement region 2021-2027 to include GAP III commitments and a mapping of CSOs active in the country and their expertise (women's CSOs, LGBTIQ+ CSOs, CSOs working with migrants, disability, minorities and others as appropriate, in line with the Human Rights-Based Approach) as part of the baseline for monitoring the implementation of the Guidelines;
- Invest more efforts to have a full-time GFP with access to senior decision-making, providing more space and senior level-support for gender equality, especially in view of GAP III implementation and requirements, including gender-responsive leadership and sufficient institutional capacity;
- Make use of all the available gender statistics including Gender Equality Index, the publication Women and Men in Serbia, Gender Profile and other available gender analyses in Country Reports;
- Conduct trainings with EU staff on the correct use of the GM, based on OECD principles and ensure that Action Documents are marked correctly before they are approved;

Recommendations towards national government / bodies:

- Involve WCSOs in a meaningful and structured manner, as a prerequisite for furthering gender equality in the country and acknowledgment of their expertise and work, in particular in preparation of the SAA Committee and Sub-committee meetings;
- Involve WCSOs in a meaningful and structured manner in the processes of IPA programming including the preparation of the Strategic Response, to ensure that gender equality priorities are adequately included;
- Ensure a regular flow of information to CSOs, including WCSOs and CSOs working on gender equality, on the EU accession process in Serbia;
- Improve transparency, accessibility and efficiency of the processes by timely publishing required and relevant information and documents on the website of the MEI, including the IPA III Strategic response;
- Continue with the efforts to mainstream gender in IPA Programming, in line with the GAP III and CLIP commitments, and ensure the correct use of the OECD gender marker;
- Continue the efforts to gender mainstream policy development including the sectoral strategies, following good practice of the Strategy for prevention and protection against discrimination and Strategy for social inclusion of Roma men and women;
- Increase efforts to coordinate between the IPA units and ensure that GFPs in ministries with appropriate expertise on gender issues are involved in the IPA Programming;
- Include a narrative explanation to the revised NPAA to ensure transparency in the planned reforms. Secure meaningful and structured involvement of WCSOs in this process to ensure the integration of key priorities for gender equality and women's rights in line with the *EU Acquis Communautaire*, including the Work-Life balance Directive;
- Continue with the efforts of advancing gender equality by implementing recommendations in the EC Serbia Reports;
- Continue with the practise of regularly publishing GEI and ensure collection of gender-disaggregated data, especially in the area of gender-based violence.

Annex 1. Data Sources

Mixed methodology was used for the preparation of this report, based on analyses of available documents, semi-structured interviews and e-mail correspondence. Consultations with the following institutions and organisations, either through online interviews or via email correspondence, informed this paper, listed in alphabetical order:

- A 11 Initiative for Economic and Social Rights, 30th of June 2023
- ASTRA – Anti-Trafficking Action 11th of July 2023
- European Union Delegation to Serbia, 7th of June 2023
- Women’s Association Sandglass, 28th of June 2023

List of documents analysed and used as reference:

Action Documents for 2022 under IPA III for Serbia, available at: https://neighbourhood-enlargement.ec.europa.eu/enlargement-policy/overview-instrument-pre-accession-assistance/serbia-financial-assistance-under-ipa_en [latest access on 28.03.2023]

Definition and minimum recommended criteria for the DAC gender equality policy marker, available at: <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf> (latest access on 28.03.2023)

Gender Analysis of 2022 EC Country Reports for the Western Balkans available at: <https://kvinnatillkvinna.org/> (latest access on 18.05.2023)

Gender Equality Index for Serbia 2021 available at: <https://eige.europa.eu/gender-equality-indices-western-balkans-and-turkey> (latest access on 25.09.2023)

Information about sector strategies available at: <http://www.evropa.gov.rs/evropa/publicsite/Documents.aspx> (latest access on 19.05.2023)

Law on planning systems available at: <https://www.pravno-informacioni-sistem.rs/SIGlasnikPortal/eli/rep/sgrs/skupstina/zakon/2018/30/1/reg> (latest access on 19.05.2023)

List of publications containing gender disaggregated statistics, available at: <https://www.stat.gov.rs/sr-Latn/oblasti/stanovnistvo/statistika-polova> (latest access on 25.09.2023)

- List of working papers distributed to the Working Party on Enlargement and Countries Negotiating Accession to the EU in 2022 available at: <https://data.consilium.europa.eu/doc/document/ST-5141-2023-INIT/en/pdf>; <https://data.consilium.europa.eu/doc/document/ST-5141-2023-INIT/en/pdf>

consilium.europa.eu/doc/document/ST-5144-2023-INIT/en/pdf; <https://data.consilium.europa.eu/doc/document/ST-5146-2023-INIT/en/pdf>; <https://data.consilium.europa.eu/doc/document/ST-5148-2023-INIT/en/pdf> (latest access on 07.04.2023)

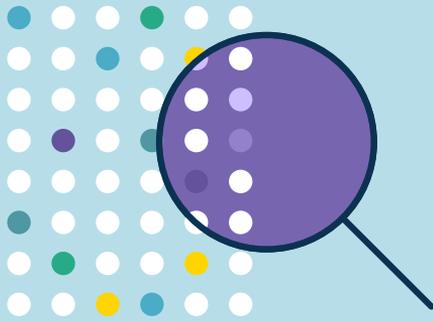
National Programme for Adoption of the Acquis, Serbia available at: <https://www.mei.gov.rs/srl/dokumenta/nacionalna-dokumenta/npaa> (latest access on 05.06.2023)

Publication Women and men in Serbia, 2020 available at: <https://publikacije.stat.gov.rs/G2021/PdfE/G20216001.pdf> (latest access on 25.09.2023)

Strategies adopted in 2022 (*Long term strategy for motivating investment in renewing national funds for buildings till 2050; Fiscal Strategy for 2023 with projections for 2024 and 2025; Strategy for integrated border management 2022-2027; Decision for changing and amending the Strategy for public administration reform 2021-2030; Strategy for creating enabling environment for civil society organisations 2022-2030; Decision for changing Strategy for development of judiciary 2020-2025; Strategy for prevention and protection against discrimination 2021-2030; Strategy for social inclusion of Roma men and women 2022-2030; Strategy for deinstitutionalisation and development of community social protection services 2022-2026; Strategy for developing the system for implementing criminal sanctions 2022-2027*) available at: <https://www.srbija.gov.rs/dokument/45678/strategije-programi-planovi.php> (latest access on 19.05.2023)

- Midterm evaluation of the Implementation of EU Gender Action Plan III available at: https://international-partnerships.ec.europa.eu/system/files/2023-05/eu-gender-action-plan-iii-mid-term-evaluation-volume-2-case-study-notes_en.pdf (latest access 27.09.2023)





Country Assessment Report