1ST VIENNA ECONOMIC DIALOGUE
OENB- SUERF-JVI
GENDER, MONEY AND FINANCE

20-21 May 2021
Women represent 75% of Executive Board – 3 out of 4 Board members are women.

She-Governor Jorgovanka Tabaković since August 2012, currently in her second term

Within the manager structure, women account for 57%.

Women also make 57% of total NBS employees.

Source: OMFIF Gender Balance Index 2021
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<th><strong>GENDER IS AN ISSUE IN THE NATIONAL BANK OF SERBIA AND IN SERBIA ALSO</strong></th>
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<td><strong>We don’t have gender policies, yet gender statistics in the NBS is in favour of women.</strong></td>
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<td><strong>We created a good working environment, and we are offering fair and equal opportunities to all who are willing to do their best and grow with the institution.</strong></td>
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<td><strong>The NBS introduced one-time financial assistance in case of a childbirth or adoption of a child.</strong></td>
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<td><strong>We offer remote working, flextime, part-time work, and these facilities are important to ensure a better balance between the work and family obligations.</strong></td>
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<td><strong>The Labour Law of the Republic of Serbia stipulates a ban on any kind of discrimination, and the State guarantees a year of paid maternity leave for the first and second child, and two years for the third and fourth child.</strong></td>
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<td><strong>Colleagues heading the Bank’s organizational units are professionals with adequate knowledge, experts with huge experience, regardless of the gender.</strong></td>
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**Serbia was the first non-EU country to introduce the Gender Equality Index that measures six areas - health, money, knowledge, work, time and power, and it shows a rising trend in women’s participation in many areas, especially in the domain of political power for members of Parliament and members of the Government.**

**Serbia has a female Prime Minister and Serbian Government has 10 female out of 21 ministers in total, which makes it one of the most gender-balanced governments in the World. According to Bloomberg, the change in the gender composition of the Serbian government propels the country “to the brink of the global top 10 for gender equality”.**

**The Global Gender Gap Report, published by the World Economic Forum in March 2021, which looks into four dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment), has shown that Serbia is within the five most-improved countries out of 156 countries in the overall index (Serbia is within the first 13% according to GGGR).**

**Governor Tabaković:**

“Through generations, a lot has been done to raise social awareness in Serbia about the fact that there are no special women’s rights, but the obligation of society and each individual to consistently respect the BASIC human rights”.

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*Note: The text is presented in a table format to enhance readability and organization.*
THE MOST REMARKABLE ACCOMPLISHMENTS OF THE NBS ARE UNDER THE LEADERSHIP OF SHE-GOVERNOR JORGOVANKA TABAKOVIĆ

Central Banker of the Year

Governor Tabaković:

"This award is a recognition of the changes which our President Vučić and his associates have worked on and the changes I and my associates have worked on. People are the greatest asset — because it is people who make decisions. We have to work as a team, because of people, for people and with people."