

# RODNA NEJEDNAKOST NA POZICIJAMA ODLUČIVANJA U SRBIJI

## GENDER INEQUALITY IN DECISION-MAKING POSITIONS IN SERBIA

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### Rezime

Pristupanje Srbije Evropskoj Uniji (EU) predstavlja proces koji podrazumeva brojne i ponekad zahtevne promene koje društvo treba da sprovede. Krajnji cilj celog procesa pored članstva EU, predstavljaće i činjenica da je Srbija postala pravednije i bolje društvo za sve građane i građanke. U svetlu početaka pregovora i usklađivanja srpskog zakonodavstva sa pravnim tekovima EU (Acquis communautaire) važno je naglasiti da su institucije te koje imaju posebno važnu ulogu u celokupnom procesu i da od njihove spremnosti da usvajaju i sprovode reforme, ali da se u tom procesu i same menjaju, zavisi i kvalitet i dužina pristupanja EU.

Uprkos godinama napretka koje su žene ostvarile u poslovnoj sferi, nema sumnje da su i dalje u nepovoljnijem položaju i manje zastupljene na rukovodećim pozicijama nego što je to slučaj sa muškarcima (Adler, 2000; Davidson and Burke, 2000). Statistički podaci u SAD pokazuju da visoke pozicije, kao što su predsednik upravnog odbora, generalni direktor, glavni izvršni direktor i sl., zauzima svega 16 % žena. Generalno posmatrano, žene zauzimaju 37% od celokupnih menadžerskih i finansijskih pozicija (Eagly and Carli, 2008). Podaci pokazuju da žene u proseku zarađuju oko 44 % manje od muškaraca, posmatrano u periodu od 1983. do 2000. godine (Krishnan and Park, 2005; Carter, Simkins and Simpson, 2003). Situacija se ne razlikuje ni u drugim industrijalizovanim zemljama. U 50 najvećih korporacija koje posluju u zemljama Evropske unije žene čine, u proseku, 11% od ukupnog broja rukovodilaca i 4% direktora i šefova odbora (Eagly and Carli, 2008). Studije rodne ravnopravnosti su pokazale da se muškarcima češće daje prednost nad ženama ekvivalentnih kvalifikacija kao kandidatima za poslove tradicionalno okupirane od strane muškaraca i da žene imaju manju verovatnoću unapređenja nego muškaraca na višim nivoima unutar organizacije (Bowen, Swim and Jacobs, 2000; Davidson and R. Burke, 2000).

**Ključne reči:** evropska unija, rodna nejednakost, organizacija

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## Summary

Serbia's accession to the European Union is a process that entails many, at times demanding, changes that society carry out. The ultimate objective of the whole process, in addition to the EU membership, is that the Republic of Serbia becomes a fairer and better society to the benefit of all citizens. In light of the pending membership negotiations and harmonization of Serbian legislation with the European *acquis communautaire*, it is important to point out that institutions have a particularly important role to play in the entire process, and that the quality and the length of EU accession process depend on their readiness to adapt and implement reforms, as part of which they are undergoing changes themselves. Despite years of progress by women in the workforce, there is little doubt that women continue to be disadvantaged in the workplace and underrepresented in leadership positions (Adler, 2000; Davidson and Burke, 2000). Statistics considering United States show that among those with titles such as chairman, president, chief executive officer, and chief operating officer, only 16% are women. Women occupy 37% of all management and financial occupations (Eagly and Carli, 2008). The data showed that women earned about 44% less than men, averaged over the entire period from 1983. to 2000. (Krishnan and Park, 2005; Carter, Simkins and Simpson, 2003). The situation is not much different in other industrialized countries. In the 50 largest publicly traded corporations in each nation of the European Union, women make up, on average, 11% of the top executives and 4% of the CEOs and heads of boards (Eagly and Carli, 2008). Some gender-related studies have shown that men are most often advantaged over equivalent women as candidates for jobs traditionally occupied by men and that women's promotions become progressively less likely than men's at higher levels within organizations (Bowen, Swim and Jacobs, 2000; Davidson and Burke, 2000).

**Keywords:** European Union, gender discrepancy, organization

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