

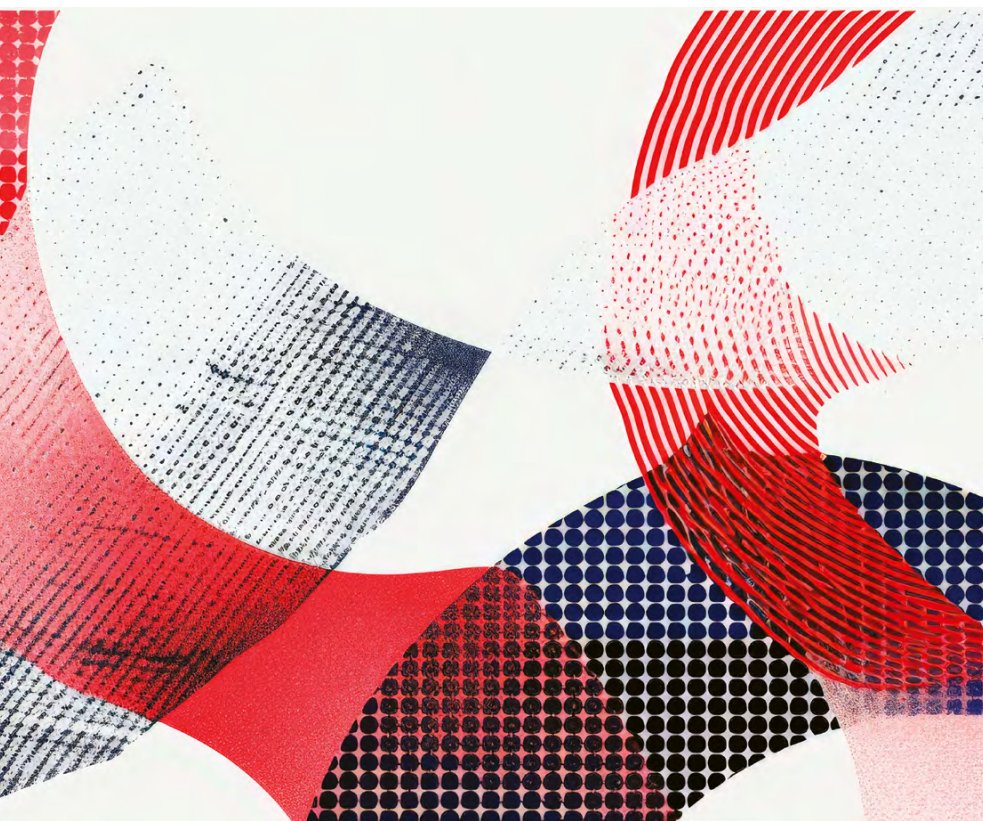
INTERNATIONAL SCIENTIFIC CONFERENCE

GENDER EQUALITY IN THE POST-YUGOSLAV SPACE:

Challenges, Policies, and Perspectives

MAY 21–22, 2026

Great Hall of the Institute
of Social Sciences



GENDER EQUALITY IN THE POST-YUGOSLAV SPACE:
CHALLENGES, POLICIES AND PERSPECTIVES

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BOOK OF ABSTRACTS



Belgrade, 21–22 May 2026

Vladimir Mentus*

GENDER GAP IN EXPERIENCED WORKPLACE DISCRIMINATION: NATIONALLY REPRESENTATIVE EVIDENCE FROM SERBIA

In this paper, we examine gender discrimination in the labour market in Serbia, with a particular focus on the gender gap in self-reported experiences of unfair treatment in hiring, pay, and promotion. Systematic evidence on gender discrimination in the Serbian labour market based on nationally representative data remains unexplored. We use the data from the eleventh round of the European Social Survey, from 2022/23 for the Serbian subsample of employed respondents (N = 1,096). We employ hierarchical binary logistic regression across three models. The first model introduces gender as the sole predictor. The second adds socioeconomic factors — subjective household financial situation, settlement type, and frequency of serious household conflict during childhood. The third adds workplace characteristics — employment sector, establishment size, job autonomy, contract type, and trade union membership. We found that the gender gap in self-reported experiences of unfair treatment in hiring, pay, and promotion is substantial: women are approximately 4.2 times more likely to experience discrimination than men. Additionally, three socioeconomic factors are significantly associated with the experienced discrimination: worse subjective household financial situation increases the likelihood of experiencing discrimination, rural residence decreases it, while a higher frequency of serious household conflicts during childhood also decreases it. By contrast, none of the workplace characteristics included in the third model significantly predicted the experienced discrimination — the gender gap is equally present in large and small establishments, in the public and private sector, among those with higher and lower job autonomy, and were unrelated to the contract type and duration. The only exception is trade union membership which is positively associated with self-reported experiences of discrimination. These findings suggest that gender

* Senior Research Associate, Institute of Social Sciences, Belgrade, Serbia, vmentus@gmail.com

discrimination in the Serbian labour market is not concentrated in particular types of work environments, but is instead diffuse — pointing to a cultural and institutional embeddedness of gender inequalities that extends beyond organizational boundaries.

Keywords: Gender, workplace discrimination, Serbia, European Social Survey