

**Equinet Training on Positive Action Measures**  
**16-17 October 2014**  
**Measures to improve the position of women**  
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Regulation of positive action measures in the Republic of Serbia

- The Constitution prescribes that special measures (*that stands for positive action*) which the Republic of Serbia may introduce to achieve full equality of individuals or group of individuals in a substantially unequal position compared to other citizens shall not be deemed discrimination.
- The Law on Prohibition of Discrimination, general law that regulates prohibition of discrimination, the forms and cases of discrimination, as well as the methods of protection against discrimination, prescribes equal possibilities for all citizens in exercising rights and obligations.
- The Law on Gender Equality and other anti-discrimination laws such as Labour Law, Gender Equality Act, Law On Prevention Of Discrimination Against Persons with Disabilities, Law on Professional Rehabilitation and Employment Of Persons With Disabilities, Law on Protection of Rights and Freedoms of National Minorities, contain provisions that relate to introduction of affirmative measures.

Quota for participation of women in public and political life

- According to the Law on the Election of Members of Parliament and Law on local election, every third candidate on the electoral list must be from less represented sex (in case of Serbia – women).
- Introduction and implementation of quota for women (less represented sex) significantly contributed to achieving greater gender equality in the National Assembly of the Republic of Serbia. At the moment, we have 34% of woman MPs.

Measures of support focused on women with fixed term contracts

- The Labour Law introduced changes, in a way that it imposes obligation for the employer, who may not cancel the employment contract to an employee, regardless whether employment contract is for definite or indefinite period of time, in the course of pregnancy, maternity leave, leave for nursing the child and leave for special care for child. The period of employment of the employee employed for a definite period of time referred to in Paragraph 1 of the present Article shall be extended until the expiry of the usage of the right of leave.