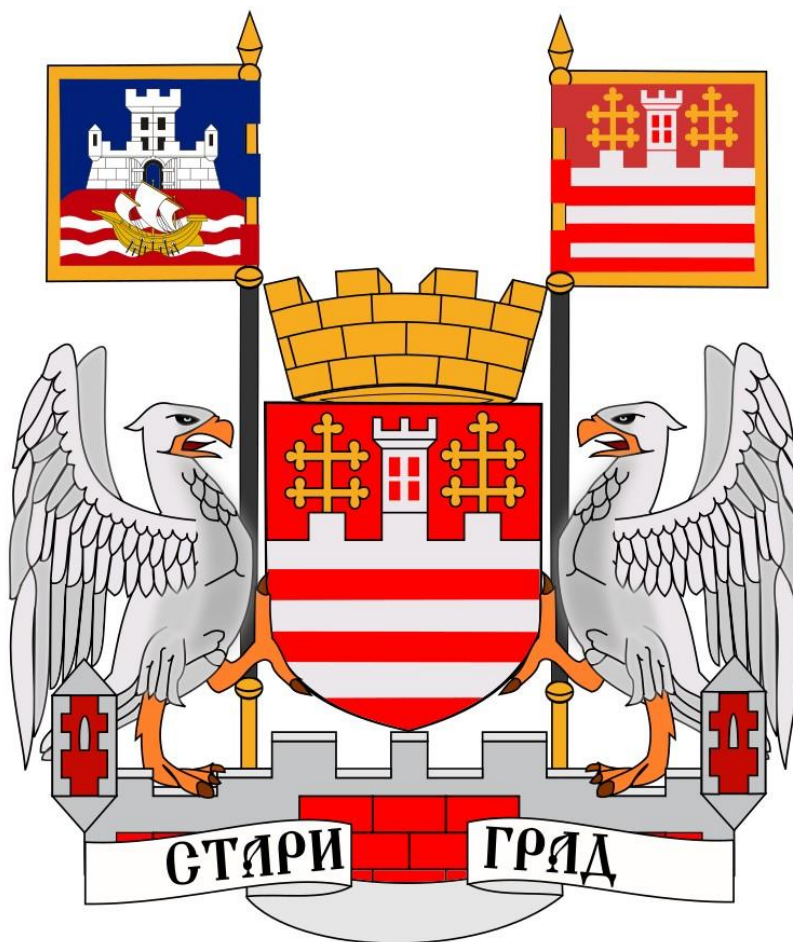


**REPUBLIC OF SERBIA**  
**CITY MUNICIPALITY OF STARI GRAD**



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**The Local Action Plan for the Promotion of Gender Equality in  
the Municipality of Stari Grad for the period 2024-2026**

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**1. Introduction** The Local Action Plan for the Promotion of Gender Equality in the Municipality of Stari Grad for the period 2024-2026 represents a public policy document that operationalizes the goals and measures of the National Strategy for Gender Equality for the period 2021-2030 at the local level. The Local Action Plan is implemented within the project "Building Gender Equality through Gender Budgeting for Institutional Transformation-BUDGET IT," under the Horizon-WIDERA-2022-ERA-01 Program, co-financed by the European Commission.

The Municipality of Stari Grad adopted the European Charter for Gender Equality at the local level in 2017, by a decision of the Stari Grad Municipal Assembly. In this way, the Municipality of Stari Grad committed itself to following the principles of gender equality and implementing the provisions of the Charter.

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### **1.1 Opening Statement of the President**

Gender equality is a fundamental right of every individual and an important principle of a democratic system. One of the priorities of the Municipality of Stari Grad is the realization of gender equality as a prerequisite for the overall socio-economic development of all citizens—men and women, boys and girls—within the municipality. Gender equality is a part of human rights, including the right to freedom from coercion, intimidation, and violence at work and at home.

To ensure that gender equality is achieved in a systematic way, the Municipality of Stari Grad is adopting the Local Action Plan for Gender Equality for a three-year period. One of the goals of this document is to implement the policies and measures defined by the National Strategy for Gender Equality at the local level, in accordance with the municipality's competencies, while respecting the principles set forth in the European Charter for Gender Equality at the local level.

Additionally, the Local Action Plan identifies and defines priority areas where activities will be implemented to achieve gender equality, thereby improving the life of every individual in the Municipality of Stari Grad.

I am firmly convinced that gender-unequal societies are less cohesive, with higher levels of antisocial behavior and violence. On the other hand, gender-equal societies are most successful in striving for well-being and harmony, benefiting everyone. Therefore, our mission is to remain truly committed to the idea of gender equality because the implementation of these principles is based on fundamental human rights that make our community safer and healthier, and our economy more vital.

**President of the Municipality of Stari Grad Radoslav Marjanović**

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## **2. International Framework**

The international legal framework for gender equality consists of international treaties ratified by Serbia that guarantee the right to equality and non-discrimination. These include documents from the United Nations, the Council of Europe, and the European Union.

The **Universal Declaration of Human Rights** is a document adopted by the United Nations General Assembly in 1948, which states in its second article that everyone is entitled to all the rights and freedoms proclaimed in the Declaration, without distinction of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

The **International Covenant on Economic, Social and Cultural Rights**, adopted by the United Nations General Assembly in 1966, in its third article states that state parties commit to ensuring equal rights for men and women to enjoy all the economic, social, and cultural rights outlined in the Covenant.

The **International Covenant on Civil and Political Rights**, adopted by the United Nations General Assembly in 1966, in its third article, obligates state parties to ensure equal rights for men and women to enjoy civil and political rights outlined in the Covenant.

The **Convention on the Rights of the Child**, adopted by the United Nations General Assembly in 1989, commits state parties to respect and ensure equal rights for every child, without discrimination of any kind, regardless of race, color, sex, language, religion, political or other opinions, national, ethnic or social origin, property, disability, birth, or any other status.

The **Convention on the Rights of Persons with Disabilities**, adopted by the United Nations General Assembly in 2006, specifically recognizes the discrimination faced by women, girls, and children with disabilities and the fact that they are subject to multiple forms of discrimination. It calls for measures to ensure their full and equal enjoyment of all human rights and fundamental freedoms.

The **Convention on the Elimination of All Forms of Discrimination against Women** (CEDAW), adopted by the United Nations General Assembly in 1979, defines discrimination against women as any distinction, exclusion, or restriction based on sex, which results in or has the effect of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

The **European Convention for the Protection of Human Rights and Fundamental Freedoms**, amended in accordance with Protocol 11, adopted in 1950 in Rome, guarantees the enjoyment of rights and freedoms without discrimination based on sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, or other status.

The **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence**, adopted in Istanbul in 2011, aims to protect women from all forms of violence, prevent, prosecute, and eliminate violence against women and domestic violence, contribute to the reduction of discrimination against women, and promote gender equality between women and men.

The **European Charter for Gender Equality at the Local Level**, presented in 2006 by the Council of European Municipalities and Regions with partners, is a document and guideline for signatories to uphold the principle of equal opportunities. Gender equality implies that men and women have equal opportunities to contribute to cultural, political, economic, and social progress and have equal opportunities to enjoy the benefits of community advancement.

The **Gender Equality Strategy 2020-2025** of the European Commission was adopted to eliminate inequality in all its activities and promote gender equality between men and women. Specific objectives include eliminating all forms of violence and stereotypes, striving for a gender-equal economy, guiding equally through all sectors of society, incorporating gender perspectives into EU intersectoral policies, financing activities to achieve gender equality progress in the EU, and promoting gender equality and women's empowerment worldwide.

### 3. National and Local Legal and Institutional Framework

The Republic of Serbia defines gender equality and the introduction of a gender perspective in its policies and measures as one of the priorities of socio-economic development. At the national level, the following laws and strategies are of key importance for advancing gender equality:

The Constitution of the Republic of Serbia, as the highest legal act of a state, in Article 15 states that the state guarantees the equality of women and men and develops a policy of equal opportunities. The Constitution of the Republic of Serbia prohibits all forms of discrimination, whether direct or indirect, on any grounds, especially on the basis of race, gender, national origin, social background, birth, religion, political or other beliefs, property status, culture, language, age, or mental or physical disability. Special measures that the Republic of Serbia may introduce to achieve full equality for individuals or groups of individuals who are in a substantially unequal position compared to other citizens are not considered discrimination, which is very important from the perspective of the position of women. This is best reflected in the Constitution's provision that special support and protection is provided to mothers before and after childbirth.

The Law on Gender Equality, adopted in 2021, defines the concept, meaning, and policy measures for achieving and improving gender equality, types of strategic acts in the field of gender equality, and the way of reporting on their implementation, the institutional framework for achieving gender equality, oversight of the application of the law, and other issues of importance for achieving and improving gender equality. According to this Law, gender equality means equal rights, responsibilities, and opportunities, balanced participation, and equal representation of women and men in all areas of social life, equal opportunities for exercising rights and freedoms, using personal knowledge and abilities for personal development and societal development, equal opportunities and rights in accessing goods and services, as well as achieving equal benefits from work results, while respecting the biological,

social, and cultural differences between men and women, and considering the different interests, needs, and priorities of women and men when making public and other policies and decisions about rights, obligations, and law-based provisions, as well as constitutional provisions. The Law also regulates measures for combating and preventing all forms of gender-based violence, violence against women, and domestic violence. It defines the obligations of public authorities, employers, and other social partners to integrate a gender perspective in their areas of activity.

This Law also governs the policy of equal opportunities, which includes:

- Equal participation of women and men in all phases of planning, preparation, decision-making, and implementation of decisions that affect the position of women,
- Taking into account the different interests, needs, and priorities of women and men when making public and other policies and decisions about rights, obligations, and law-based interests,
- Taking measures to ensure an equal starting point for achieving the principle of equal opportunities for individuals or groups of individuals who are in an unequal position based on gender, gender characteristics, or sex, especially members of sensitive social groups.

Measures for achieving and improving gender equality are general and special. General measures are those prescribed by law that prohibit discrimination based on gender or sex in a specific field or prescribe appropriate action to achieve gender equality. Special measures are activities, measures, criteria, and practices in line with the principle of equal opportunities that ensure equal participation and representation of women and men, especially members of sensitive social groups, in all spheres of social life and equal opportunities for exercising rights and freedoms. The law defines areas in which general and special measures are determined and implemented, as well as the entities responsible for improving gender equality. Public authorities participate in creating, implementing, monitoring, and improving policies for achieving gender equality, through the adoption, implementation, and monitoring of strategic documents, from strategies and development plans to local action plans.

The Law on the Prohibition of Discrimination is a general law that regulates the general prohibition of discrimination, the forms and cases of discrimination, and the procedures for protection from discrimination. According to this Law, discrimination means any unjustified differentiation or unequal treatment, or omission (exclusion, limitation, or granting

preference), regarding individuals or groups, as well as their family members or close persons, in an open or covert manner, based on race, skin color, ancestry, nationality, ethnic origin, language, religious or political beliefs, gender, gender identity, sexual orientation, property status, birth, genetic traits, health status, disability, marital and family status, conviction, age, appearance, membership in political, trade union, and other organizations, and other actual or assumed personal characteristics. This Law defines direct and indirect discrimination, violation of the principle of equal rights and obligations, accountability, association for discriminatory actions, hate speech, harassment, and degrading treatment. Special cases of discrimination include gender-based discrimination, which exists when acting contrary to the principle of gender equality or the principle of respecting the equal rights and freedoms of women and men in the political, economic, cultural, and other aspects of public, professional, private, and family life. It is prohibited to deny rights or openly or covertly grant privileges based on gender or gender change. Physical and other forms of violence, exploitation, expressions of hate, belittling, blackmail, and harassment based on gender are also prohibited, as well as publicly advocating, supporting, and acting in accordance with prejudices, customs, and other social behavior patterns based on the idea of gender subordination or superiority, or stereotypical gender roles.

The Law on the Capital City defines that the Statute of the City establishes city municipalities for the more efficient and economical performance of certain duties of the City of Belgrade. The Law also defines the tasks of the City of Belgrade performed by the City Municipality, which are defined by the Statute of the City of Belgrade. The Statute of the City of Belgrade further defines the tasks and competencies performed by the City Municipality, including the adoption of programs and projects for the development of the city municipality, as well as the adoption of strategies of local importance.

The Law on the Planning System regulates the planning system of the Republic of Serbia, i.e., the management of the public policy system and medium-term planning, the types and content of planning documents proposed, adopted, and implemented by all participants in the planning system according to their competencies, mutual coordination of planning documents, the process of determining and implementing public policies, and the obligation to report on the implementation of planning documents. Public policy management is the process of planning public policies, analyzing effects, preparing and adopting planning documents, coordinating, implementing public policies, monitoring the implementation of these policies, evaluating the effects of public policies to review and improve them, improving them based on the evaluation findings, as well as reporting on the achieved outcomes of public policies.

Types of planning documents include:

Development planning documents,

Public policy documents,

Other planning documents.

A public policy document is a planning document by which participants in the planning system, according to their competencies, determine or elaborate on already established public policies. Types of public policy documents are:

Strategy,

Program,

Policy concept,

Action plan.

The action plan is the highest level document in public policy, detailing a strategy or program, to manage the dynamics of implementing public policy measures from the national to the local level.

The Stari Grad City Municipality, within its competencies, adopts local action plans that define activities to improve the overall socio-economic development of all citizens in the Stari Grad Municipality.

The Gender Equality Strategy for the period 2021-2030 was adopted by the Government of the Republic of Serbia, establishing comprehensive measures for the advancement of gender equality as a factor in encouraging societal development in the Republic of Serbia. The general goal of the Strategy is to overcome the gender gap and achieve gender equality as a prerequisite for societal development and improving the everyday lives of women and men, girls and boys. Specific goals include:



Reducing the gender gap in economy, science, and education as a prerequisite and incentive for socio-economic development,

Ensuring equal opportunities for exercising and protecting human rights as a foundation for developing and secure society,

Establishing accessible and comprehensive healthcare and ensuring social security,

Establishing a comprehensive and functional system for creating and implementing gender-responsive public policies and budgets.

The Action Plan for 2022 and 2023 for the implementation of the Gender Equality Strategy for the period 2021-2030 is a public policy document adopted to operationalize and achieve the general and specific goals set by the Strategy.

The Government of the Republic of Serbia creates, implements, monitors, and improves policies for achieving gender equality. It sets measures to create equal opportunities for exercising rights and freedoms for women and men, preventing and removing gender-based discrimination. The Government adopts the National Gender Equality Strategy and establishes the Coordination Body for Gender Equality.

The Coordination Body for Gender Equality was established by the Government of the Republic of Serbia in 2014 with the aim of improving gender equality in the Republic of Serbia. The task of the Coordination Body is to monitor the implementation of laws, policies, and strategies aimed at achieving the policy of equal opportunities for men and women at the national level.

The Council for Gender Equality of the Stari Grad City Municipality was formed by the Decision of the Stari Grad City Municipality Council I-03 No. 020-3-30/2021 dated March 16, 2021, supplemented by the Decision I-03 No. 020-3-54/2021 dated June 15, 2021, and by the supplement of the decision I-03 No. 020-3-56/2021 – June 21, 2021. Its goal is to implement activities that promote gender equality and uphold the principles of gender equality in the territory of the Stari Grad City Municipality.

The Council for Gender Equality of the Stari Grad City Municipality consists of a president and six members:

Nevena Dodić, President

Maria Markov, Member

Vesna Janković, Member

Bojan Bojić, Member

Milica Dakić, Member

Branka Ćonić, Member

Dušan Petrić, Member

The Council's tasks are:

- Implementing activities to identify, monitor, improve, empower, and promote the position of women in the Stari Grad Municipality,
- Achieving greater participation and involvement of women in the creation of public policies and decision-making,
- Economic empowerment of women,
- Prevention and protection of women's health,
- Prevention and prevention of violence against women and in the family,
- Lobbying with relevant domestic and international entities to launch specific programs, projects, and actions that improve the position of women and uphold anti-discrimination practices,
- Equal representation of women's contributions in all areas of social life in the media,
- Introduction of gender budgeting principles,
- Preparation of a Local Action Plan for Gender Equality for the Stari Grad City Municipality,
- Cooperation with civil sector organizations.

#### 4. Methodology for Developing the LAP

The Municipality of Stari Grad actively participates in implementing policies that promote gender equality at the local level. The Municipality of Stari Grad signed the European Charter on Gender Equality at the Local Level in 2017, committing to follow the principles of gender equality and implement the provisions outlined in the Charter. The Charter foresees the adoption and implementation of a Local Action Plan for Gender Equality (LAP), which defines activities at the local level to be carried out by the Municipality of Stari Grad to improve equal opportunity policies and enhance the environment where men and women can enjoy equal rights and opportunities, thereby influencing overall social development and progress.

Additionally, the Municipality of Stari Grad is a partner in the project "Building Gender Equality through Gender Budgeting for Institutional Transformation - BUDGET IT," which is implemented under the Horizon-WIDERA-2022-ERA-01 program, co-financed by the European Commission. The main goal of the project is to create institutional transformation towards inclusive gender equality through a participatory and collaborative process of knowledge exchange, networking, capacity building, and improving the reputation of partner institutions. One of the outcomes of the project is the adoption of the Local Action Plan for Gender Equality by all partner institutions.

The methodological process for developing the Local Action Plan for Gender Equality involved the following activities:

1. Creating prerequisites for the development process of the LAP,
2. Collecting relevant data for the development of the LAP,
3. Strategic and operational planning,
4. Public discussion, and
5. Adoption of the document by the Municipality of Stari Grad.

Creating prerequisites for the LAP development process: The activity of developing the Local Action Plan for Gender Equality is carried out within WP2 - (Re)Evaluating GEPs of the BUDGET IT project, whose specific goals are to:

- Identify and build international best practices and existing knowledge of partner institutions in the field of gender equality plans (GEPs) and
- Ensure intersectionality (disability, age, nationality, religion).

The working group for developing the Local Action Plan for Gender Equality, which is one of the prerequisites for implementing this activity, was formed by the Decision of the President of the Municipality of Stari Grad.

The members of the working group are:

1. Snežana Vuković, Coordinator
2. Bojan Bojić
3. Ana Kovačević
4. Branko Radulović
5. Lidija Živković
6. Vojislav Živković
7. Vesna Janković
8. Jovana Canić
9. Bojana Brajović Spasić
10. Dejan Vukšić, and
11. Sandra Abramović.

The working group, in cooperation with the Council for Gender Equality and engaged experts for the development of the Local Action Plan within the BUDGET IT project, is tasked with drafting the planning document and undertaking all activities for its adoption by the Assembly of the Municipality of Stari Grad.

For the purpose of drafting the Local Action Plan, the project "Building Gender Equality through Gender Budgeting for Institutional Transformation" (acronym "BUDGET IT") engaged Nikola Vujinović, Sonja Manojlović, and Ljiljana Marković.

Collecting relevant data for the LAP development represents one of the key activities in the process of creating the planning document. The data collection process was carried out through:

- Identifying key actors at the local level responsible for implementing policies and measures to promote gender equality,
- Analyzing existing data,
- Identifying priority areas,
- Workshops and roundtables with key actors and filling out questionnaires,
- Meetings of the working group members, the Council for Gender Equality, and engaged experts.

The collected data was categorized into the following areas:

- Demographic and geographic data, and
- Data on gender equality in priority areas.

Strategic and operational planning refers to defining the general goal of the Local Action Plan for Gender Equality and specific objectives for each priority area. For each specific goal, activities, expected results, indicators, responsible parties, and participants in the implementation of activities were defined. This phase also includes defining mechanisms for monitoring the implementation and evaluating the achieved results by specifying sources of verification for each activity. The output of this phase is the Draft LAP.

## **Public Discussion**

By the Decision of the Stari Grad Municipal Council on conducting a public discussion on the Draft Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026, number 020-1138/2023, dated December 27, 2023, a public call was issued to representatives of authorities and organizations, associations, businesses, expert public, and other interested parties to participate in the public discussion on the Draft Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026. The public discussion was held from December 28, 2023, to January 11, 2024. According to the Program for conducting the public discussion, participants included representatives of public authorities, civil society organizations, and the expert public. The draft plan was presented at an open meeting (roundtable) held in the Stari Grad Municipality Service Center on January 10, 2024, at 12:00 pm. Comments, proposals, and suggestions could be submitted to the Working Group for drafting the Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026 via the form available on the municipality's website or by sending them to the email address: [svukovic@starigrad.org.rs](mailto:svukovic@starigrad.org.rs).

After the public discussion concluded, the Working Group for drafting the Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026 met on January 17, 2024, to consider any received comments, proposals, and suggestions. It was noted that by

January 11, 2024, no suggestions or recommendations for changing the text of the Draft Local Action Plan had been received.

The members of the Working Group for drafting the Draft Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026 unanimously gave their consent to the final Draft of the Local Action Plan for Gender Equality for the Municipality of Stari Grad for the period from 2024 to 2026 at the meeting held on January 17, 2024.

The final Draft of the Local Action Plan for Gender Equality in the Municipality of Stari Grad for the period from 2024 to 2026 was presented at the meeting of the Council for Gender Equality held on January 19, 2024, in the Stari Grad Municipality Service Center and was unanimously adopted as final.

When developing the Local Action Plan for Gender Equality, particular attention was given to the principles of gender equality outlined in the European Charter for Gender Equality at the Local Level:

**Gender equality between women and men is a fundamental right** - Local and regional authorities must implement this right in all areas of their responsibility, including the obligation to eliminate all forms of discrimination, whether direct or indirect. **To ensure gender equality is guaranteed**, issues of multiple discrimination and disability must also be addressed. Multiple discrimination and disadvantaged positions based not only on gender but also on differences in race, skin color, ethnic and social origin, genetic traits, language, religion or beliefs, political or other opinions, belonging to a national minority, property, birth, disability, age, sexual orientation, or socio-economic status, must be considered when addressing gender equality issues.

**Equal participation of women and men in decision-making processes is a prerequisite for a democratic society.** The right to gender equality requires local and regional authorities to take all appropriate measures and adopt necessary strategies to promote equal representation and participation of women and men in all spheres of governance.

**Eliminating gender stereotypes is crucial to achieving gender equality between women and men.** Local and regional authorities must promote the elimination of stereotypes and obstacles on which inequalities regarding the status and position of women are based, which lead to unequal evaluation of the roles of women and men in political, economic, social, and cultural terms.

**Incorporating a gender perspective into all activities of local and regional governance is essential in the process of improving gender equality between women and men.**

The principle of gender equality must be considered when developing strategies, methods, and tools that affect the daily life of the local population – for example, through the application of gender mainstreaming techniques and gender-responsive budgeting. The experiences of women at the local level, including their living and working conditions, must be analyzed and taken into account.

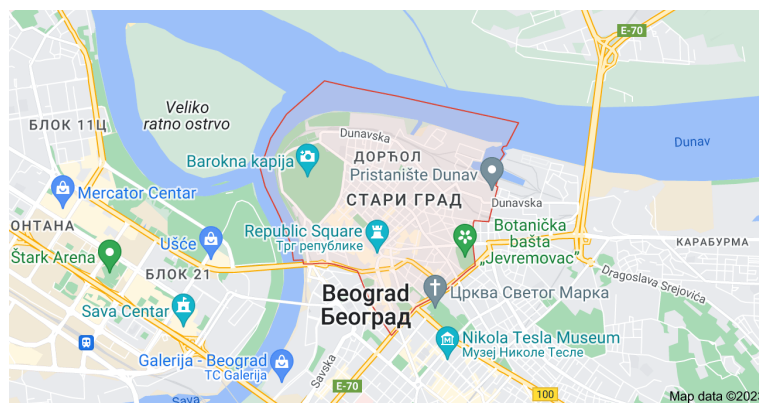
**Action plans and programs with adequate financial resources are essential tools for improving gender equality.** Local and regional authorities must develop action plans and equality programs, which include sufficient financial and human resources necessary for their implementation.

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## 2. Situation Analysis

### 2.1 Geographic and Demographic Structure

Belgrade is the capital city of the Republic of Serbia, located at the confluence of the Sava and Danube rivers. The city of Belgrade is divided into 17 municipal districts: Čukarica, Novi Beograd, Palilula, Rakovica, Savski Venac, Stari Grad, Voždovac, Vračar, Zemun, Zvezdara, Barajevo, Grocka, Lazarevac, Mladenovac, Obrenovac, Sopot, and Surčin. The Municipality of Stari Grad is the central urban municipality. It spans an area of 692 hectares (5 km<sup>2</sup>). One-third of the territory consists of water surfaces, while two-thirds is land. The Municipality of Stari Grad borders the municipalities of Palilula, Vračar, and Savski Venac, with the Sava River serving as a natural boundary with the municipalities of Novi Beograd and Zemun. The current boundaries of the municipality were formed in 1961. The highest elevation is 128 meters at the Kalemegdan Terrace, and the lowest is at the surface of the Danube River, measuring 68 meters.



The relief of the municipality is complex in both morphological and geological terms, where different types of relief (tectonic, fluvial, abrasional, karst, and aeolian) intertwine. The climate is moderately continental, with an average annual temperature of 11.7°C. The hottest month is July, with an average temperature of 22.1°C, and the coldest is January.

According to the 2022 census, the Municipality of Stari Grad has 44,737 inhabitants, of which 24,455 are female. The population density is 8,590 inhabitants per square kilometer. The birth rate is 11% (452 births), while the mortality rate is significantly higher at 22% (949 deaths). The natural population growth rate is -11. The average age of the population is 45.4 years. In the Municipality of Stari Grad, the majority of the population is of Serbian ethnicity, followed by Yugoslavs, Macedonians, and Gorani.

Population by age group and gender, 2021–2022:

|  | <b>Women</b> | <b>Men</b> | <b>Women</b> | <b>Men</b> |
|--|--------------|------------|--------------|------------|
| Children up to 6 years (preschool age)           | 1,709        | 1,735      | 1,319        | 1,388      |
| Children aged 7-14 years (primary school age)    | 1,433        | 1,482      | 1,524        | 1,502      |
| Children aged 15-18 years (secondary school age) | 536          | 601        | 648          | 693        |
| Children aged 0-17 years                         | 3,518        | 3,665      | 3,326        | 3,414      |
| Young people aged 15-29 years                    | 2,843        | 2,586      | 3,118        | 2,950      |
| Working population (ages 15-64)                  | 14,630       | 11,950     | 15,155       | 13,165     |
| Total population                                 | 24,457       | 18,992     | 24,595       | 20,383     |

The age structure is as follows:

- Children aged 0-17 years make up 15%.
- People aged 18-64 years make up 61%.
- People over 65 years make up 24% of the population.

Statistical data show a gradual increase in the number of people moving out of the area, although the growth is slight, it is constant. In 2020, the number of people moving out was 1,843, in 2021 it was 2,115, and in 2022 the number of people moving out was 2,305. The number of immigrants is increasing every year, but it is still smaller than the number of emigrants.

The number of marriages is increasing every year. In 2020, there were 192 marriages, in 2021 there were 2,015, and in 2022 there were 234 marriages. The number of divorces fluctuates: in 2020 there were 96 divorces, in 2021 there were 90, and in 2022 there were 95 divorces.

Household structure is as follows:

- 45% of households are single-member.
- 26% of households are two-member.
- 15% of households are three-member.
- 10% of households are four-member.
- 3% of households are five-member.
- 1% of households have six or more members.

When discussing families with children, the number of families with one child has slightly decreased compared to 2011, while the number of families with two children has increased, as well as families with three children.

It is important to highlight that the Municipality of Stari Grad is characterized by significant daily migration of the population, as many people who do not live in the municipality come here for work, and children, youth, and students attend primary, secondary schools, and universities. Also, a large number of tourists visiting the capital city contributes to the population fluctuation on a daily basis.

As the oldest municipality, Stari Grad is the center of educational, cultural, sports, economic, tourist, and political events. As an educational center not only for the city but for the whole country, it houses the headquarters of the University of Belgrade and many state and private faculties. Stari Grad is also home to the oldest gymnasium in the city, the First Belgrade Gymnasium. Among numerous cultural and historical landmarks, we should highlight the Belgrade Fortress, the Residence of Princess Ljubica, the Cathedral Church, the National Museum, the Ethnographic Museum, the National Theatre, Knez Mihailova Street, Skadarlija, Kosančićev Venac, and others. The Sports and Recreation Center "25th May - Milan Gale Muskatirović" and basketball and tennis courts at Mali Kalemegdan represent the center of sports events. Among the economic buildings, the headquarters of the National Bank of Serbia stands out. The President of the Republic's office and the National and City Assemblies are also located in the Municipality of Stari Grad.

## **1.1 Socio-Economic Development**

The Municipality of Stari Grad is one of the most developed municipalities. According to the most recent data published for September 2023, the average net salary in the Municipality of Stari Grad is 153,989 RSD, while the average salary in the Republic for the same month is 85,066 RSD. Registered employment in the municipality is 47%. Registered unemployment per 1,000 inhabitants is 30. The poverty risk rate is 5.3%, significantly lower than the national average.

Regarding education, between 49%-52% of the population has higher education, and more than 72% of the population is computer literate. The school dropout rate in secondary schools in 2022 was 0.1%.

The percentage of users of social protection in the total population in the same year was 5.4%. The percentage of users of cash social assistance in the total population was 0.3%. The percentage of users of child benefits in the total population of children was 1.3%.

When discussing social participation, the percentage of voters who voted in the municipal and city assembly elections in 2020 was 28.9%. The child welfare index has been rising year by year, and according to available data from 2014, it was 57.64%.

The number of foreign tourists decreased in 2021 compared to 2019, which can be attributed to the COVID-19 pandemic, when quarantine and movement restrictions impacted the number of foreign tourists. In contrast, the number of domestic tourists has been slightly increasing. When comparing domestic and foreign tourists, the data shows that the number of foreign tourists is up to five times greater than that of domestic tourists.

### **1.1 Education**

The educational structure of the population aged 15 and over in the Stari Grad Municipal District is as follows:

- 52% of women and 49% of men have higher education, and
- 32% of women and 36% of men have secondary education.



As for illiterate individuals aged 10 and older, the statistical data is as follows:

- There are no illiterate boys or girls in the 10-14 age group,
- In the 15-19 age group, there are no illiterate girls, but two illiterate boys,
- In the 20-34 age group, there are three illiterate men and two illiterate women,
- In the 35-49 age group, there are five illiterate women and three illiterate men,
- In the 50-64 age group, there are three illiterate women and five illiterate men, and
- In the 65+ age group, there is one illiterate man and six illiterate women.

The participation of illiterate individuals in the total population aged 10 and older, by gender and settlement type, in 2022, was 0.1% for both men and women.

As for computer literacy, statistical data shows that 72% of women are computer literate, while the percentage is slightly higher for men at 76%.

**Preschool Education** Preschool education in the Stari Grad Municipal District is provided in five preschool institutions with a total of 18 facilities. The preschool institution "Dečiji dani" represents a unique organizational unit that includes 11 kindergartens within the territory of the Stari Grad Municipal District. The institution's website section on enrollment did not provide data on the number of children enrolled by gender.

**Primary Education** Primary education in the Stari Grad Municipal District is provided in 11 primary schools:

- Ballet School Lujo Davičo ([www.ldavico.edu.rs](http://www.ldavico.edu.rs)),
- Music School Dr. Vojislav Vučković ([www.vuckovic.rs](http://www.vuckovic.rs)), enrolling students in six-year, four-year, and two-year schools within 6 departments. Data from the Gender Equality Risk Management Plan, adopted in 2021, shows that 76% of the total number of employed and engaged persons are women. 76% of the executive positions are held by women, and there is also a woman in the leadership position,
- Music School Mokranjac ([www.mokranjacbg.rs](http://www.mokranjacbg.rs)),
- Mathematical Gymnasium ([www.upisusedmi.mg.edu.rs](http://www.upisusedmi.mg.edu.rs)) enrolls seventh and eighth-grade students with a talent for mathematics. Of the total number of applicants for enrollment in 2023, 63.5% were boys, and 36.5% were girls,
- Primary School "Mihailo Petrović Alas" ([www.osmpalas.edu.rs](http://www.osmpalas.edu.rs)),
- Primary School "Braća Baruh" ([www.osbracabaruh.edu.rs](http://www.osbracabaruh.edu.rs)), which has published the Gender Equality Action Plan, the Gender Equality Risk Management Plan, and the Decision on the appointment of the person responsible for gender equality. According to available data, of the total 56 employees, 45 are women, and 11 are men. The only leadership position is held by a woman,
- Primary School "Skadarlija" ([www.osskadarlija.edu.rs](http://www.osskadarlija.edu.rs)),
- Primary School "Drinka Pavlović" ([www.drinka.rs](http://www.drinka.rs)) has 405 enrolled students in younger grades, of which 226 are girls and 179 are boys. In the older grades, out of 465 enrolled students, 231 are girls, and 234 are boys. The total number of students from the first to the eighth grade is 870, of which 413 are boys and 457 are girls,
- Primary School "Dragan Kovačević" ([www.osdragankovacevic.edu.rs](http://www.osdragankovacevic.edu.rs)),
- Primary School "Vuk Karadžić" ([www.skolavuk.edu.rs](http://www.skolavuk.edu.rs)),

- Primary School "King Peter I" ([www.oskraljpetarprvi.edu.rs](http://www.oskraljpetarprvi.edu.rs)).

In regular primary schools in the Stari Grad Municipal District, there are 315 teachers employed, of which 255 are women.

**Secondary Education** There are 22 secondary schools in the Stari Grad Municipal District, of which 13 are public and 9 are private.

Public secondary schools:

- First Belgrade Gymnasium - <https://www.prvabeogim.edu.rs/>
- First Economic School - <http://www.prvaekonomska.edu.rs/>
- Trade School - <https://trgovackaskola.edu.rs/>
- Law and Business School - <https://pps.rs/>
- Aviation Academy - <https://www.vakademija.edu.rs/>
- Technical School "Drvo Art" - <https://www.drvoart.edu.rs/>
- Electrical Engineering School "Stari Grad" - <https://www.etsstarigrad.edu.rs/>
- Sports Gymnasium - <https://sportskagimnazija.edu.rs/>
- Electrical Engineering School "Nikola Tesla" - <https://www.teslabg.edu.rs/>
- Ballet School "Lujo Davičo" - <https://www.ldavico.edu.rs/>
- Music School "Dr. Vojislav Vučković" - <https://www.vuckovic.rs/>
- Music School "Mokranjac" - <https://mokranjacbg.rs/>
- Mathematical Gymnasium - <https://www.mg.edu.rs>

According to data from 2022, there are 10,268 students enrolled in secondary schools. In gymnasiums, 1132 girls and 1441 boys are enrolled. In four-year vocational schools, 3051 girls and 4428 boys are enrolled. In three-year vocational schools, 100 girls and 116 boys are enrolled. In regular secondary schools in the Stari Grad Municipal District, there are 1335 teachers, of which 951 are women.

**Higher Education** The Stari Grad Municipal District is home to the headquarters of the University of Belgrade, with a total of 24 faculties and four higher schools. In the 2020/2021 academic year, 31,842 students were enrolled, of which 22,807 were women. Of the 5,608 graduates in the same academic year, 4,187 were women. Of the 2,369 teaching staff and professionals in higher education institutions, 1,284 are women.

**1.2 Employment** In the Stari Grad Municipal District, registered employment according to the place of residence is 47%. The number of employed women has been increasing year by year. The number of registered employed women by place of residence grew each year, reaching 11,194 in 2022, while the number of employed men in the same year was 10,059. The percentage of registered employed women by place of residence, in relation to the population, was 45.5% in 2022, while the number for men was 49.3%.

Registered unemployment is decreasing year by year, and in 2022, there were 809 unemployed women and 513 unemployed men. Registered unemployment is higher among women than men.

The participation of the unemployed by age group and gender in the total number of unemployed, according to data from 2022, is as follows:

- 12% of unemployed women are aged 15-29 years,
- 54% of unemployed women are aged 30-54 years, and
- 34% of unemployed women are aged 55 and older.

For men, the statistics are as follows:

- 15% of unemployed men are aged 15-29 years,
- 49% of unemployed men are aged 30-54 years, and
- 36% of unemployed men are aged 55 and older.

**1.3 Health** Women's health is one of the priorities at both the national and local levels. Women's health primarily refers to reproductive health, with a focus on prevention and the preservation of health for healthy women, as well as treatment and rehabilitation for women who are ill.

Healthcare is provided in the following institutions:

- Health Center "Stari Grad", Simina 27, 011 3215 600, [www.dzstarigrad.org](http://www.dzstarigrad.org)
- City Institute for Public Health, Despot Stefan Boulevard 54a, 011 2078 600; 011 3237 351, [www.zdravlje.org.rs](http://www.zdravlje.org.rs)
- City Institute for Skin and Venereal Diseases, George Washington 17, 011 3243 626, 011 3238 115, [www.kvb.org.rs](http://www.kvb.org.rs)
- Institute for Mental Health, Milan Kašanin 3, 011 3307 500, [www.imh.org.rs](http://www.imh.org.rs)

Regarding human resources, there are 204 doctors employed in healthcare institutions, which amounts to 4.5 doctors per 1,000 inhabitants. The number of doctors for adult healthcare, per 1,000 inhabitants aged 20 and older, is 0.8. The number of doctors for women's healthcare, per 1,000 women aged 15 and older, is 0.2. The coverage of women with modern healthcare during the first trimester of pregnancy is 81.5%. The coverage of pregnant women with home visits is 0.6. The teenage birth rate in 2020 was 9.9 per 1,000 inhabitants, while there were none in 2021 and 2022.

**1.4 Safety and Social Protection** The safety of women and girls is a priority at all levels and a responsibility of every individual. The latest research on the status of women in the world, based on 13 indicators, ranked Serbia 32nd out of 177 countries. Despite the overall good status, the greatest problems women and girls face are related to safety. Every year, around thirty women are killed by their fathers, brothers, or husbands. Violence in general refers to threats or the use of force that can cause physical or emotional harm (verbal and physical abuse) to others or groups, as well as damage to private property. Violence can be psychological, economic, physical, or sexual. The most common forms of violence against women are: workplace violence, partner and non-partner violence, stalking, and violence during childhood.

**On the territory of the City Municipality of Stari Grad, general security matters are handled by:**

- Stari Grad Police Station, Topličin Venac 2, 011 2741529
- City Social Welfare Center, Stari Grad Branch, Gospodar Jevremova 17a, 011 2625-593, Call Center: 011 265 0 542 (choose option 1, then option 9), stari.grad@gcsrbg.org
- Stari Grad Health Center, Simina 27, 011 3215 600, www.dzstarigrad.org
- Stari Grad Volunteer Firefighting Society, Đorđa Jovanovića 11, 011 2623 476
- Stari Grad Red Cross, Studentski Trg 18, 011 26 28 882, www.crvenikrststarigrad.org.rs
- City Municipality of Stari Grad, Makedonska 42, Contact Center, phone 0800 07 77 75, www.starigrad.org.rs, within which the Emergency Situations Headquarters and the Security Council have been formed.

**Violence against women can be reported to the police, the Social Welfare Center, via the SOS phone, the prosecutor's office, the Safe House, or a health institution in the following ways:**

1. **Family Violence Counseling Center - SOS phone and safe house:**  
0800 011 011 free call on weekdays from 10:00 AM to 7:00 PM  
011/2769 466 on weekdays from 10:00 AM to 7:00 PM  
062/304 560 at night from 7:00 PM to 10:00 AM
2. **Autonomous Women's Center - SOS phone:**  
011 266-2222 on weekdays from 10:00 AM to 8:00 PM
3. **Anti-Trafficking Center (ATC) - SOS phone for victims of women trafficking:**  
011/3239 002 on weekdays from 10:00 AM to 6:00 PM
4. **ASTRA - Action Against Trafficking in Women - SOS phone:**  
011/785-0000, 065/3347-817, available 24 hours
5. **European number for missing children: 116-000**
6. **Incest Trauma Center - SOS phone:**  
011/3441-737, 011/3861-332 - 24 hours
7. **No Mobbing - SOS for workplace harassment:**  
064/2127-880 every day from 8:00 AM to 10:00 PM

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## **Other significant topics**

The City Municipality of Stari Grad respects and follows the principles of gender equality. In the City Municipality of Stari Grad, women hold the following positions:

- Assistant President of the City Municipality,
- Deputy President of the Municipal Assembly,
- Deputy Head of the City Municipality Administration.

Of the 56 members of the Municipal Assembly, 27 are women. Of the 15 administrative positions, 3 are held by women. Seven out of eight departments in the City Municipality Administration are led by women. There are no women in the City Municipality Council.

The City Municipality of Stari Grad has adopted the Public Health Plan for the period 2023 to 2026, and other action plans within its jurisdiction are in the process of adoption.

In implementing the principles of gender equality, the City Municipality collaborates with numerous national and local institutions, associations, business sector representatives, and other stakeholders. The City Municipality of Stari Grad will continue this trend in the coming period to fully apply the principles of gender equality at all levels.

The City Municipality of Stari Grad occupies a small area, but it contains numerous immovable cultural assets. Cultural assets of exceptional significance include: Belgrade Fortress, Dositej's Lyceum, Captain Miša's Building, the Princess Ljubica's Residence, and the Cathedral Church. Cultural assets of great significance include cultural monuments such as the Bajrakli Mosque, Božićeva House, the Home of Jevrem Grujić, the Home of Jovan Cvijić, the National Bank, the National Museum, the "Moscow" Hotel building, the National Theatre building, and others.

In addition to these cultural assets, there are seven theatres, six cinemas, and 30 museums and galleries in the territory of Stari Grad. Besides a rich offer of cultural and artistic content, the City Municipality participates as a strategic partner in organizing events city-wide, such as "Street of Open Hearts," "FEST," "BEMUS," "BELEF," "October Salon," "Underwater Film Festival," "Guitar Art Festival," "Museum Night," "International Youth Day," and many others.

To maintain continuity in supporting key events organized by the City Municipality of Stari Grad, the Municipal Assembly adopted a Decision in 2022 on permanent events of importance for the City Municipality of Stari Grad, making the "Stari Grad Winter," "Jevremova Street Meeting," and "Stari Grad Summer" permanent events organized by the City Municipality of Stari Grad.

The City Municipality will continue to promote cultural events and support women, particularly those from vulnerable and marginalized groups.

Sports activities play a key role in maintaining health and preventing various diseases. Engaging in sports and recreation represents fundamental principles of a healthy lifestyle and habits. To engage in sports activities, it is necessary to have basic and advanced sports fields, organized complexes, parks, school halls, playgrounds, and yards.

On the territory of Stari Grad, there are the following sports complexes:

1. "25. Maj - Milan Gale Muškatirović" Sports and Recreational Center, which includes an outdoor and indoor pool, sports hall, and tennis court complex,
2. "Dynamik" Sports Center,
3. "Dorćol" Football Stadium,
4. Basketball and tennis courts at Mali Kalemegdan,
5. School halls and courts equipped in every primary and secondary school, which are open to the public on non-working days, during the night, and holidays for recreational activities,
6. Private gyms and fitness centers, which are increasingly numerous.

According to the data from the Agency for Business Registers from 2020, there are 28 organizations registered in the City Municipality of Stari Grad with sports activities and an active status. Most organizations are related to sports associations and clubs for sports such as water polo, basketball, swimming, martial arts, rugby, kayaking, chess, rafting, etc.

The City Municipality will continue promoting sports, healthy lifestyles, and supporting women in sports, both recreational athletes and professional athletes, as well as women from vulnerable groups.

## **Goals and Activities**

The general goal of the Local Action Plan is to improve gender equality as a factor in overall social development and improve the daily lives of all citizens of the City Municipality of Stari Grad.

Specific goals are:

1. **Improvement of the mechanisms of the City Municipality for achieving gender equality principles at the local level**
  - Activity 1.1.1: Adoption of a Decision on introducing gender statistics
  - Activity 1.1.2: Informing all leaders, officials, and department heads about the decision
  - Activity 1.1.3: Informing institutions and organizations under the jurisdiction of Stari Grad Municipality about gender statistics tracking
  - Activity 1.1.4: Harmonization of Stari Grad Municipality documents and formation of bodies in accordance with the Law on Gender Equality

### **Measure 1.2 Improvement of Gender Equality Principles in the Work of the Stari Grad Municipal Assembly**

- **Activity 1.2.1:** Development of a risk management plan for gender equality violations.
- **Activity 1.2.2:** Collection of data and maintenance of gender statistics for the purpose of document and plan creation.
- **Activity 1.2.3:** Introduction of a gender perspective into documents and tenders.

### **Measure 1.3 Improvement of Stari Grad Municipal Assembly's Capacity on Gender Equality**

- **Activity 1.3.1:** Training program on gender equality for employees.
- **Activity 1.3.2:** Training program for employees on workplace discrimination, mobbing, and sexual harassment.

### **Measure 1.4 Improvement of Cooperation with Stakeholders at the Local Level**

- **Activity 1.4.1:** Workshops and round tables.

### **Measure 1.5 Promotion of Gender Equality**

- **Activity 1.5.1:** Promotion of the Local Action Plan (LAP) for gender equality.
- **Activity 1.5.2:** Campaign on the importance of gender equality.
- **Activity 1.5.3:** Support for local actors' programs that promote gender equality.
- **Activity 1.5.4:** Promotion of successful women in science, economy, culture, and sports.

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## **2. Implementation of Equal Opportunities Policies and Measures to Reduce Inequality Between Men and Women in the Areas of Education, Employment, Economic and Social Development, and Healthcare**

### **Measure 2.1 Support for the Improvement of Women's Knowledge and Skills**

- **Activity 2.1.1:** Training program for acquiring informal knowledge (language school, IT training).
- **Activity 2.1.2:** Promotion of women in science, research, and innovation.

### **Measure 2.2 Support for the Economic Empowerment of Women**

- **Activity 2.2.1:** Promotion of national employment and self-employment programs.
- **Activity 2.2.2:** Training program for women starting businesses.
- **Activity 2.2.3:** Promotion of female entrepreneurship and mentoring for female entrepreneurs.

### **Measure 2.3 Support for the Improvement of Women's and Girls' Health Care**

- **Activity 2.3.1:** Workshop program on reproductive health education.
- **Activity 2.3.2:** Promotion of women's health protection (disease prevention and HPV vaccination).
- **Activity 2.3.3:** Promotion of regular breast cancer screenings at the "Stari Grad" Health Center.
- **Activity 2.3.4:** Mama Center.

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## **3. Support for the Improvement of Citizens' Safety, Primarily Women and Girls**

### **Measure 3.1 Improvement of General Safety**

- **Activity 3.1.1:** Campaign against all forms of violence.
- **Activity 3.1.2:** Forum on human trafficking.
- **Activity 3.1.3:** Forum on street and traffic safety.

### **Measure 3.2 Empowerment of Women in Recognizing Violence**

- **Activity 3.2.1:** Promotion of SOS helplines.
  - **Activity 3.2.2:** Program for the protection of women and girls from domestic violence.
  - **Activity 3.2.3:** Program for the protection of women and girls online.
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#### **4. Support for Improving the Quality of Life for All Citizens of Stari Grad, with a Focus on Women and Girls, Especially Those from Vulnerable and Marginalized Groups**

##### **Measure 4.1 Support for Social Development through Education**

- **Activity 4.1.1:** Improvement of conditions for children in kindergartens.
- **Activity 4.1.2:** Improvement of conditions for primary and secondary education.

##### **Measure 4.2 Environmental Improvement**

- **Activity 4.2.1:** Promotion and campaign on the importance of environmental protection.

##### **Measure 4.3 Support for Quality Leisure Time**

- **Activity 4.3.1:** Promotion of cultural content for women, girls, and young girls (cinemas, concerts, theaters, sports events).
- **Activity 4.3.2:** Forum on the importance of sports for health, healthy nutrition for athletes, injury prevention, etc.
- **Activity 4.3.4:** Support for women to engage in sports.



**The general goal** of the Local Action Plan is to improve gender equality as a factor in overall social development and improve the daily life of all residents of the City Municipality of Stari Grad.

| <b>Specific objective 1: Improvement of mechanisms of the City Municipality for realizing the principle of gender equality at the local level</b> |  |   |  |   |  |                                       |                          |                            |  |
|---|--|---|--|---|--|---------------------------------------|--------------------------|----------------------------|--|
| Measure 1.1 Improvement of gender statistics  |  |   |  |   |  |                                       |                          |                            |  |
| <b>R. no</b>  | <b>Activity</b>  | <b>The result</b>   | <b>Carrier</b>   | <b>Other participants</b>   | <b>Indicators</b>                            | <b>Sources of verification</b>        | <b>Sources financing</b> | <b>Deadline</b>            |  |
| 1.1.1   | Adoption of the Decision on the introduction of gender statistics  | The City Municipality of Stari Grad has introduced the monitoring and management of gender statistics | The City Municipality of Stari Grad  | -   | Decision                                     | Work report                           | Budget of Stari grad     | I Quarter 2024 . year      |  |
| 1.1.2   | Informing all managers, officials and chiefs about making a decision   | Meetings held   | The City Municipality of Stari Grad  | -   | Number of meetings<br>Number of participants | Work report<br>Minutes of the meeting | Budget of Stari grad     | II Quarter of 2024         |  |
| 1.1.3   | Informing institutions and institutions under the jurisdiction of the City Municipality Stari grad about keeping gender statistics | Meetings held   | The City Municipality of Stari Grad  | Institutions and institutions under the jurisdiction of the City Municipality | Number of meetings<br>Number of participants | Work report<br>Minutes of the meeting | Budget of Stari grad     | III quarter of 2024        |  |
| Measure 1.2 Improvement of the principle of gender equality in The City Municipality of Stari Grad  |  |   |  |   |  |                                       |                          |                            |  |
| <b>R. no</b>  | <b>Activity</b>  | <b>The result</b>   | <b>Carrier</b>   | <b>Other participants</b>   | <b>Indicators</b>                            | <b>Sources of verification</b>        | <b>Sources financing</b> | <b>Deadline</b>            |  |
| 1.2.1   | Creation of the Risk Management Plan for Violation of Gender Equality  | Adopted Plan management of risks of violation of gender equality                                      | Head of the obligor adopting a risk management plan<br>The City Municipality of Stari Grad | Members of the working group  | Document available                           | Work report<br>Decision on adoption   | Budget of Stari grad     | In accordance with the Law |  |

|  |  |   |                                     |   |  |                                  |   |   |
|--|--|---|-------------------------------------|---|--|----------------------------------|---|---|
| 1.2.2  | Collecting data and maintaining gender statistics for the purposes of creating documents and plans | Data on gender statistics in defined areas  | The City Municipality of Stari Grad | Institutions and institutions under the jurisdiction of the City Municipality | Number of analyzes and available data                  | Work report Analysis             | Budget of Stari grad                                    | From 2024. years continuously               |
| 1.2.3  | Introducing a gender perspective in documents and competitions                                     | Documents and tenders contain data on gender statistics   | The City Municipality of Stari Grad | Institutions and institutions under the jurisdiction of the City Municipality | Number of adopted documents and published competitions | Published documents and tenders  | Budget of Stari grad                                    | Continuously since 2024                     |
| 1.2.4  | Compliance with the Law on Gender Equality   | The City Municipality of Stari Grad has harmonized the acts and established bodies that it applies in its work and established bodies with the Law on Gender Equality | The City Municipality of Stari Grad |   | Decisions  | Work report                      | Budget of Stari grad                                    | IV quarter of 2024                          |
| Measure 1.3. Improving the capacities of The City Municipality of Stari Grad in terms of gender equality |  |   |                                     |   |  |                                  |   |   |
| <b>R. no</b>   | <b>Activity</b>  | <b>The result</b>   | <b>Carrier</b>                      | <b>Other participants</b>   | <b>Indicators</b>                                      | <b>Sources of verification</b>   | <b>Sources financing</b>                                | <b>Deadline</b>                             |
| 1.3.1  | Implementation of a training program on gender equality for employees                              | Held three trainings for employees  | Council for Gender Equality         | Employees of Stari grad   | number of trainings, Number of participants            | List of participants Work report | Budget of Stari grad Donor funds, international sources | Continuously since 2024 1 training per year |
| 1.3.2  | Implementation of employee training programs on discrimination at                                  | Held three trainings for employees  | Council for Gender Equality         | Employees of Stari grad   | number of trainings, Number of participants            | List of participants Work report | Budget of Stari grad Donor funds, international sources | From 2024 . years continuously              |

|   |   |   |                                     |  |   |                                     |  |  |
|---|---|---|-------------------------------------|--|---|-------------------------------------|--|--|
|   | work, mobbing and sexual harassment                   |   |                                     |  |   |                                     |  | 1 guide training                               |
| Measure 1.4 Improvement of cooperation with interested parties at the local level |   |   |                                     |  |   |                                     |  |  |
| <b>R. no</b>  | <b>Activity</b>                                       | <b>The result</b>   | <b>Carrier</b>                      | <b>Other participants</b>  | <b>Indicators</b>   | <b>Sources of verification</b>      | <b>Sources financing</b>                                   | <b>Deadline</b>                                |
| 1.4.1   | Workshops and round tables                            | Three workshops and three round tables for 60 participants were held              | Council for Gender Equality         | Police, Center for Social Work, Health Center, associations, representatives of institutions and institutions, economic sector | Number of events, Number of participants                      | List of participants<br>Work report | Budget of Stari grad                                       | Continuously since 2024<br>1 workshop per year |
| Measure 1.5. Promotion of gender equality   |   |   |                                     |  |   |                                     |  |  |
| <b>R. no</b>  | <b>Activity</b>                                       | <b>The result</b>   | <b>Carrier</b>                      | <b>Other participants</b>  | <b>Indicators</b>   | <b>Sources of verification</b>      | <b>Sources financing</b>                                   | <b>Deadline</b>                                |
| 1.5.1   | Promotion of LAP for gender equality                  | Held promotional events<br>Realized promotional activities in digital media       | Council for Gender Equality         | The City Municipality of Stari Grad  | Number of events<br>Number of posts<br>Number of participants | Work report                         | Budget of Stari grad<br>Donor funds, international sources | The first quarter of 2024                      |
| 1.5.2   | Campaign on the importance of gender equality         | A forum was held<br>Realized media campaign                                       | Council for Gender Equality         | The City Municipality of Stari Grad  | Number of events<br>Number of posts<br>Number of participants | Work report                         | Budget of Stari grad<br>Donor funds, international sources | From 2024 continuously                         |
| 1.5.3   | Supporting the programs of local actors in activities | Participation of Stari grad representatives in at least three events at the local | The City Municipality of Stari Grad | Police, Center for Social Work, Health Center, associations,   | Number of events<br>Number of participants                    | Work report                         | Budget of Stari grad                                       | From 2024 continuously 1                       |

|       |  |  |                             |   |  |                                     |                      |                |
|-------|--|--|-----------------------------|---|--|-------------------------------------|----------------------|----------------|
|       | that promote gender equality                                       | level in which gender equality is promoted |                             | representatives of institutions and institutions                              |  |                                     |                      | event per year |
| 1.5.4 | Promotion of successful women in science, economy, culture, sports | Realized forum for 20 participants         | Council for Gender Equality | The City Municipality of Stari Grad Women in science, economy, sport, culture | Number of events<br>Number of participants | List of participants<br>Work report | Budget of Stari grad | in 2024        |

| Specific objective 2: Implementation of policies of equal opportunities and measures to reduce inequality between men and women, in the fields of education, employment, economic and social development and health care |  |  |                                     |   |   |                                     |  |          |
|--|--|--|-------------------------------------|---|---|-------------------------------------|--|----------|
| Measure 2.1 Support for improving women's knowledge and skills   |  |  |                                     |   |   |                                     |  |          |
| R. no  | Activity   | The result   | Carrier                             | Other participants  | Indicators  | Sources of verification             | Sources financing  | Deadline |
| 2.1.1  | Training program for the acquisition of informal knowledge | Implemented foreign language schools for 15 women and girls with a special focus on vulnerable groups<br>Realized IT training for 15 women and girls with special focus on vulnerable groups | The City Municipality of Stari Grad | KZM,<br>Council for Gender Equality   | Number of hours/days of training<br>Number of participants<br>Number of participants from vulnerable groups | List of participants<br>Work report | Budget of Stari Grad,<br>Donor funds and domestic sources of financing | in 2025  |
| 2.1.2  | Promotion of women in science, research and innovation     | Realized meetings of women and girls with a special focus on sensitive groups with successful women in the sphere  | The City Municipality of Stari Grad | Council for Gender Equality<br>KZM<br>Scientific, educational and research institutions | Number of events<br>Number of participants<br>Number of participants  | List of participants<br>Work report | Budget of Stari grad   | in 2025  |

|  |   |   |                             |   |  |                                     |   |   |
|--|---|---|-----------------------------|---|--|-------------------------------------|---|---|
|  |   | of science, research innovation   |                             |   | from vulnerable groups   |                                     |   |   |
| Measure 2.2 Support for the economic empowerment of women                  |   |   |                             |   |  |                                     |   |   |
| <b>R. no</b>   | <b>Activity</b>   | <b>The result</b>   | <b>Carrier</b>              | <b>Other participants</b>   | <b>Indicators</b>  | <b>Sources of verification</b>      | <b>Sources financing</b>                              | <b>Deadline</b>   |
| 2.2.1  | Promotion of national employment and self-employment programs               | Held three info days for a total of 60 participants   | Council for Gender Equality | RAREI,<br>NES<br>KZM<br>The City Municipality of Stari Grad                           | Number of info days<br>Number of participants<br>Number of participants from vulnerable groups | Work report<br>List of participants | Budget of Stari grad, domestic sources of financing   | From 2024 continuously<br>1 event per year                  |
| 2.2.2  | Training program for women beginners in business                            | Realized three trainings for a total of 45 participants                                       | Council for Gender Equality | The City Municipality of Stari Grad<br>KZM<br>RAREI                                   | Number of trainings<br>Number of participants<br>Number of participants from vulnerable groups | Work report<br>List of participants | Budget of Stari grad<br>Domestic sources of financing | Continuously since 2024 continuously<br>1 training per year |
| 2.2.3  | Promotion of female entrepreneurship and mentoring for female entrepreneurs | Held meetings with female entrepreneurs<br>Realized mentoring program for women entrepreneurs | Council for Gender Equality | The City Municipality of Stari Grad<br>KZM<br>RAREI<br>Women from the economic sector | Number of events<br>Number of participants<br>Number of participants from vulnerable groups    | Work report                         | Budget of Stari grad<br>Domestic sources of financing | in 2025   |
| Measure 2.3 Support for the improvement of health care for women and girls |   |   |                             |   |  |                                     |   |   |
| <b>R. no</b>   | <b>Activity</b>   | <b>The result</b>   | <b>Carrier</b>              | <b>Other participants</b>   | <b>Indicators</b>  | <b>Sources of verification</b>      | <b>Sources financing</b>                              | <b>Deadline</b>   |

|       |  |  |   |                                     |  |                                     |                      |  |
|-------|--|--|---|-------------------------------------|--|-------------------------------------|----------------------|--|
| 2.3.1 | Program of workshops for reproductive health education                       | Two workshops were held<br>Realized media campaign<br>Free consultations | Council for Gender Equality Health Center | The City Municipality of Stari Grad | Number of events<br>Number of media announcement<br>Number of consultations<br>Number of participants<br>Number of participants from vulnerable groups | Work report<br>List of participants | Budget of Stari grad | In 2025, one Workshop<br>In 2026, one Workshop |
| 2.3.2 | Promotion of women's health protection ( disease prevention and HPV vaccine) | Realized media campaign<br>Free consultations<br>A forum was held        | Council for Gender Equality Health center | The City Municipality of Stari Grad | Number of media announcements<br>Number of consultations<br>Number of participants<br>Number of participants from vulnerable groups                    | Annual work report                  | Budget of Stari grad | Continuously since 2024                        |
| 2.3.3 | Promotion of regular screening for breast cancer within the "Stari Grad" DZ  | Realized media campaign<br>Free reviews                                  | Council for Gender Equality Health center | The City Municipality of Stari Grad | Number of media announcements<br>Number of views<br>Number of participants from vulnerable groups  | Annual work report                  | Budget of Stari grad | Continuously since 2024                        |

|       |            |   |                                     |   |   |                    |                      |                         |
|-------|------------|---|-------------------------------------|---|---|--------------------|----------------------|-------------------------|
| 2.3.4 | Mom center | Realized media campaign<br>A support center for young mothers was established | The City Municipality of Stari Grad | health center,<br>Center for Social Work associations | Number of media announcements<br>Number of users<br>Number of users from sensitive groups | Annual work report | Budget of Stari grad | Continuously since 2024 |
|-------|------------|---|-------------------------------------|---|---|--------------------|----------------------|-------------------------|

| Specific objective 3: Support for improving the safety of citizens, especially women and girls |   |  |                             |  |   |  |                      |                              |
|--|---|--|-----------------------------|--|---|--|----------------------|------------------------------|
| Measure 3.1 Improvement of general security  |   |  |                             |  |   |  |                      |                              |
| R. no  | Activity  | The result   | Carrier                     | Other participants   | Indicators  | Sources of verification                    | Sources financing    | Deadline                     |
| 3.1.1  | Campaign against any form of violence The City Municipality of Stari Grad | Two campaigns were implemented<br>Two workshops/tribunes were held | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE<br>Associations<br>Center for Social Work<br>Red Cross | Number of campaigns<br>Number of posts<br>Number of participants<br>Number of participants from vulnerable groups | Annual work report                         | Budget of Stari grad | In 2025, one<br>In 2026, one |
| 3.1.2  | Tribune on the subject of human trafficking                               | One forum was held for 25 participants                             | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE<br>Associations<br>Center for Social Work              | Number of stands<br>Number of posts<br>Number of participants<br>Number of participants from vulnerable groups    | Annual work report<br>List of participants | Budget of Stari grad | in 2026                      |

|   |  |   |                             |  |   |  |                          |                                       |
|---|--|---|-----------------------------|--|---|--|--------------------------|---------------------------------------|
| 3.1.3   | Tribune on street and traffic safety                                 | Two forums were held for participants on the 30th<br>Conducted media campaign   | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE,<br>Educational institutions   | Number of participants<br>Number of media announcements                     | Annual work report                         | Budget of Stari grad     | In 2025, one<br>In 2026, one          |
| Measure 3.2 Empowering women in case of recognition of violence |  |   |                             |  |   |  |                          |                                       |
| <b>R. no</b>  | <b>Activity</b>  | <b>The result</b>   | <b>Carrier</b>              | <b>Other participants</b>  | <b>Indicators</b>   | <b>Sources of verification</b>             | <b>Sources financing</b> | <b>Deadline</b>                       |
| 3.2.1   | SOS phone promotion  | The SOS service and telephone are in the function of improving the safety of women, girls and girls<br>Conducted media campaign | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE<br>Center for Social Work of the Association<br>Educational institutions | Number of calls received  | Annual work report                         | Budget of Stari grad     | Continuously since 2024               |
| 3.2.2   | Program for the protection of women and girls from domestic violence | Three workshops were held for 60 participants<br>Realized campaign  | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE<br>Center for Social Work<br>Associations<br>Health center               | Number of events<br>Number of participants<br>Number of media announcements | Annual work report<br>List of participants | Budget of Stari grad     | Continuously since 2024<br>1 per year |
| 3.2.3   | Program for the protection of women and girls on the Internet        | Two tribunes were held for 40 participants<br>Conducted media campaign  | Council for Gender Equality | The City Municipality of Stari Grad<br>POLICE,<br>Educational institutions   | Number of participants<br>Number of media announcements                     | Annual work report                         | Budget of Stari grad     | In 2024, one<br>In 2026, one          |



|   |   |   |                                     |                                     |  |                                |                          |                         |
|---|---|---|-------------------------------------|-------------------------------------|--|--------------------------------|--------------------------|-------------------------|
| <b>Specific objective 4: Support for the improvement of the quality of life of all citizens in the City Municipality of Stari grad with a special focus on women and girls and women from vulnerable and marginalized groups.</b> |   |   |                                     |                                     |  |                                |                          |                         |
| <b>Measure 4.1 Support for social development through education</b>   |   |   |                                     |                                     |  |                                |                          |                         |
| <b>R. no</b>  | <b>Activity</b>   | <b>The result</b>   | <b>Carrier</b>                      | <b>Other participants</b>           | <b>Indicators</b>  | <b>Sources of verification</b> | <b>Sources financing</b> | <b>Deadline</b>         |
| 4.1.1   | Improvement of the conditions for the stay of children in kindergartens | Kindergartens are equipped with modern means and equipment<br>Working conditions in kindergartens are adapted to the needs of employees, most of whom are women                     | City of Belgrade                    | The City Municipality of Stari Grad | Number of kindergartens<br>Number of children by gender statistics             | Work report                    | Budget of Stari grad     | Continuously since 2024 |
| 4.1.2   | Improving conditions for primary and secondary education                | School institutions are equipped with modern tools for work<br>The "Green roof of my school" project was implemented<br>Programs have been implemented that improve gender equality | City of Belgrade                    | The City Municipality of Stari Grad | Number of schools<br>Number of students by gender statistics<br>Program number | Work report                    | Budget of Stari grad     | Continuously since 2024 |
| <b>Measure 4.2 Improvement of the environment</b>   |   |   |                                     |                                     |  |                                |                          |                         |
| <b>R. no</b>  | <b>Activity</b>   | <b>The result</b>   | <b>Carrier</b>                      | <b>Other participants</b>           | <b>Indicators</b>  | <b>Sources of verification</b> | <b>Sources financing</b> | <b>Deadline</b>         |
| 4.2.1   | Promotion and campaign on the importance of                             | Realized promotional campaigns promoting  | The City Municipality of Stari Grad | Associations<br>City of Belgrade    | Number of campaigns  | Work report                    | Budget of Stari grad     | Continuously since 2024 |

|  |   |  |                                     |  |   |   |                          |                                      |
|--|---|--|-------------------------------------|--|---|---|--------------------------|--------------------------------------|
|  | environmental protection  | environmental protection projects  |                                     |  | Number of participants by gender statistics                             | Report on the implementation of the project |                          |                                      |
| Measure 4.3 Support for quality leisure time |   |  |                                     |  |   |   |                          |                                      |
| <b>R. no</b>                                 | <b>Activity</b>   | <b>The result</b>  | <b>Carrier</b>                      | <b>Other participants</b>  | <b>Indicators</b>   | <b>Sources of verification</b>              | <b>Sources financing</b> | <b>Deadline</b>                      |
| 4.3.1  | Promotion of cultural content for women, girls and girls (cinemas, concerts, theaters, sports events) | Distributed up to 200 free tickets to women, girls and girls, primarily members of vulnerable groups<br>Conducted media campaign | The City Municipality of Stari Grad | Institutions and institutions in the field of culture and sports | Number of tickets<br>Number of events<br>Number of posts                | Work report                                 | Budget of Stari grad     | Continuously since 2024              |
| 4.3.2  | Tribune on the importance of sports for health, healthy nutrition, healthy lifestyles, etc.           | Three tribunes for 50 participants were held   | Council for Gender Equality         | Sports associations<br>health center,<br>Sports workers<br>KZM   | Number of participants<br>Number of workshops<br>Number of posts        | Annual work report<br>List of participants  | Budget of Stari grad     | From 2024, continuously early 1 year |
| 4.3.3  | Supporting women to play sports   | Two free sports schools were implemented<br>Realized self-defense school   | The City Municipality of Stari Grad | Sports associations and federations                              | Number of participants<br>Number of participants from vulnerable groups | Annual work report                          | Budget of Stari grad     | From 2024, continuously once a year  |

## **7. Implementation and Monitoring of the Local Action Plan for the Improvement of Gender Equality in the Area of the Municipality of Stari Grad for the Period from 2024 to 2026**

The entity responsible for implementing activities from the Local Action Plan for the improvement of gender equality in the Municipality of Stari Grad for the period from 2024 to 2026 is the Municipality of Stari Grad, in cooperation with the Gender Equality Council of the Municipality and other partner institutions, organizations, associations, etc. The implementation of activities will be monitored through the specified indicators and achieved results, which will be described in the Annual Work Reports. The implementation of all activities from the LAP involves equal opportunities for the participation of all members of vulnerable groups, and where not otherwise specified, i.e., the LAP is implemented with respect for gender equality, equal opportunities, and the prohibition of discrimination on any grounds.