



reimagining total rewards for the future of work.

Abstract geometric shapes, resembling 3D blocks or steps, are arranged in a zig-zag pattern on the left and right sides of the page. They are colored in white and teal, matching the brand's color scheme.

gender pay gap report

Serbia,
September 2025.

introduction

This Gender Pay Gap Report provides an in-depth analysis of gender-based pay differences in the Serbian labor market, using data sourced from the Rewardly database.

source of information: rewardly platform

110+
companies

70.000+
employee dataset

The analysis focuses on the **unadjusted gender pay gap***, **total paid salaries and employee-weighted statistics****.

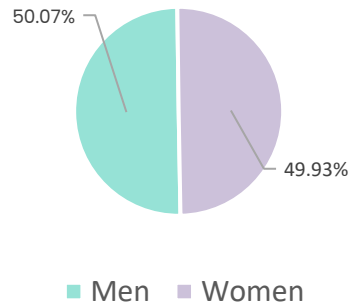
*The **unadjusted gender pay gap**, which measures the difference between average male and female earnings without controlling for factors such as occupation, seniority, education, or tenure. This metric reflects the overall structural differences in pay between men and women and serves as a benchmark for understanding broader inequalities in the labor market.

****Employee-weighted statistics** means that averages and percentages are calculated in a way that reflects the actual number of employees in each company, rather than giving equal weight to each organization. This methodology ensures that larger employers have a proportionate influence on the results, providing a more accurate picture of the Serbian labor market as a whole.

overall figures

From a total market gender representation perspective, the dataset shows that the workforce is **almost evenly split**, with **50.07%** men and **49.93%** women. This indicates that, at the aggregate level, there is no significant gender imbalance in overall participation.

Gender Breakdown
Total Market



Women earning less than men

Serbia **7.6%**

EU **13%**

Average salary pay gap in %

From a pay perspective, the overall unadjusted gender pay gap in Serbia is **7.6% in favor of men**, meaning women earn on average 7.6% less than men. This is below the EU average of about **13% (2024 data)**, suggesting Serbia is ahead in narrowing this inequality. Serbia's gap appears lower partly because salaries are generally lower and more uniform across industries, leaving less "room" for large differences. Also, fewer women hold top executive or high-paying private-sector roles, which paradoxically makes the overall gap look smaller as men and women are more clustered in mid-range salaries.

The overall gender pay gap of 7.60% in favor of men should not be understood solely as unequal pay for identical roles. Instead, it primarily reflects the **unequal distribution of men and women across career levels and job functions**, with men holding a greater share of higher-paying positions.

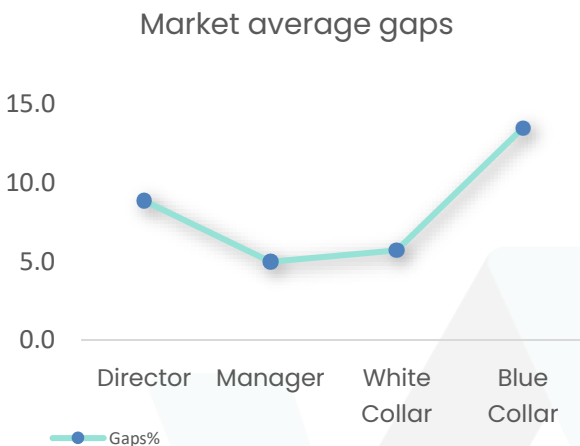
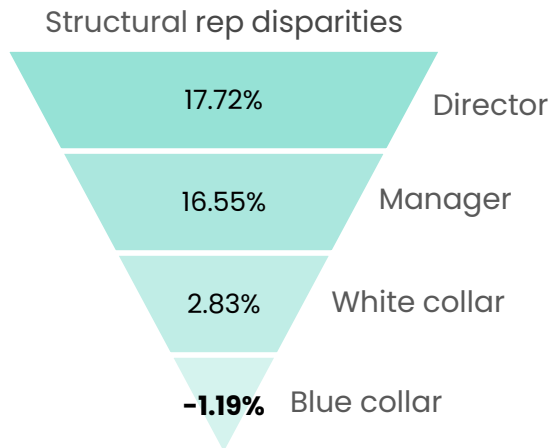
To uncover the drivers behind this disparity, it is necessary to move beyond the headline figure and examine representation and pay gaps **at different organizational levels**, where the most significant differences become visible.

Level*	Less female than male overall	Market Average Gender Gap (In favor of man)
Director	17.72%	8.85%
Manager	16.55%	4.98%
White collar	2.83%	5.70%
Blue collar	-1.19%	13.49%

Level*	Female Participation in Total Dataset	Male Participation in Total Dataset
Director	0.10%	0.15%
Manager	1.76%	2.46%
White collar	6.45%	6.82%
Blue collar	41.61%	40.63%

interpretation

While the overall workforce is nearly balanced significant differences emerge when analyzed by level, reflecting a **pyramidal distribution**: women are concentrated in lower-level positions, underrepresented in mid-level management, and even more so at the top leadership.



A closer examination of the gender pay gap by career level in Serbia reveals a **U-shaped pattern** across the workforce, shaped by both structural representation disparities and unequal pay within roles.

interpretation

Director

17.72%
less women
than men

8.85%
unadjusted pay gap
in favor of men

These analysis shows **glass ceiling effect** and direct pay differences. This level illustrates **structural and cultural barriers**, including historical male dominance in leadership roles, pipeline limitations, and work-life balance challenges. Salaries at this level are **individually negotiated and less standardized**, leaving more room for bias. The combination of fewer women in senior roles and existing pay gap of **8.85%** shows that women who do make it to director level still earn less than men in the same role. In comparison to other levels, just as in the EU, the director level in Serbia also shows a pronounced gender pay gap.

Manager

16.55%
less women
than men

4.98%
unadjusted pay gap
in favor of men

This level continues to illustrate the **glass ceiling**, though the gap is smaller than at director level. Women face **double inequality** here similarly to director level: they are fewer in managerial positions, and those who do reach these roles still earn less than their male peers.

interpretation

White Collar

2.83%
less women
than men

5.70%
unadjusted pay gap
in favor of men

At this level, workforce participation is closer to parity, and roles are often standardized with structured pay bands, which reduces inequities. Women face fewer obstacles here compared to leadership, but entry-level or **pipeline barriers** still limit representation. Despite more balanced numbers, a modest pay gap remains, reflecting residual differences in experience, tenure, or negotiation outcomes.

Blue collar

1.19%
less men
than women

13.49%
unadjusted pay gap
in favor of men

Women are more present in these roles but earn substantially less than men. The large pay gap can be explained by several structural factors. First, **occupational segregation** is evident: men dominate higher-paying skilled trades, while women are concentrated in lower-paid support roles. Second, **tenure differences** may play a role, as men may remain longer in these roles, raising their average pay. This combination of factors drives a significant earnings disparity, even where women are numerically dominant.

outlook

Similarly to global insights, our analysis suggests that closing the gap in Serbia depends both on wage equalization within identical roles and on promoting women's advancement into leadership and high-paying professions.

Key measures include:

- **Strengthening career pipelines** for women through mentorship, leadership programs, and targeted recruitment in high-growth sectors.
- **Challenging occupational segregation**, particularly in traditionally male-dominated industries.
- **Introducing transparency mechanisms** such as pay audits and mandatory reporting to keep organizations accountable.
- **Addressing work-life balance barriers** by expanding childcare options and encouraging shared parental responsibilities.

powered by rewardly

This Gender Pay Gap Report is powered by Rewardly, the people analytics and total rewards platform trusted by forward-thinking companies in Serbia. With access to live data from **70,000+** employees in **100+** companies, Rewardly goes beyond simple benchmarking. It uncovers the real stories behind workforce equity, pay, and career progression.

With Rewardly you are able to:

- **Benchmark smarter** – see exactly how your pay practices compare across industries and markets.
- **Turn data into decisions** – transform raw workforce data into actionable insights for fair, strategic, and transparent policies.
- **Design rewards for the future** – align compensation, benefits, and recognition with what today's workforce truly values.

Rewardly provides you with:

- **Real-time data** – always up to date.
- **Company-sourced insights** – based on verified workforce data.
- **Instant salary benchmarks** – pay gaps calculated in seconds.
- **Comprehensive comp & ben landscape** – visibility into benefits, bonuses, and policies.
- **Reports in just a few clicks** – all the information you need, when you need it.

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