

GOVERNMENT OF THE REPUBLIC OF SERBIA

Annex 1

**to the Fourth Periodic Report on the Implementation of the Convention on the Elimination
of All Forms of Discrimination against Women in the Republic of Serbia Prepared in
accordance with the Guidelines on Inclusion of Statistical Information and Data in Periodic
Reports**

June 2017

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Table 1. Source: Statistical Office of the Republic of Serbia

Demographics according to the 2011 Population, Household and Dwelling Census in RS	
Population	7 186 862
Men	3 499 176
Women	3 687 686
Average age	42.2
Number of households	2 487 886
Average household size	2.88
Number of families	2 125 772
Number of dwellings	3 231 931

Table 2. Population estimates by types of settlements, 2015, Republic of Serbia, Source: Statistical Office of the Republic of Serbia

Type of settlement	Gender	Population	Average age	Ageing index	Dependency ration of population aged 65 and older
Total	Total	7095383	42.7	136.6	28.0
	Men	3455335	41.3	116.6	23.8
	Women	3640048	44.1	157.9	32.1
Urban	Total	4267079	41.8	124.2	25.3
	Men	2033446	40.2	102.8	21.6
	Women	2233633	43.2	146.8	28.8
Other	Total	2828304	44.2	156.6	32.3
	Men	1421889	42.9	138.7	27.1

	Women	1406415	45.5	175.7	37.8
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Marriages and divorces in the Republic of Serbia			
	2013	2014	2015
Marriages – total	36209	36429	36949
Of which: first marriages	30049	30163	30248
Average age at first marriage – groom	30.6	30.9	31.0
Average age at first marriage – bride	27.5	27.9	28.0
Divorces – total	8170	7614	9381
Average age at divorce – husband	42.7	43.1	43.5
Average age at divorce – wife	39.0	39.3	39.8
Average length of a marriage that ends in divorce (years)	13.4	13.6	13.3

According to the data of the Statistical Office of the Republic of Serbia, **women do the majority of house work**, regardless of the fact whether they are employed or not. Thus, for those women who also have they paid jobs during the day, unpaid house work become their second shift.

Women averagely spend almost four and a half hours a day doing unpaid work, while men spent slightly more than two hours on such work. This means that women spend twice as much time as men doing house, unpaid work. Women spend the majority of time on activities such as cooking or baking or making meals — almost an hour and a half – while men averagely do these activities only 10 minutes. These are followed by activities in connection with household maintenance, cleaning and tidying of apartments and yards, and while women spend more than one hour doing such activities, men spend only one quarter of an hour on this. As regards care for own underage children, women averagely spend twice as much time as men — 38 compared with 17 minutes. Women averagely spend half an hour on doing the laundry and ironing, while men do not even do these activities (averagely — 1 minute!). Women are also “more diligent” as regards care for other persons — 20 minutes compared with seven. Both sexes spend approximately the same time only on activities relating to shopping and services: slightly more than 20 minutes (women 23 minutes, men 21 minutes). The only activities men do more than women are those in connection with repairs, refurbishment of apartments or houses, gardening and care for pets and they averagely spend one school class on these activities, while women spend 14 minutes on this. Graph 8 shows the share of unpaid work by sex and time schedule of activities during the day. All the time, both during the day and during the night, the share of women in unpaid activities is much higher than that of men. This graph shows differences in unpaid activities by gender. Namely, between 10:00PM and 12:30PM almost one of two women does an unpaid activity and women’s share is the highest in this period, because their share is variable during the day and the night. Men also have their highest share at this time — slightly more than one fifth of men included in the survey indicated that they performed unpaid activities.

Elimination of Stereotypes

The Centre for Study of Cultural Development organized a survey titled Cultural Habits, Needs and Attitudes of Serbian Citizens on a national sample of 1,565 respondents for the purpose of reviewing social participation of citizens of the Republic of Serbia. The questionnaire among other things included questions on gender equality in various fields. Questions were taken from the World Values Survey according to the CDIS guide.

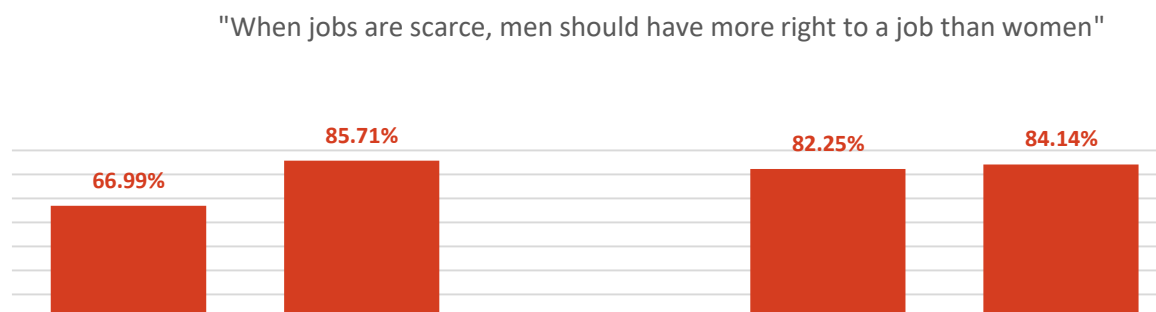
Questions relating to gender equality in the fields of labour, policy and education were as follows: “When jobs are scarce, men should have more right to a job than women”; “University education is more important for men than for women”; and “Men make better political leaders than women”. Respondents had a scale from full agreement to full disagreement for their responses.

Result:

Statement: “When jobs are scarce, men should have more right to a job than women”

More than two thirds or 77% of respondents disagreed with this statement, which shows that a modern world view is preferred. Although disagreement with favouring men in case jobs are scarce is absolutely dominant among respondents of both sexes, women expressed higher disagreement with this statement than men. As many as 85.7% women expressed this intensively, compared with one third of men. The difference in answers in terms of age of respondents is irrelevant.

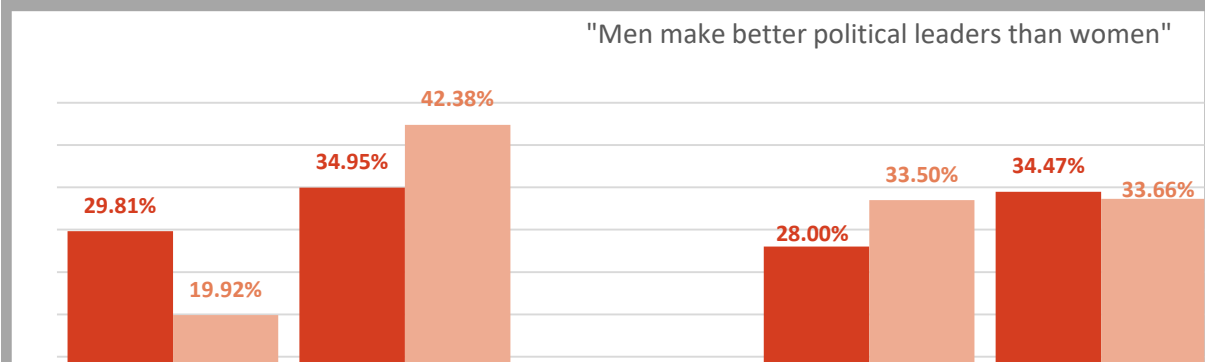
Chart: Percentage of respondents who disagree with the statement, by sex, by age and total



Statement: “Men make better political leaders than women”

A relative majority, or 65%, of respondents disagreed with this statement. Women expressed strong disagreement more often than men (77.33% compared with 49.73%). Agreement and disagreement is almost equal among male respondents, which might show slight preferences towards the traditional system of values.

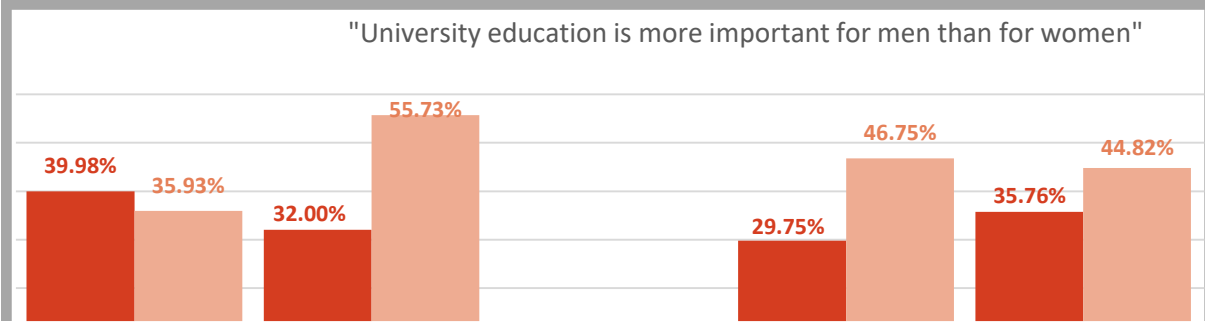
Chart: Percentage of respondents who disagree with the statement, by sex, by age and total



Statement: "University education is more important for men than for women"

As regards gender equality in education, it is widely accepted among respondents. The vast majority of respondents disagree with the statement that university education is more important for men than for women (83%). The majority of respondents believe that success in school is an important value in upbringing of both sexes. Strong disagreement was more often expressed on this issue: 36% respondents disagree and 47% respondents strongly disagree with the statement that university education is more important for men than for women.

Chart: Percentage of respondents who disagree with the statement, by sex, by age and total



The total score of indicators is 75%, i.e. 75% of respondents have positive attitude towards gender equality. The structure of answers by various categories shows that higher percentage of women show positive attitude towards gender equality than men. In addition, middle-aged persons (aged 30-49) have somewhat more positive attitude towards gender equality issues compared with younger (aged 15-29) and older (aged 50 and older) generations.

Citizens' beliefs and norms are mostly positive towards gender equality. The citizens' perception of gender equality is the highest in the field of education, followed by financial equality, while the lowest perception of gender equality is perceived to exist in political participation and decision-making.

Results of the survey show that public opinion in Serbia has still not been sufficiently sensitized to gender equality issues. Traditional patterns persist in the sphere of intimate relations, in families, socialization between young people and in social dynamics outside of institutions.

However, results of the survey show that citizens' awareness of gender equality is not much different from positions of EU citizens.

Below are information on projects relating to improvement of gender equality in various fields which are supported by the Ministry of Culture and Information.

Projects supported in a competition for co-financing of projects in the field of public information in 2013			
Kragujevac	Private company for journalist and publishing activities "Јавност" doo-"Kragujevacke" weekly	(In)visible abuse of women	320,000.00
Leskovac	"Nova nasa rec" weekly	Strengthening vulnerable groups in South Serbia through presentation of problems and promotion of solutions	440,000.00
Vranjska Banja	Private company Ritam d.o.o. – TV Ritam	For life without fear-stop domestic violence	187,000.00
Prijepolje	Women's Forum Prijepolje - TV Forum	Cultural patterns and gender equality	372,500.00
Belgrade	Mreza production group	Women in science in Serbia	266,000.00
Pirot	Cinematography and design agency "Elpromont"	Strong bones	230,000.00
Uzice	Uzice media, Uzice NGO association	Female journalists in the mirror of transition	252,000.00
Total			2,067,500.00

The following project in the Hungarian language was supported in a competition for co-financing of projects/programmes in the field of public information *in languages of national minorities in 2013*:

Novi Sad	Porodicni krug doo (Csaladi Kor Kft.)/printing	Multilingualism in mixed marriages as a potential, not an impediment	291,900.00
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The following gender equality projects were supported in a competition for co-financing of projects in the field of public information in 2014:

Cacak	Media teamleader ck doo, Information portal of West Serbia	TV series and blog “From Loser to Winner”	304,500.00
Gredetin	Company “Agro –press”doo Gredetin	“My Own Work” - insert on female activism	196,000.00
Cacak	Marketing, trade and services limited liability company “Studio Dzoker”	Improvement of information and raising awareness of citizens of Cacak of the position of women who are victims of violence, the manner of their protection and intolerance of the society towards violence “Let’s Say It Out Loud, Until It is Too Late-She is a Victim-“	299,520.00
Total			800,020.00

The following project was supported in a competition for co-financing of projects in the field of public information in languages of national minorities in 2014:

Pozarevac	Private company “Hit doo - Radio Hit	For better position of female Roma	220,000.00
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The following projects were supported in a competition for co-financing of production of media contents in the field of public information in 2015:

Belgrade	“Sport Radio FM” doo	Gender equality through women’s position in sport	500,000
Cacak	Marketing, trade and services limited liability company “Studio Dzoker”	“The First Billion Have Risen, Join Them - Let’s Stop Violence against Women”	200,000
Kraljevo	CIP Centre for IT Engineering and Design”	Combating domestic violence	200,000
Uzice	Company Konzum Lav doo, TV Lav+	Domestic violence as a sin	600,000
Vranjska Banja	Company “Ritam” doo	Combating violence against women	450,000
Prijepolje	Women’s Forum Prijepolje – TV Forum	Informed - active and responsible citizens	1,600,000
Belgrade	Publishing company “Privilege Press” doo	“Female entrepreneurship”	500,000

¹ The aim of the TV show was to raise and develop awareness of the position of female Roma and it also addressed the issues of relevance for female Roma in the fields of health care, employment and education. 22 episodes lasting 20 minutes were aired in the period from 1 July 2014 to 31 December 2014.

Velika Plana	Petar Kovandzic, sole trader, craft and trading business and publishing company “Kofip”	“Woman in Rural Areas –at the Margin of Social Scale”	400,000
Novi Sad	“021” Foundation Novi Sad	Media Serving the Needs of Women	750,000
Total			5,200,000.000

A project of the Female Roma Association “Osvit” was supported by RSD 250,000.00 in a competition for co-financing of projects in the field of public information in languages of national minorities, while a project of association “...Out of circle – Beograd” was supported by RSD 250,000.00 in a competition for co-financing of projects in the field of public information for persons with disabilities for publishing of the “Iskra” magazine and the topic “Women with Disabilities and Their Achievements”².

The following projects were supported in a competition for co-financing of production of media contents in the field of public information **in 2016**:

Prijepolje	Citizens’ association Women’s Forum Prijepolje	Improvement of the position of women and gender equality through the media	700,000
Zrenjanin	Santos-commerce , Zrenjanin doo	21 st century women	1,200,000
Pirot	Ani press doo	The Hand that Hurst the Most	813,000
Belgrade	Beocedip doo Vracar Radio Stari Ras	“Female Circles (Gender Equality Circle)”	950,000
Kula	Master craft, Kula doo	From housewife to female entrepreneur	710,000
Nova	Bukovaca Company, doo	Achieving equality through	500,000

² Cooperation with the Network of Women with Disabilities in Bosnia and Herzegovina and in Croatia was established during implementation of the project. Preparation of each edition of this magazine included hiring of 10 women with disabilities.

Varos	Nova Varos	provision of information	
Krusevac	Investigative Journalism Centre Krusevac	“Domestic Violence Destruction in the Mirror”	500,000
Cacak	Centre for Information, Culture and Development of Democracy “Direktiva”	Right to life without violence	500,000
Pozarevac	Company BOOM 93	“Women Can Do That”	768,000
Vrbas	Printing and online publishing company “Backa Press – okonas.info”	Women in politics	500,000
Kragujevac	Glyph doo Kragujevac	Position of women in rural areas	1,000,000
Topola	Dijana Colakovic Filipovic, pr, News Agency Novinice	Life without violence	520,000
Belgrade	Artistic production group ShockART	Under the surface	2,400,000
Total:			11,061,000.00

DOMESTIC VIOLENCE

STATISTICS FOR CRIME OF DOMESTIC VIOLENCE for the period 2013 – 2016 - Ministry of Internal Affairs

Year	2013	2014	2015	2016
Total number of criminal reports	3,668	3,738	5,256	6,124
Total number of criminal offences	3,063	3,783	5,350	6,233
Total number of perpetrators	3,473	3,529	4,845	5,609
Number of female perpetrators	222	278	373	484
Number of male perpetrators	3,251	3,251	4,472	5,125
Total number of victims	3,823	3,830	5,372	6,380
Number of female victims	2,974	2,951	4,176	4,899
Number of male victims	849	879	1,196	1,409

In 2016 there was an increase of the number of criminal offences by 16% compared with 2015. Men accounted for 92% in the total number of perpetrators in 2016, while 8% of women committed this criminal offence. In 2015, men accounted for 93% and women accounted for 7% of perpetrators of this criminal offence, which shows that the percentage of female perpetrators increased by 1%. Women accounted for 76% of the total number of victims in 2016. In 2015, women's share in the total number of victims was 77%.

The following number of murders as a result of domestic violence was registered in the period from 2012 to 2016:

- In 2012, 57 crimes of homicide as a result of domestic violence were committed when 64 victims were murdered, of which: 36 women and 28 men.
- In 2013, 53 crimes of homicide as a result of domestic violence were committed when 71 victims were murdered, of which: 42 women and 29 men.
- In 2014, 39 crimes of homicide as a result of domestic violence were committed when 40 victims were murdered, of which: 26 women and 14 men.

- In 2015, 41 crimes of homicide as a result of domestic violence were committed when 47 victims were murdered, of which: 35 women and 12 men.
- In 2016, 44 crimes of homicide as a result of domestic violence were committed when 52 victims were murdered, of which: 36 women and 16 men.

As a contribution of the **city of Belgrade** to celebration of the International Day for the Elimination of Violence against Women, the Agreement on Inter-sectoral Cooperation in Implementation of the General Protocol for Protection of Women against Domestic and Intimate Partner Violence in the Territory of the City of Belgrade was signed on 25 November 2015. This Agreement among other things puts an obligation on competent services in Belgrade to undertake necessary measures within their spheres of competence in cases of violence against women to ensure provision of necessary protection to victims. The objectives of the Agreement are: establishing efficient cooperation in the fields of planning and implementation of preventative activities in protection of women who are victims of domestic and intimate partner violence, improvement of cooperation and support between participants in the Agreement and signatories by precisely specifying the manner of cooperation, flows and rules of communication in the procedure of protection of women who are victims of domestic and intimate partner violence in the territory of Belgrade, as well as promotion of women's right to protection against all forms of violence. In this manner the city of Belgrade ensured harmonisation with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

In addition to the City Centre for Social Work in Belgrade, signatories of the Agreement are the First Basic Court in Belgrade, the Second Basic Court in Belgrade, the Third Basic Court in Belgrade, the First Basic Public Prosecutor's Office, the Second Public Prosecutor's Office, the Third Basic Public Prosecutor's Office, the Misdemeanour Court in Belgrade and the Police Administration for the city of Belgrade. Signatories on behalf of the City Administration of Belgrade are the Secretariat for Social protection, the Secretariat for Education and Child Protection and the Secretariat for Health Care. Signatories of the Agreement are also two women's civil society organisation, namely the Autonomous Women's Centre and the Counselling Centre against Domestic Violence which has a shelter for female victims of domestic violence.

In accordance with provisions of this Agreement, the Coordinating Body for monitoring the implementation of the Agreement was formed within the City Centre for Social Work in Belgrade. Secretariats of the City Administration of Belgrade responsible for social protection, health care and education have their female representatives in the Coordinating Body. In addition to monitoring the implementation of the Agreement and the General Protocol, tasks of this body include encouraging preventative work in every system (education, health, social protection etc.), work on provision of information to victims of violence, preparation of promotional material, organisation of expert meetings, debates, round tables, informing the general public and inclusion of the media in preventative programmes.

Practice:

Recognising the importance of a shelter for female victims of domestic violence, the city of Belgrade has been providing financial assistance since 2011 to the civil society organisation named Counselling Centre against Domestic Violence in Belgrade, which has three Safe Houses for female victims of domestic violence. Introduction of the service of shelter for female victims of domestic violence in the normative framework of Belgrade, which defines requirements for the exercise of rights and services in the field of social protection, ensured the basis for implementation of public procurement procedures for this service in accordance with the Law on Social protection and the Decision on Social protection Rights and Services. The service has been formally established in early 2016 through a public procurement when a contract on provision of the service for maximum 30 women and children, 24 hours a day, was concluded with a licenced organisation Counselling Centre against Domestic Violence in Belgrade. Funds for expenses of this service are fully provided from the budget of the city of Belgrade for each current year and the service is free of charge for female victims of violence. It should be noted that this service has been receiving project finance since 2012, fully from the budget funds of the city of Belgrade.

Table: Total number of female victims of violence placed in the Shelter during a year, by years

Year	2013	2014	2015	2016
Number of female victims	134	145	167	131

In accordance with provisions of the Decision on Social protection Rights and Services, the city of Belgrade provides funds for various forms of material support, which also include exercise of the entitlement to permanent financial assistance for victims of domestic violence. This entitlement is available for one year and depending of the number of children in a family, female victims of violence receive support ranging from RSD 12,198.00 to RSD 31,714.00 monthly.

Table: Number of female users of the entitlement to permanent financial assistance for victims of domestic violence, in accordance with the Decision on Social protection Rights and Services, Belgrade

City Centre for Social Work in Belgrade	Permanent financial assistance for victims of domestic violence		
	2014	2015	2016
Unit in the city municipality:	Number of users	Number of users	Number of users
Palilula	3	5	7
Zemun	1	3	1
Obrenovac	/	6	5
Rakovica	1	/	3
Lazarevac	/	/	2
Zvezdara	9	2	3
Vracar	/	/	/
Stari Grad	/	/	2
Savski venac	1	1	/
Barajevo	/	3	1
Surcin	/	1	2
Sopot	1	/	2
Cukarica	9	5	5
Mladenovac	3	2	1
Novi Beograd	1	1	1
Vozdovac	2	/	1
Grocka	1	2	3
T o t a l	32	31	39

In 2014 and 2015, a total of RSD 28,536,100.23 was paid from the budget of the city of Belgrade as permanent financial assistance for victims of domestic violence, in 2016 RSD 16,988,954.84 was paid, while RSD 17,000,000.00 was provided for 2017.

PARTICIPATION IN PUBLIC AND POLITICAL LIFE

As an illustration of what has been done in the Republic of Serbia on implementation of the UN Security Council Resolution 1325 in the implementation period of the first National Action Plan from 2010 to 2015, it should be noted that visibility of women and participation of women in all activities in the security system in the Republic of Serbia has been achieved. This is an important result of implementation of this Plan because women in the security system and their contribution to maintenance of security were invisible for the Serbian and foreign public before that. Compared with the initial indicators in 2010, when women accounted for 27.40% in the security system of the Republic of Serbia, in 2015 they accounted for 31.47%, which was an increase by 4.07%.

In that regard, it should be noted that the total share of women in the Republic of Serbia in the total number of members of the Ministry of Defence and the Serbian Armed Forces and members of the Ministry of Internal Affairs included in eleven multinational operations was 9.82% in civil and military multinational operations from 2010 to 2015, which is an important indicator of the women's share, taking into account that in the same period women accounted for only 8% of the operational units of the military and the police. A qualitative change which has occurred in our society should be particularly emphasized, because women's share in administration has not been increased; instead, the women's share in operational units in the military, in the police, in customs offices and in prison guard services etc. has been increased.

It should be noted that NAP also contains activities which should ensure efficient protection of women and girls and young women in peacetime, post-conflict recovery of the society and in wars. We would like to note that this Plan contains the following activity in this regard: "2.2. Introduction of Measures which Support Specific Security Needs of Women and Girls and Young Women in Local Communities, Particularly in Vulnerable Groups Facing Multiple Discrimination".

As part of cooperation between the Development Initiative Group (SeConS) and the Ministry of Defence and with support from the United Nations Development Programme/South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (UNDP/SEESAC), SeConS held a two day workshop in 2015 intended for members of the Human Resources Department of the Ministry of Defence (MoD) and the Human Resources Administration (J-1) of the Supreme Command of the Serbian Armed Forces (SAF). The objective of training was to improve knowledge and skills of members of MoD and SAF on

gender data analysis and to ensure they use them to formulate gender-responsive policies, with the aim of improving gender equality in MoD and SAF

HEALTH CARE

The Health Statistical Yearbook of the Republic of Serbia for 2015 published by the Institute for Public Health of Serbia “Dr. Milan Jovanovic Batut” contains data of the Survey of 2013 according to which 33.1% of young people in Serbia aged 15–19 had sexual intercourses, while the percentage of boys is much higher than that of girls (39.9% compared with 25.7%). The percentage of young people aged 15-19 who had sexual intercourses increased by 4.1% compared with 2006. Of the total number of young people aged 15–19 who had sexual intercourses with occasional partners in the year before the Survey was organized, 73.8% used condoms in their most recent sexual intercourses. Boys have sexual intercourses with occasional partners much more often than girls (19.7% compared with 3.4%), but they also use condoms much more frequently (76.4% compared with 58%). In adult population aged 20 and older, 14.6% had intercourses with occasional partners, which was 7% higher than in 2006. Men had sexual intercourses with occasional partners much more often than women (21.5% compared with 8%) and this was also the case with young people aged 20–24 (29.2%). Use of condoms decreases with age and is significantly lower in women and persons with lower education. Decrease of the use of condoms in the most recent sexual intercourses with occasional partners is observed compared with 2006 (43.3% compared with 51.6%).

Health Care Service for Women

The health care service for women provides specific health care to female population older than 15 years of age. Health care services in this service were provided by 568 physicians in 2015. Of this number, 483 (85%) are specialists. One physician in the health care service for women averagely has 5535 patients older than 15 years of age. There were a total of 1,444,172 visits to doctors’ offices, of which 45% were first visits. The average number of visits by a physician (in their offices) in the health care service for women is 2543. Also, 399,756 physical examinations of women were made, as well as 5675 home visits by physicians and other health professionals. A total of 1,178,192 of diseases, conditions and injuries were identified in the health care service for women in 2015.

The following is most frequently registered in the morbidity structure:

1. Factors which affect the health status and contact with the health care service with 50%
2. Urogenital diseases with 39%
3. Pregnancy, childbirth and nursing period with 5%.

EMPLOYMENT

ANNEX 1. National employment services

Overview of included persons, Roma, persons with disabilities and women by active employment policy measures

**Number of persons / women included in active employment policy measures in the period
1 July 2013-31 December 2016**

ACTIVE EMPLOYMENT POLICY MEASURE	1 July -31 December 2013 TOTAL/WOME N	2014 TOTAL/WOME N	2015 TOTAL/WOME N	2016 TOTAL/WOME N
Employment fairs	16,224 / 8,780	46,406 / 24,428	64,813 / 33,748	64,586 / 33,828
Job seeking clubs	1,676 / 1,092	3,416 / 2,225	3,810 / 2,439	3,968 / 2,488
Training in active job seeking	15,400 / 8,799	38,806 / 21,496	40,396 / 22,002	38,607 / 20,845
Self-efficiency training	1,402 / 1,070	2,986 / 2,346	3,057 / 2,294	3,290 / 2,400
Motivational and activating training for the Roma	688 / 320			
Workshops to deal with stress of job loss			1,058 / 768	1,112 / 798
Training in entrepreneurship development	2,062 / 995	11,126 / 5,053	12,029 / 5,515	12,660 / 5,802

Self-employment subsidies	527 / 221	850 / 363	3,803 / 1,688	3,594 / 1,563
Subsidies for employment in newly-opened jobs	859 / 438	94 / 38	2,832 / 1,276	3,218 / 1,483
Functional primary adult education	2,419 / 1,224	1,723 / 897	1,449 / 799	1,433 / 777
Professional practical training programme	107 / 85	49 / 30	4,836 / 2,952	4,301 / 2,817
Acquiring of practical knowledge	48 / 26		67 / 41	156 / 68
Trainings for the labour market		1,648 / 890	1,156 / 840	1,264 / 830
Training on request of employers	99 / 58	2 / 0	505 / 381	568 / 390
Public works	2,615 / 1,128	1,335 / 574	10,853 / 4,767	7,357 / 3,319
Subsidies for employment of welfare recipients			7 / 5	41 / 19
Salary subsidies for persons with disabilities who have no work experience	123 / 43	212 / 71	258 / 107	446 / 200
Support measures for persons with	19 / 10	11 / 6	24/9	26/10

disabilities				
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Number of male Roma / female Roma included in active employment policy measures in the period 1 July 2013-31 December 2016

ACTIVE EMPLOYMENT POLICY MEASURE –ROMA	1 July-31 December 2013	2014 TOTAL/WOMEN	2015 TOTAL/WOMEN	2016 TOTAL/WOMEN
Employment fairs	170 / 63	499 / 226	942 / 400	1,247 / 513
Job seeking clubs	6 / 2	19 / 13	18 / 6	34 / 19
Training in active job seeking	191 / 90	2,037 / 989	1,843 / 850	1,665 / 725
Self-efficiency training	11 / 6	6 / 3	13 / 6	34 / 14
Motivational and activating training for the Roma	544 / 246			
Workshops to deal with stress of job loss			1 / 0	2 / 1
Training in entrepreneurship development	20 / 4	141 / 49	161 / 59	155 / 61
Self-employment subsidies	8 / 5	54 / 18	98 / 43	65 / 26
Subsidies for employment in newly-opened jobs	1 / 0	1 / 0	76 / 46	93 / 37
Functional primary adult education	793 / 402	701 / 371	635 / 353	661 / 368

Professional practical training programme		1 / 1	5 / 2	8 / 3
Acquiring of practical knowledge	1 / 0		1 / 1	4 / 1
Trainings for the labour market		43 / 24	5 / 0	6 / 4
Training on request of employers	3 / 3		2 / 1	13 / 7
Subsidies for employment of welfare recipients			1 / 1	1 / 0
Public works	71 / 14	48 / 13	436 / 111	318 / 72
Salary subsidies for persons with disabilities who have no work experience		2 / 1	4 / 0	1 / 0
Support measures for persons with disabilities employed under special conditions				

Number of persons with disabilities / women included in active employment policy measures in the period 1 July 2013-31 December 2016

ACTIVE EMPLOYMENT POLICY MEASURE	1 July-31 December 2013 TOTAL/WOMEN	2014 TOTAL/WOMEN	2015 TOTAL/WOMEN	2016 TOTAL/WOMEN
Employment	553 / 222	1,934 / 743	3,199 / 1,153	3,205 / 1,317

fairs				
Job seeking clubs	110 / 61	211 / 85	245 / 120	232 / 119
Training in active job seeking	678 / 246	1,576 / 598	1,501 / 603	1,402 / 533
Motivational and activating training for the Roma	11 / 1			
Self-efficiency training	15 / 9	76 / 41	81 / 39	138 / 74
Workshops to deal with stress of job loss			24 / 9	30 / 11
Training in entrepreneurship development	63 / 14	273 / 90	328 / 97	284 / 93
Self-employment subsidies	74 / 29	114 / 35	116 / 38	91 / 33
Subsidies for employment in newly-opened jobs	68 / 29	94 / 38	142 / 51	232 / 105
Functional primary adult education		32 / 14	16 / 9	0/0
Professional practical training programme	19 / 9	49 / 30	19 / 6	27/14

Acquiring of practical knowledge			1 / 1	5 / 1
Trainings for the labour market		648 / 327	399 / 213	413 / 226
Training on request of employers	5 / 1	2 / 0		
Subsidies for employment of welfare recipients			1 / 0	
Public works	1,228 / 539	1,335 / 574	1,266 / 542	1,688 / 754
Salary subsidies for persons with disabilities who have no work experience	123 / 43	212 / 71	258 / 107	446 / 200
Support measures for persons with disabilities employed under special conditions	19 / 10	11 / 6	24 / 9	26 / 10

Project activities of the National Employment Services aimed at encouraging employment, i.e. employment of persons who have difficulties in finding a job, with a special focus on women, the Roma and persons with disabilities (for the period from July 2013 to March 2017)

1. Financial Empowering of Female Roma: Building Employment and Self-Employment Capacities

Implementation period: 2016 - 2017

Implementing body: Women's Roma Centre „BIBLIJA“

Target groups: Female and male Roma

The objective of the project: provision of support to improvement of the position in the labour market of social groups who have difficulties in finding a job, as well as to implementation of strategic documents supporting this international initiative, with a special emphasis on the topics of equality and combating violence against women and financial empowering of female Roma.

Results: completed courses and acquired new knowledge and skills for various professions such as: a hairdresser, a manicurist, a cook, a pedicurist/manicurist, a makeup artist, a baker, a car mechanic etc. A total of 100 trainees (85 women and 15 men) had an opportunity to participate in these trainings. 103 trainees attended courses and presentation of certificates of completed trainings is ongoing.

2. **“Reduction of Poverty and Improvement of Employment Opportunities for Marginalised and Vulnerable Population Groups” and “Reduction of Poverty and Improvement of Employment Opportunities for Marginalised and Vulnerable Population Groups with a Focus on Female Roma in Serbia”**

Donor:

- The German Government and the cities of Nis, Pirot, Vranje and Smederevo (May 2013-December 2016)
- The Swedish International Development Cooperation Agency (SDC) and the cities of Kraljevo, Krusevac, Leskovac, Pozarevac, Vranje, the municipalities of Prijepolje, Prokuplje, Trstenik, Vladicin Han and Vlasotince and the city municipality of Obrenovac, ongoing (May 2014 – August 2017)

Implementing body: German organisation Help

Target groups: unemployed Roma and members of other vulnerable population groups living in target regions, with a special focus on female Roma and youth.

The objective of the project: contribution to inclusion of marginalized Roma and other vulnerable population groups in the social and economic life of the country and reduction of poverty among target groups. Improving access to the labour market for the Roma, with a special focus on female Roma and youth and other local vulnerable population group.

Project activities:

- Provision of support to vulnerable population in accessing the labour market through workshops, trainings and grants/donations in the form of equipment or material to start a business or support to micro enterprises
- Improving employability by professional training through practice at work
- Empowering female Roma and setting examples for female entrepreneurs

Results achieved during the implementation period of the project:

So far, 48 meetings have been held with potential beneficiaries of the programme as part both projects. Among other local partners, branch offices of the National Employment Service which cooperated on provision of information to unemployed persons were informed about this. 32 motivational workshops were also held, which were attended by 556 persons, of which 225 women. In addition to local NGOs and other relevant partners, workshops were also attended by representatives of branch offices of the National Employment Service which presented their

activities, current subsidies and other employment opportunities for unemployed persons by networking and linking, provision of information to unemployed persons. So far, 672 beneficiaries have been supported by allocated grants in equipment through both projects, while more than 1,000 persons have been included in business and expert trainings. Important cooperation was established with branch offices of the National Employment Service within the framework of a project component on organisation of professional trainings for unemployed persons, in accordance with the needs expressed in the local labour market, of which some resulted in employment of a certain number of beneficiaries.

3. Empowering Young Roma Families

Implementation period: 2016 – 2017

Target groups: young Roma (50% women)

The objective of the project: contribution to social inclusion and reduction of poverty of young Roma and their families.

Results achieved during the implementation period of the project:

The project has been approved on the basis of good results of the pilot project in 2015. In 2015, 29 of a total of 32 beneficiaries successfully completed professional advancement training for bakers, cooks, painters, pedicurists, manicurists, cosmeticians and PET bottle baling press machine operators. After training, two trainees who completed training for bakers found full-time employment through the National Employment Service, 4 hairdressers work and earn from knowledge they acquired and 4 persons received PET bottle baling press machines as donation by which they generate income. Inclusion of 100 Roma beneficiaries, of which 50% are women, is planned in January and February 2017 within this project for professional training in a licenced professional institution. In January and February 2017, 6 persons completed training and 42 persons are currently undergoing training. One trainee found a job immediately after she completed training for cooks. As part of the “Empowering Young Roma Families” project, the Centre for Family Support has been opened to provide assistance to socially vulnerable Roma families in Zemun and Novi Beograd. So far, 40 families have been included in the support system of the Centre for Family Support.

4. We are Here Together - European Support to Inclusion of the Roma

The objective of the project: support to implementation of the strategy for improvement of the status of the Roma in Serbia, in the fields of access to fundamental rights and civil participation, the labour market, education, health care, social protection, appropriate housing and creation of new jobs through technical support, and support to the achievement of the project proposal for social development of the Serbian Government (measure 5-the field of social development).

Donor: EU IPA I, 2012 – Support to social development, measure 5

Implementation period: 21 June 2013-20 June 2015 (extended until 20 June 2016)

Results achieved during the implementation period of the project:

- Improved availability of fundamental rights for the Roma

- Joint mobile teams for inclusion of the Roma established and equipped
- Capacities of Roma civil society organisations for active participation in civil initiative improved
- Preventative programmes aimed at prevention of early school leaving by Roma children implemented across the country
- Regulations for infrastructural improvement of housing conditions prepared
- Support provided to enterprises which have a potential to ensure opportunities for sustainable employment of the Roma with the aim of opening sustainable jobs

5.

Empowering Roma Community for Social and Economic Development and Environment Protection in the City of Kraljevo

Implementation period: December 2015 – June 2017

Target groups: male and female Roma

The objective of the project is to improve opportunities for employment and earning income for the most vulnerable groups through economic diversity and environment protection.

Results achieved during the implementation period of the project:

In 2016, the project involved work on achievement of three planned results:

- Empowering workforce from Roma population through business counselling, professional training and mentoring for 55 targeted beneficiaries, with a special focus on environment protection economy
- Supported employment and self-employment of the Roma through establishment of 4 micro and small cooperatives and launching of 10 self-employment projects
- Awareness rising and improved decision-making process through defining and improvement of Local Employment Action Plans (LEAP) for the Roma (2015 – 2020). A database of all Roma families is being developed, with a special focus on four mentioned areas in the territory of the city. The database will provide a basis for preparation of a new LEAP.

6. Project “Strengthening Social Cohesion in the Labour Market through Support to Marginalised and Vulnerable Groups” – activity **“Preventing Discrimination in Employment of Vulnerable Categories of Unemployed Persons Who have Particular Difficulties in Finding a Job”**

The objective of the project - preventing discrimination in employment of vulnerable categories of unemployed persons who have particular difficulties in finding a job.

Implementation period: 2015-2016

Results achieved during the implementation period of the project:

- Strengthening 36 employees in the National Employment Service to recognise and fight against discrimination in employment of the Roma (EU support to employment of the Roma) and other vulnerable groups, the population categories which have particular difficulties in finding a job
- Training trainers for the training “Preventing Discrimination in Employment of Vulnerable Categories of Unemployed Persons Who have Particular Difficulties in Finding a Job”. Training was completed by 15 employees.
- In cooperation with the UN Human Rights Office, posters and leaflets were prepared and printed for the National Employment Service for registration with the records and functional education intended for population categories which have difficulties in finding a job (persons with disabilities, the Roma, illiterate persons). Posters were distributed in Roma settlements through members of mobile teams.

7. Collecting and Recycling textile to Achieve Sustainable Solutions

Donor: financed from the IPA Cross-Border Cooperation Programme Serbia-Montenegro.

Implementation period: 2014-2015

Implementing body: citizens’ association “Women’s Centre Uzice”, in partnership with the Branch Office of the National Employment Service in Uzice.

Target groups: vulnerable groups in Serbia and Montenegro, primarily women.

The objective of the project: contribution to providing conditions for employment of vulnerable groups in Serbia and Montenegro through improvement of their competitiveness by establishing a textile collecting, processing and distribution system.

Project activities and achieved results: the project was aimed at ensuring infrastructural and human resource preconditions to improve employability of vulnerable population categories in two cities, primarily women, by establishing a system for processing and distribution of recycled textile. This was organised by 2 associations engaged in protection of women’s rights through the following steps:

- Providing infrastructure equipment for two waste textile collection centres in Uzice and Niksic
- Formation of creative workshops in premises of the two associations, with the aim of employing their members
- Ensuring conditions for continual education of interested persons in producing items and products from recycled textile by establishing two training centres in premises of the associations
- Together with these activities, defining of the structure of products from recycled textile to be produced by the associations (on the basis of a market needs analysis for recycled textile)
- Raising awareness of local communities of the possibilities of textile recycling and reuse in addressing multiply issues of the modern society: social, economic and environmental
- After completion of training which was attended by 20 women, another selection was made and 10 trainees were selected, who were employed after completion of training

A total number of persons, Roma and persons with disabilities included in active employment policy measures, in the period from 1 January to 31 March 2017, National Employment Service

	Total	Women	ROMA		Persons with disabilities	
			Total	Women	Total	Women
1 January - 31 March 2017	33,704	17,808	1,017	473	1,585	680

Annex 1. Overview of Included Persons, Roma, Persons with Disabilities and Women by Active Employment Policy Measures includes data by active employment policy measures.

According to the data of March 2017, women account for 51.43% of a total number of unemployed persons in the records of the National Employment Service.

Women account for 52.84% of a total number persons included in active employment policy measures.

The share of women in a total number of persons who have difficulties in finding a job is 55.45%.

Women account for 49.72% of a total number of employed persons in the records of the National Employment Service.

Status of Female Members of National Minorities

According to the data of March 2017, female Roma account for 46.28% of a total number of unemployed Roma in the records of unemployed persons of the National Employment Service.

The share of female Roma in a total number of the Roma included in active employment policy measures is 46.51%.

A special Public Call for unemployed Roma for award of self-employment subsidies was announced in 2017.

Female Roma account for 36.84% of a total number of employed Roma in the records of the National Employment Service.

Position of Persons with Disabilities in the Labour Market

According to the data of March 2017, women with disabilities (hereinafter referred to as “women”) account for 37.41% of a total number of unemployed persons with disabilities in the records of unemployed persons of the National Employment Service.

The share of women in the total number of persons with disabilities included in active employment policy measures is 42.90%.

In addition to inclusion in regular active employment policy measures, special incentive programmes for employment of persons with disabilities have been announced in the reporting period.

Women account for 37.84% of a total number of employed persons with disabilities in the records of the National Employment Service.

NOTE: Data on a total number of employed persons in the records of the National Employment Service submitted in the first and in this reporting period relate to the number of cases of employment, which means that person can be employed several time during the reporting period.

In the reporting period, the National Employment Service announced public calls / competitions targeted at financial support to employers and unemployed persons registered with the records of the National Employment Service, with the aim of encouraging employment primarily of persons who have difficulties in finding a job.

To ensure social integration/reintegration and to encourage employment of victims of domestic violence and human trafficking, the National Employment Services signed Protocols on Cooperation with the line ministry and the Centre for Protection of Victims of Human Trafficking on inclusion in activities for the purpose of providing assistance and encouraging their employment. Protocols on Cooperation provide the basis for establishing a partnership and providing mutual support in implementation of joint activities defined by the protocols.

PROTECTION OF MIGRANTS, REFUGEES AND INTERNALLY DISPLACED PERSONS – BELGRADE

Practice:

Since 2009, several informal settlements where mainly Roma lived have been resettled in the territory of Belgrade, in accordance with action plans. In the previous period, several settlements have been formed in the territory of the city. Currently, there are 102 families still living in these settlements, who signed contracts on the use of mobile residential units. Of those contracts, 24 were signed by women.

As part of implementation of the Action Plan for resettlements of unhygienic settlements within the project of constructing access roads to the Sava Bridge, which was adopted in 2012 by the City Council of Belgrade, 49 families were placed in social housing. Contracts on the use of apartments were signed with those families, of which 15 were signed by women.

In addition, under the Action Plan for moving residents of newly formed settlements Makis 1, Makis 2, Resnik, Jabucki rit and Kijevo of 2013, moving of families to rural households has been initiated. For 18 of a total of 41 families women are lease holders. So far, 68 have also been placed in social housing through this Action Plan, of which women signed lease agreements in 30 cases (almost 50%). It should be noted that women and men are equal users of apartments and that in cases when women are not lease holders, their rights are not undermined, regardless of the fact whether they are married or live in common-law marriages.

As regards competitions announced by the Department for Improvement of the Status of the Roma of the Secretariat for Social protection, in order to ensure permanent residence for these families, additional points were awarded to single mothers according to the Rulebook of the competition.

In addition, during consultations between the Secretariat and all families before their moving into apartments, both men and women were equally informed about the resettlement process. They signed joint statements, received announcements etc. For example, during resettlement of informal settlements, statements of resettlement were signed by both men and women. Women had equal position in decision-making in these meetings.

Domestic violence often occurred in newly-formed settlements and in social housing, which the Secretariat reported without delay upon learning of it to a competent police station and to the City Centre for Social Work in Belgrade so that they could undertake measures within their spheres of competence. In two cases lease agreements were terminated with men who were lease holders and awarded to wives because of domestic violence and violence against women. In both cases access to and living in apartments were prohibited to husbands/common-law husbands. In addition, accommodation was provided for two women with children in mobile residential units in the territory of Belgrade through the Centre for Social Work in Belgrade and Safe Houses.

The Department for Refugees, Internally Displaced Persons and Migrations of the Secretariat for Social protection provided assistance to 241 families of refugees and internally displaced persons from 2013 to 2016 through allocation of construction material packages and buying of village houses with yards, as well as through provision of the protected social housing service. Of these, women are heads of family households in 69 cases.

Men and women have equal right to receive assistance during announced public calls (in terms of applying for public calls, access to relevant information, free legal aid, assistance in collecting necessary documentation etc.). To ensure successful implementation of projects, relevant information is constantly provided to potential beneficiaries, both on announced public calls and

their requirements and criteria and on planned projects, so that they could timely prepare for them.

In June 2016, the Secretariat, with support from the Commissariat for Refugees and Migration, prepared and distributed the Guide for Refugees, Internally Displaced Persons and Returnees under the Readmission Agreement staying in the territory of Belgrade, which was printed in 7,000 copies. The Guide contains key information on activities of the city of Belgrade in addressing the housing needs of this particularly vulnerable population group in Belgrade, as well as on rights and services in the field of social protection available to them.

COOPERATION WITH CSO – BELGRADE

On 9 December 2016, the city of Belgrade signed the Memorandum of Cooperation in the field of prevention of discrimination and provision of support to LGBT persons in the territory of Belgrade. In addition to representatives of the City Administration of Belgrade, the Memorandum of Cooperation was signed by representatives of the Higher Prosecutor's Office in Belgrade, the First and the Second Basic Prosecutor's Offices in Belgrade, the City Centre for Social Work in Belgrade, the Police Administration for the City of Belgrade, the Ombudsman of Belgrade, the Belgrade Branch Office of the National Employment Service and associations LABRIS, Gayten – LGBT , AID+, Haver Serbia, the Network of Organizations for Children of Serbia and AS centre.

Signing of this Memorandum between institutions and civil society organisations ensured formation of the Local Network for prevention of Discrimination and Support to LGBT Persons in Belgrade. The coordinator of the Network is the City Administration of Belgrade.

One of the objectives of this form of networking is to give example of cooperation between institutions and civil society organisations in connection with respect of guaranteed human rights. This Network for prevention of discrimination has been formed as part of the project titled "Networked to Improve the Status of LGBT Persons in Serbia", which is intended for improvement of human rights of LGBT persons and stimulates policy dialogue and implementation of international and European standards in this field. The project is implemented by the Organisation for Lesbian Rights "Labris", with financial support from the United States Agency for International Development.

In accordance with the National Strategy for Prevention of Discrimination 2014–2018 and the supporting Action Plan, the City Administration of Belgrade, in cooperation with the LABRIS organisation, organised training titled "Same-Sex Orientation and Gender Identity – Prejudices and Facts" in the first half of May 2017, intended for all managers of organisational units of the City Administration (secretaries and sub secretaries).

Practice:

The City Administration of Belgrade, through the Secretariat for Social protection, supports the work of civil society organisations through public calls, which also includes associations engaged in improvement and protection of women’s human rights. For example, association “Out of Circle”, an organisation engaged in improvement of the status of women with disabilities, has been continually supported by significant funds in the previous four years.

Table: Civil society organisations supported in public calls of the Secretariat for Social protection, the amount of allocated funds by associations and years (funds from the budget of the city of Belgrade)

Association	2013	2014	2015	2016
“Out of Circle” (association of women with disabilities)	1,210,000.00	862,000.00	2,049,800.00	2,000,000.00
Women’s association “Single Mothers”	180,000.00			908,933.00
Association of parents of premature babies of Serbia “LITTLE GIANT”	50,000.00			
Women’s education forum		416,828.00		
Women’s association “Friendship Hand”			1,089,310.00	1,053,182.00
Obrenovac Women’s Centre			582,100.00	720,840.00
Atina- citizens’ association for fight against human trafficking and all forms of violence against women				591,600.00

WOMEN IN RURAL AREAS

According to the data of the Ministry of Agriculture and Environment Protection, a total number of registered farms where women are holders of title shows permanent tendency of growth in the period from 2013 to 2015 (from 78,230 in 2013 to 130,919 farms, or 67%, in 2015). In addition,

the share of registered farms where holders of title are women in the total number of registered farms in 2015 also increased by about 60% compared with 2013.

Overview of the women's share in the structure of total registered farms in the period 2013-2015

Holders of title of registered farms	Total			Women					
	2013	2014	2015	2013	%	2014	%	2015	%
Year	2013	2014	2015	2013	%	2014	%	2015	%
Number of registered farms	469,403	479,812	489,658	78,230	16.7	130,060	27.1	130,919	26.7
Number of active farms	323,422	330,235	348,440	/	/	76,844	23.3	81,313	23.3
Number of passive farms	145,981	149,577	141,218	/	/	/	/	/	/
Number of commercial farms	404,775	436,693	451,678	61,341	15.2	107,426	24.6	110,847	24.5
Number of non-commercial farms	64,628	43,119	37,980	16,889	26.1	22,634	52.5	20,072	52.8
Number of (active + commercial farms) eligible for subsidies	289,856	321,302	343,231	/	/	72,754	22.6	78,977	23.0

Number of holders of title of farms							
Number of users	2010	2011	2012	2013	2014	2015	2016
Men	316,030	322,758	329,683	338,802	313,041	268,779	268,473
Women	127,144	129,030	130,563	128,208	117,168	81,889	81,733
Enterprises	2,093	2,266	2,307	2,392	1,926	1,796	1,975
Total	445,267	454,054	462,553	469,403	432,135	352,464	352,181

Number of holders of title of farms by age						
Number of users *by age	2015			2016		
	M	F	Total	M	F	Total
15-20	283	76	359	573	154	727

21-30	9,448	1,617	11,065	10,497	1,903	12,400
31-40	24,747	4,476	29,223	26,207	4,927	31,134
41-50	44,676	10,411	55,087	45,801	10,916	56,717
51-60	63,406	16,488	79,894	64,292	17,111	81,403
61-70	73,328	22,431	95,759	73,029	22,843	95,872
71-80	37,405	18,623	56,028	35,089	17,377	52,466
81-90	14,986	7,550	22,536	12,629	6,339	18,968
91 and older	500	217	717	356	163	519
Total	268,779	81,889	350,668	268,473	81,733	350,206

In *Vojvodina*, 24,579 women who are holders of title of farms were registered in 2016, accounting for 30.1% of the total number of this category of farms. As in the case of Belgrade, the share of women who are holders of title of farms in *Vojvodina* increased in 2016 (by 2.4 percentage points) compared with 2014. The highest and approximately the same share is that of the age groups of 61-70 years of age (6,316 farms) and of 51-60 years of age (6,040 registered women who are holders of title of farms). The order of age groups worsened in 2016 compared with 2014, because in 2014 the age group of 51-60 years of age had the highest share, while the age group of 61-70 years of age followed it.

Although *Central Serbia* had the highest number of registered farms where holders of title are women (52,780) and the highest share in the total number of these farms (64.6%) in 2016, this number showed tendency of reduction in the previous three years (2014-2016) by 4.4 percentage points. Unlike the two above analysed regions, in 2016 *Central Serbia* had a significant share of older interval age groups of this category of farms: from 61 to 70 years of age 15,112 farms and from 71 to 80 years of age almost 13,000 of women who are holders of title of farms (12,950 farms). In spite of this unfavourable characteristic, it should be noted that trends of shares of interval age groups are positive taking into account that interval age group from 71 to 80 years of age was absolutely dominant in 2014 (27,916 farms), while the age group from 61 to 70 years of age followed it (17,358 registered women who are holders of title of farms).

Although the *region of Kosovo and Metohija* has the lowest number of registered farms where holders of title are women (607), this indicator increased in 2016 compared with 2014 (by 0.2 percentage points) and accounts for the modest 0.7% of the total number of this category of farms. As regards the shares of interval age groups, this region has a significantly better position than *Central Serbia*. The highest share in 2016 was that of the age group from 61 to 70 years of age (163), followed by the interval age group from 51 to 60 years of age (147 women who are holders of title of farms) and this order of age groups remained the same as in 2014.

In 2016, *the city of Belgrade* had 3,767 farms where holders of title are women and has a share of 4.6% in the total number of women who are holders of title of registered farms, which is an

increase of 1.5 percentage points compared with 2014. As regards age groups of female population holding the title of registered farms, the highest share is that of the interval age group from 61 to 70 years of age (1,252 farms) and from 51 to 60 years of age (870 registered women who are holders of title of farms), which could be characterised as a positive tendency taking into account that in 2014 the age group from 71 to 80 years of age had the highest share, while in 2016 this interval group held the 3rd position.