



European
Social
Charter

Charte
Sociale
Européenne



COUNCIL
OF EUROPE

CONSEIL
DE L'EUROPE

23/01/2012

RAP/RCha/MNT/I(2011)

EUROPEAN SOCIAL CHARTER

1st National Report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF MONTENEGRO

(Articles 1, 9, 10, 15, 20 and 24
for the period 01/05/2010 – 31/12/2010)

Report registered by the Secretariat on 11 November 2011

CYCLE 2012



Montenegro

Government of Montenegro
The Ministry of Labour and Social Welfare

REVISED EUROPEAN SOCIAL CHARTER

FIRST NATIONAL REPORT ON THE APPLICATION OF THE REVISED EUROPEAN SOCIAL CHARTER

Reporting period 01.01.2007-31.12.2010
(Report for Group I – Employment, training and equal opportunities on
Articles 1, 9, 10 Paragraph.1, 2, 3 and 4, 15, 20 and 24)

October 2011

Article 1 – Right to work

With the intention to provide active exercise of the right to work, signatories are obliged to:

- 1** accept as one of their primary targets and responsibilities to provide and preserve as high as possible level of employment in the aim to achieve a full employment;
- 2** effectively protect the workers' rights to earn for a life at a job that they have freely chosen;
- 3** establish or preserve free employment services for all workers;
- 4** provide or improve appropriate professional orientation, training and rehabilitation.

Article 1, Paragraph 1

- 1)** Describe the national employment policy and the general legislative framework. Specify the character, reasons for and the scope of reforms, if there are any.
- 2)** List the measures which are in place (administrative (managing) arrangements, programs, action plans, projects, etc.) for the implementation of the legislative frame.
- 3)** Provide the relevant numeric data (figures), statistical data (for example data used by Eurostat) or all other relevant information, especially: the GDP growth rate; trends in employment in all sectors of the economy; rate of employment (number of employed expressed in percentages of population aged between 15 and 64 years), rate of employment among the youth; rate of the population that is actively working (total workforce as a percentage of the population from 15 years old onwards); rate of unemployment; rate of long-term unemployment, rate of youth unemployment; status of those who are working (employed, self employed); all this data to be submitted by gender; expenses for employment policy as part of GDP, including relative parts which are singled out for "active" (opening of new positions, empowering, etc.) and "passive" (financial compensation, etc.) measures.

Response:

1 Primary legislation

- Law on Employment and Exercising Right with respect to Unemployment Insurance ("Official Gazette of Montenegro" no. 14/2010);
- Law on professional rehabilitation and employment of persons with disabilities ("Official Gazette of Montenegro", 4972008,73/2010 and 39/2011);
- Law on the Employment and Work of Foreign Citizens ("Official Gazette of Montenegro", 22/2008 and 32/2011);
- Law on protection of Montenegro citizens working abroad ("Official Gazette of Montenegro" No. 11/04).

2 Secondary legislation

- National Strategy for employment and development of human resources for the period between year 2007 and 2011
- National employment action plan for 2010 to 2011.
- Statute of Employment Office of Montenegro
- Act on subsidies for employment of particular categories of unemployed persons;
- Regulation on the conditions for performing the task of employing in Employment agencies

- Act on the criteria and procedure for confirming the number of work permits for foreigners ("Official Gazette of Montenegro", no. 69/08);
- Act on subsidies for employment of particular categories of unemployed persons ("Official Gazette of Montenegro", no. 21/10);
- Decision on confirming the number of work permits for foreigners for year 2010 ("Official Gazette of Montenegro" no. 81/09);
- Regulation on clear conditions, criteria and standards for implementing measures and activities of professional rehabilitation ("Official Gazette of Montenegro", no. 54/09);
- Regulation on clear conditions and method of achieving rights to subsidy of earnings of person with disabilities ("Official Gazette of Montenegro", no.54/09);
- Regulations on the method of issuing working permits to foreigners ("Official Gazette of Montenegro ", no. 81/08);
- Regulations on conditions and criteria for determining remaining working skills and possibility of employment ("Official Gazette of Montenegro", no. 54/09);
- Regulation on the conditions and method of achieving the right for professional rehabilitation ("Official Gazette of Montenegro", no. 54/09);
- Regulation on the conditions that need to be met by the institute for professional rehabilitation, work centre, security workshop and security plant ("Official Gazette of Montenegro ", no. 54/09);
- Regulation on mediation at point of employment ("Official Gazette of the Republic of Montenegro", no. 52/02);
- Regulation on preparation for employment ("Official Gazette of the Republic of Montenegro", no.52/02 and 1/04)

Employment and exercising right with respect to unemployment insurance are achieved in accordance with the Law on Employment and Exercising Right with respect to Unemployment Insurance , which is effective since March 2010, as well as a number of other sublegal acts, strategies, action plans, programs and other regulations which are put in place based on that Law. This Law is applied to unemployed persons, employed person seeking change of employment, employer and other person who are seeking information and advice on conditions and possibility of employment. Employment Law is based on the following principles: freedom in the choice of profession and work place, prohibited discrimination; gender equality; affirmative action directed at the harder-to-employ persons; unprejudiced approach of person carrying out the task of employment, free employment services.

The Law text complies with the principles, directives, instructions and suggestions of the employment policy from the European Union, as well as responsibilities and standards contained in the relevant conventions concluded under the authority of the International labour organisation.

Executors of jobs that provide employment in Montenegro are Employment Office and Employment agencies (of which there are currently twelve). Employment Office of Montenegro and agencies perform the following tasks, as part of finding employment: informing on the opportunities and conditions of employment; act as an intermediate between employers and employees, professional orientation and consultations on career planning; education and empowering of adults; professional rehabilitation of harder-to-employ persons; mediation in employment of citizens of Montenegro abroad, in accordance with a special law; issuing of working permits to foreigners; in accordance to a special law; enforcing other measures of the active employment policy.

Active employment policy is enforced by the National Strategy, which is put in place by the Government for the period of at least four years. Achieving targets defined by the National Strategy is performed through the Employment Action Plan which is also put in place by the Government for a period of one year.

Action Plan contains: priorities and targets of the employment policy in accordance with the National Strategy; situation and trends in the labour market; measures and activities for achieving targets of the employment policy for the following year; financial frame for carrying out the measures and activities and financial sources; implementers of measurements and activities; indicators of success of program realisation and measures for achieving targets of the employment policy for the following year and other elements of importance for conducting the Action Plan.

Measures of active employment policy include:

- Informing on the opportunities and conditions of employment
- Intermediate roles in employment
- Professional orientation;
- Financing the salaries of trainees;
- Support for self-employment;
- Subsidy for employment;
- Education and empowering of adults;
- Professional rehabilitation of hard-to-employ persons;
- Public works;
- Scholarships;
- Other measures directed at increasing employment, i.e. at reducing unemployment.

Law on professional rehabilitation and employment of persons with disability covers the area of rehabilitation and employment of persons with disability and has been in effect since the middle of year 2008.

Provision of the mentioned Law sets the method and approach for achieving rights on professional rehabilitation of persons with disability, measures and incentive for their employment, method of financing and other questions of importance for professional rehabilitation and employment of persons with disabilities. The mentioned Law contains provisions which stipulate that person with disability can be employed under general and special conditions. Under general conditions person with disability is employed by the open labour market, while under special conditions in special organisations, if based on the working and health conditions the person with disability is unable to be employed on the open labour market.

Special organisations for employment of persons with disabilities are: Institution for professional rehabilitation, labour centre, protection workshop and protective plant.

Also, with the aim to encourage employment of persons with disabilities, the Law states quotas – number of individuals with disabilities which the employer is required to employ depending on the total number of employees.

Employer that employs a person with disability in accordance to the mentioned Law has the right to subsidies which are realised in the following forms:

- One-off resources for adjustment of the workplace and work conditions for employment of a person with disability;

- Credit resources under favourable conditions for purchase of machinery, equipment and tools required for employment of person with disability;
- Contribution to financing of personal expenses of the assistant of the person with disability (helper in operations) ;
- Subsidies of the earnings of the person with disability that is employed.

Employer who has not employed a person with disability has a responsibility to pay a special contribution to the Fund for professional rehabilitation and employment of persons with disability. Fund resources are used for: development and improvement of professional rehabilitation and employment of persons with disabilities; co-financing of special organisations; payment of subsidies stipulated by this Law; co-financing of programs for maintenance of employment of persons with disabilities; financing of other activities which are related to the professional rehabilitation of persons with disabilities.

For application of the Law on professional rehabilitation and employment of persons with disabilities and mentioned Act standards it is necessary to establish an appropriate institutional network, educate staff – experts of various profiles, which will be one of the main conditions for functioning of the new system in this area. In the Employment Office currently underway is the forming of an expert multidisciplinary commission at a central and regional level (psychologist, industrial medical practitioners, experts in pedagogy and andragogy, technologist and other) which would, according to standards confirmed by the responsible body, assess the working and other skills of the persons who are seeking employment and put in place measures and activities for their professional rehabilitation and employment in accordance with the Law on amendments and additions of Law on professional rehabilitation.

Ministry of Labour and Social Welfare as the responsible Ministry for processing and execution of the labour market policy, provides a full contribution to implementing of the active employment policy, as only efficient and productive employment assures development, social welfare and reduction in poverty, as a result problem of employment should be placed in the spotlight of economic and social policies.

Thereafter, reforms of the labour market and legislation in this area is performed according to the standards International Labour Organisation (ILO), suggestions and directives from the EU, newest instructions of the European employment policy and make up the main part of socio-economic changes in Montenegro.

The Government of Montenegro, at a sitting on 31. July 2008, accepted the **National Strategy for employment and development of human resources for period 2007-2011 and National Action Plan of employment (NAPE) for period 2008-2009**, as an instrument for realisation of the National Strategy, which follow the MOR standards and newest instructions from the European employment policy.

National action plan for employment for the period 2010-211 is an operational scheme and contains the most important targets and activities of the national employment policy. The plan represents a collection of employment policy activities necessary for improvement of the labour market and adjustment of system for employment in accordance to instructions from the EU.

Starting point for implementation of activities anticipated by the NAPE for period between 2010 and 2011 is composed by the Employment Strategy and human resource development for the period between 2007 and 2011, realisation of activities anticipated by the NAPE for the period between 2008 and 2009, suggestions from the emergency summit on employment and measures of Government of Montenegro on reducing the consequences of the economic crisis.

The Employment and Human Resource Development Strategy for the period between 2007 and 2011 provides three action priorities:

- Increase of employment and reduction of unemployment;
- Increase of productivity and work quality;
- Strengthening of the social cohesion;

Performance indicators which need to be achieved by year 2011 are:

1. Employment rate of at least 60%;
2. Employment rate among women at least 50%;
3. Employment rate of older workers of at least 32%;
4. Unemployment rate under 10%;
5. Providing opportunity to all unemployed persons for a new beginning before a period of six months of unemployment ceases (for youth) and (for adults) in a period of no longer than 12 months, this being expressed through empowering, qualifying, work experience, job or other measures for employment of adults in combination with continued assistance in employment seeking;
6. Including at least 50% long-term unemployed persons into active measures in form of enabling, qualifying, work experience, work or other employment measures, in combination with continued assistance of employment seeking.
7. Increase to the percentage of 22 year olds with completed four-year secondary education;
8. Reduction in the rate of those who leave early the system of regular education;
9. Level of participation of whole life learning will represent at least 10% of actively employed population;
10. Child care of children aged between 1 and 3 to be made more accessible, while from 3 to 5 years of age make more accessible by at least 30% of children of pre-school age.

Global economic crisis consequences, which has touched our country as well, require activities which will be directed to alleviating negative impact of reduction of business activities on employment. Providing flexibility and security on the labour market with the aim to prevent and overcome effects of economic and financial crisis on employment will be the main challenge in the coming days.

Project IPA 2008 “**Reform of the labour market and development of the workforce**” began in February 2010 and represents continuity of European Union’s financial support from resources of the preadmittance assistance to structural reforms in Montenegro.

Structural reforms, which are becoming an integral part of the process of joining the European Union, aim towards achieving greater competition and productivity, increase of efficiency and quality of public services, promoting potential for entrepreneurship and innovation and growth of employment and increase of social cohesion.

Primary point of this project is to, via three components, provide support of improving administrative capacities to institutions of the labour market and education, contribute to the development of active measures of labour market, especially through partnership at the local level, as well as development and setting frameworks for providing services of life time career orientation and counselling.

Project activities are implemented in four municipalities on the north in Pljevlje, Bijelo Polje, Berane and Mojkovac. In these municipalities, during the middle of last year, the municipalities themselves formed Partnership groups for employment and development of human resources at the local level. They, with the

assistance of the Project team experts, prepared drafts of municipality strategies for employment and human resource development and Action Plans for their implementation.

Ministry of Labour and Social Welfare supports the approach of solving the problem of unemployment and development of human resources at the local level, with a special emphasis on providing support to local communities in finding solutions. In this way the role of the local community is increased in solving unemployment, improving business environment, creating new jobs and improvement of supply compatibility and searching on the labour market through the development of human resources.

Development of the local partnership system for employment and development of the workforce, is at the same time a preparation for joining the European Union. Given that Montenegro has received a candidate status and is therefore a step closer to the membership in the European Union, it highlights the need for preparation and setting up of better conditions for establishment of local partnerships for employment which represent a vital factor of absorption, that is of greater utilisation of the pre-admittance assistance, which is available especially as part of the IPA component IV – development of human resources, as well as future assistance from the European social fund. This, apart from other, also requires a regional approach to the development of human resources, strategic planning, counselling procedure focused on partnerships, i.e. all the important stakeholders of the labour market.

Therefore, it is necessary to take into consideration the principles of the European Union that stipulate that the local partnerships for employment must be actioned in a partnership spirit with a lot of mutual trust, that they need to be innovative, giving space for new ideas, inclusive in the sense of including groups whose actions impact the labour market. Apart from this, they need to have access to the creating of the policy, from bottom towards the top, which means that the initiatives must begin from the particular target groups and their immediate representatives.

Local partnerships for employment and development of human resources will significantly contribute to implementing the priorities of the Operational Program. This is a document which contains Operative structures which need to develop, as one of many prerequisites for decentralised use of resources as part of IPA component IV – development of human resources. Therefore, the aim is to develop a model, and an institutional framework for employing and development of human resources, founded on partnerships, which will empower the capacity of local participants for implementing the active labour market policy. This project significantly contributes to this, as it develops local partnerships in four municipalities in the north of Montenegro which should be the initial incentive for other municipalities to continue in their steps.

PROGRAMS AND EMPLOYMENT MEASURES

1. Collaboration with employers

Starting with the increasing role of the employer on the labour market the Employment Office has during year 2010 strived to intensify the collaboration with the employers. In this sense activities such as following were continued, fairs, round tables, inclusion of the employer into training, program development, monitoring and evaluation of training, credit issuing, employment of trainees, seasonal employment, public work and other. All this has contributed to strengthening of trust and mutual relationship of the Employment Office and employer, which was shown in the survey results, which was undertaken with the employers.

In an aim to improve the business relationship with the employers, Employment agencies have begun activities to form special units for operations with employers, where efficiently and in one place necessary services can be provided.

2. Preparation for employment

As suggested by the Commission for program selection and monitoring of active employment policy, the Employment Office Managing Board has approved resources that amount to 1 801 157.16 Euros for realisation of 288 preparations for employment for 4521 participants, which represents 141% of planned number of participants for year 2010 (3200 planned participants).

In year 2010, 237 education programs and empowering of unemployed persons were carried out, in which 3920 participants took place, which is, compared to the same period last year, higher by 1709 persons.

From the total number of realised programs, those programs for empowering for work at a particular work place , which provides employment to a program participant for an indefinite time (so called programs for a known employer) amount to 41, which involve 214 persons and 196 education programs for empowering for the labour market with 3706 participants, out of which 820 persons are participants of education programs for empowering for professions, while 2886 are participants of programs for skill learning.

The programs are implemented in accordance to the national valid programs which include content confirmed by standard knowledge for particular professions, with continued monitoring of the method and quality of their performance and testing of the obtained knowledge and skills by the particular field experts selected by the Employment Office of Montenegro.

For realisation of the stated programs 1 502 239.89 Euros has been directed.

2.1 Education programs for enabling for profession

Programs for professions are organised in collaboration with education organisers and employers, for 1034 unemployed persons and persons for whose contribution to the workforce has ceased, out of which 214 persons is taking part in programs for enabling for profession at a particular workplace, while in the education programs for enabling for profession, in accordance with labour market demand, there are 820 persons enrolled.

Through programs of vocational empowering, improving-qualification and change-of-qualification , unemployed persons and those persons for whose contribution interest has ceased, have been able to gain knowledge and skills for employment in the processing industry, construction, tourism and catering industry, service and other industries.

For work in a processing industry 231 persons have been accepted, out of which: 45 for positions in wood processing, 43 in metal processing and electrical, and agriculture, 143 in production and processing of food, while in the construction industry 260 persons.

Education for empowering programs in tourist-catering industry professions 189 unemployed persons has been included.

Program for work in professions in the service business sector includes 306, while in other industries 48 persons.

Viewed by the type of programs, 20% participation is from participants of the vocational empowerment program, 2.2% improving-qualification and 77.8% change-of-qualification.

2.2 Skills acquiring Program

Skills acquiring programs which are realised in collaboration with education organisers involved 2886 persons who are seeking employment.

Programs of IT literacy were organised for 1247 persons while programs for learning foreign languages included 798 persons.

For 356 persons, according to the Employment Office records, programs for drivers of “C”, “D” and “E” category have been organised.

Education of unemployed persons in accounting, management, personal assistants and yacht personnel has been organised for 485 participants.

Program participants

Program participants are persons who: have completed elementary school (I and II degree) – 12.5%, with secondary school (III, IV and V degree) – 60% and with higher education (VI and VII degree) – 27.5%. In the mentioned programs females are participating with 59.3%. When looking at the age structure of the program participants, youth participation is 35.4%, persons from 25 to 45 years old participate with 55.1% and older than 45 are 9.5%.

Participation of long term unemployed persons in the program is 31%, while persons without any past service are 2.2%.

3. Seasonal employment

Starting from the increasing role of the employer on the labour market the Employment Office has during year 2010 strived to intensify the collaboration with the employers. In this sense activities such as following were continued, fairs, round tables, inclusion of the employer into training, program development, monitoring and evaluation of training, credit issuing, employment of trainees, seasonal employment, public works and other. All this has contributed to strengthening of trust and mutual relationship of the Institute and employer, which was shown in the survey results, which was undertaken with the employers.

With an aim to improve the relationship with employers, employment agencies have began activities in forming special departments for work with employers, which efficiently provide the necessary services all in one place.

As part of preparations for employment, one of the measures of the active employment policy, 288 programs for education and empowering of unemployed persons have been realised in which 3920 persons were involved.

Seasonal employment is a form of employment which has over time significantly alleviated the issue of unemployment, as during the season about 20% of the total unemployed persons are involved in this kind of employment. This was again confirmed in 2010 with employment found not only in tourism and catering industry but in other industries such as construction, agriculture, trade and medical. According to data from Institute in 2010 there was 12991 seasonal employment positions announced. To meet the requirements of tourism and catering industry 5226 workers was wanted or 40.23% of the total number of announced, for the needs of agriculture 601 persons or 4.63%, construction 2249 or 17.91%, trade 2147 or 16.53% and for other industries 2768 workers or 21.31%.

The most advertised vacant positions for seasonal employment refer to Littoral municipalities (9022 or 69.45%) while of the total number of advertisements for staff needed in the catering industry 5052 or 96.67% refer to the Littoral municipalities.

According to the Employment Office's Operational plan for 2010, Employment Agencies put in place numerous activities for preparation of seasonal employment, in order to achieve the planned number of employment in those positions.

Meeting the Plan was under constant tracking and monitoring by the Employment Office Working and Operating group and those persons responsible for seasonal employment across agencies and offices of the Employment Office. This has enabled employment to 6499 seasonal workers which meets the target planned for year 2010 with a figure of 130%.

4. Employment of trainees

In accordance with the Government Program on employment of trainees with University degree qualification and Regulation on preparation for employment, the Employment Office stimulates employment of trainees by contributing to the financing of their salaries.

Out of a total of 1415 trainees who obtained employment in 2010, the Employment Office has financed employment of 493 trainees which makes 45% of the result in year 2009 (1094 persons).

Number of trainees with University degree that was employed is 458, out of which 181 or nearly 40% as part of the program "Job for you" while employment of 47 College Graduates or 10% of the total number was financed, who during their studies achieved an average mark of 8.50 or greater.

Also, the Employment Office has financed employment of 14 trainees with high vocational qualification and 21 trainees with high school level education.

Employment of trainees - by business sectors and levels of professional qualification –

| NO. | BUSINESS | NUMBER OF SIGNED CONTRACTS |
|-----|----------|----------------------------|
|-----|----------|----------------------------|

| | SECTOR | University Degree | | | | College | High School Level | TOTAL |
|-----|-----------------------------------|-------------------|---------------|------------|------------|-----------|-------------------|-------------|
| | | “JOB FOR YOU” | MARK S > 8,50 | OTHER | TOTAL | | | |
| 1. | Government institution | 41 | 0 | 23 | 64 | 0 | 0 | 64 |
| 2. | Education | 13 | 5 | 58 | 76 | 3 | 0 | 79 |
| 3. | Health | 11 | 19 | 15 | 45 | 1 | 9 | 55 |
| 4. | Justice | 2 | 2 | 1 | 5 | 0 | 0 | 5 |
| 5. | Lawyers | 20 | 2 | 25 | 47 | 0 | 0 | 47 |
| 6. | Private Limited Companies | 44 | 12 | 65 | 121 | 8 | 11 | 140 |
| 7. | Banks | 0 | 1 | 5 | 6 | 0 | 0 | 6 |
| 8. | Limited company | 5 | 0 | 20 | 25 | 0 | 1 | 26 |
| 9. | Public institutions and companies | 44 | 4 | 15 | 63 | 2 | 0 | 65 |
| 10. | NGO Sector | 1 | 2 | 3 | 6 | 0 | 0 | 6 |
| 11. | TOTAL | 181 | 47 | 230 | 458 | 14 | 21 | 4933 |

By business sectors, greatest number of contracts were signed with Private limited companies - 140 contracts or 28.39% out of the total number, then with the Education system - 79 or 16.02%, with Government institution - 64 or 13%, with public institutions and companies - 65 or 13.20%, with Health - 55 or 11.20% and with Lawyers - 47 or 9.53%.

Viewed by municipalities, greatest number of contracts signed was in Podgorica - 207 or 41.98% out of the total number, then Nikšić - 50 or 10.14% and Bijelo Polje - 46 or 9.33%. The least number of contracts was signed in Budva - 4, then in Kolašin - 3 and in Žabljak - 2, while in Andrijevica and Šavnik only one contract each on employment of trainees.

5. Employment of foreigners

Seasonal employment in the area of tourism and catering industry, agriculture and construction is such that in particular periods of the year it implies employment of a higher number of people than the Montenegro labour market can provide. In these period it is generally known to have a much higher supply than demand, in total and by the degrees of professional qualification, only about 30% of the demand for labour is met which is usually provided from the countries in the region. Commonly the need for the workers, to be available and work occurs in a fast and short period (2 months on average), therefore the recording of their employment as a non-nationalist up until 2009 were not of a satisfactory quality. It was hard to confirm the scope and structure of involved workers, out of which a portion was not recorded as employed anywhere.

In accordance with the Law on foreigner employment and working and with the Decision on confirming the number of working permits for foreigners, the Government of Montenegro has confirmed the quota of the working permits for year 2010 as a total of 39 450, out of which 1000 working permits was put aside for issuing in case of emergency requests.

In 2010, were issued a total of 14 596 working permits and employment of foreigners, which is 14.68% less than in the same period last year (17 108). Observed by structure, following were issued:

- Personal working permit - 74;
- Employment permit – 9646;
- Permit to work:
 - o Foreigner seasonal work – 3967;
 - o Trans-frontier services – 718;
 - o Additional empowering and training – 8;
 - o Movement of person within a foreign economic circle – 169;
 - o Empowering and training of the foreigner – 1;
 - o Permit for providing the agreed services – 13;

In terms of professions, i.e. jobs where foreigners are used in Montenegro, these are : in area of the catering industry most commonly waiters/waitresses, barmen, plasterers, installers, fitters, welders, plumbers, construction technicians, locksmiths, in the trade industry salesmen, while in the agricultural sector most commonly required are semi-qualified and non-qualified workers.

Most foreigners who are employed in Montenegro are from Serbia – about 40% from the total number, from Bosnia and Herzegovina it is about 30% and from Macedonia about 20%.

When we look at the age structure of the foreigners whose labour is used in Montenegro, 45% falls into the age group of 30-50 year olds, 35% falls into the age group of up to 30 years old, and about 20% falls into the age group that is over 50 years of age.

Viewed in terms of industry (business sectors) most of the permits issued are for construction (5785 or 33.85%), then tourism and catering industry (5209 and 30.48%), agriculture (909 or 5.32%) and other industries (4136 or 24.20%)

6. Employment of the harder-to-employ persons

Reducing the number of unemployed persons at the same time changes their structure on the record. Lately it is more common to find involvement of persons with obstacles when it comes to obtaining employment, i.e. persons who are categorised into “harder-to-employ” groups, which include : persons with disability, long-term unemployed persons, alcohol and drug addicts, chronically ill, psycho-physical problems, single mums, ethnic groups, persons made redundant due to technical or economic challenges, etc.

The Employment Office's system identifies more than 35% of the harder-to-employ persons out of the total number of unemployed, which include persons with disabilities (2225 or 7.02%). This number was confirmed by sorting based on the degree of being employable, i.e. type of required professional treatment, with an aim to most effectively overcome the obstacles and problems that are present.

Given the facts that this sub-system of employment is organised normatively (Law was put in place and a sublegal Act) as well as the decision that only qualified staff, able to, thorough a multidisciplinary approach, provide solutions to the given issues, can process new content, during 2010 many new programs have been realised. Some programs involved apart from the harder-to-employ persons also those persons chosen to be trained for work with the harder-to-employ persons. This helped confirm the foundations which will in the future serve for dealing with this structure of unemployed persons.

7. Public works

As suggested by the Committee for the selection of active employment policy program, the Employment Office management board during year 2010 approved sources amounting to 4 700 450.28 Euros for realisation of 132 public works, where 1 631 unemployed persons was involved. This is greater than the planned number of public works (105) and the number of employed persons (1500) for the mentioned year.

The Employment Office in collaboration with Ministries, international and non governmental organisations realised five Government public works, in the duration of one month to one year for 454 persons from the Employment Office records.

Government public works referred to the following activates: care of elderly persons in the state of social needs; adequate preparation of Montenegrin Municipalities for the tourist season; seasonal employment of graduates and students; development of national souvenirs and fixing and maintenance of the railway infrastructure of Montenegro.

For their realisation, resources amounting to 1 831 958.68 Euros were approved.

In collaboration with municipalities, public institutions and non-government sectors 127 local public works was successfully completed with 1 177 participants.

The works were performed in the duration of one to twelve months. They referred to the following: tackling addiction, providing service to children and youth with hindered development, stimulation of the development of rural and sea tourism, making of souvenirs, fixing of library facilities, maintenance of national and city parks, river beds and banks, service in craftsmanship and other.

For the realisation of local public works 2 868 491 60 Euros was approved.

Number of participants in the public works in year 2010

| No. | PUBLIC WORKS | NUMBER | PERSONS INVOLVED | ACHIEVEMENT OF PLAN (IN %) |
|-----|-------------------------|--------|------------------|----------------------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Government public works | 5 | 454 | 90,8 |
| 2 | Local public works | 127 | 1.177 | 117,7 |
| 3 | TOTAL | 132 | 1.631 | 108,7 |

The Employment Office in collaboration with the Ministry of Tourism and numerous partners (Ministry of Transportation and Marine Affairs, Ministry of Urbanism and Environmental Protection, Ministry of Education and Science, Public company "Morsko Dobro", "Crnogoraput" Ltd, all municipalities and public service companies) has over many years organised a Government Public work "Let it be clean". With an aim to adequately prepare for the tourist season 2010, public work was organised which has an aim to clean and remove waste and maintenance of the highways and regional road zone in length of over 1300km in all municipalities in Montenegro. The mentioned tasks, during 2010, involved 146 harder-to-employ persons from the Employment Office file.

Program "Care for the Elderly in Montenegro" is realised as part of the Government employment program from May 2005 in 15 municipalities in Montenegro (Bar, Berane, Bijelo Polje, Budva, Danilovgrad, Kotor, Nikšić, Plav, Pljevlja, Podgorica, Rožaje, Tivat, Ulcinj, Herceg Novi, Cetinje). This program involves a total of 164 unemployed persons providing assistance to 1225 elderly persons. This is a model of home assistance to the elderly persons which is above all reflected in the physical care and socially-psychological support to the elderly, all in the aim to improve the quality of life in the old age.

The Project users are elderly persons who require social care, of poor health and financial situation, with difficulties in taking care of their household. Services which are available to the elderly persons are : some form of help within the house, assistance with going to the doctor, talking and going shopping, help with personal hygiene, walks, recreation or other types of help.

The Employment Office Committee put in place a decision which confirmed the end of the realisation of this project as part of the Government Public work on 31.12.2010. Given the significance that this project has for Montenegro and every municipality individually activities are taking place for these projects to be lead by municipalities or other subjects.

During 2010 since month of May, Government Public work "Fixing and maintaining the railway infrastructure" was realised, where 64 unemployed persons was involved in cleaning the zone along the railways, in length of 230km. Public work lasted for four months.

Also in May, in municipality Kolasin and Cetinje, realisation of projects "Volunteer camps" has began, where 24 volunteers were involved in cleaning the Biogradska Gora and parks in Cetinje.

During the year "Eco patrols" project was also realised in 30 schools across Montenegro. Project is directed at educating children of age between 10 and 15 and imagined as an activity which encourages children to see and notice ecological issues in their environment and to be actively involved in finding a solution to this problem.

During the year collaboration with the international organisation UNIFEM has been negotiated for realisation of a project tackling gender inequality.

Collaborating with the University of Economy, as the project leader, Employment Office with the role of a partner is involved in project Gem – Global Entrepreneurship Monitor. Three main aims of this project are:

- To assess the differences in the levels of entrepreneurship in particular countries
- To reveal the factors that determine the level of entrepreneurship activity, and
- To identify the strategies that can improve the level of entrepreneurship activity.

Representatives of the Centre are involved in front of the Employment Office in this project and analyse the second chapter of obtained answers in the Questionnaire.

8. Professional orientation

Professional orientation is performed through professional informing, professional counselling, professional selection and workshop activities.

Professional informing ensures objective and true information in regards to education and qualification, professions, opportunity for employment, scholarships etc, while in year 2010, through the process of professional informing 2211 persons were assisted. The complete psychological processing was performed on 77 unemployed persons, while 313 unemployed persons were interviewed. During 2010 workshop activities were organised which were attended by 2359 unemployed persons.

Credit activity

Apart from the listed programs as part of the **Innovative program for continued stimulation of employment and entrepreneurships in Montenegro**, credit activity took place.

During the period of 1.1 – 31.12.2010 there was 459 requests for credit approval that were submitted, with total value of 3.086.500 Euros, with which realisation would create 618 new jobs. Out of this number of requests, 158 requests or 41.89% were submitted by females (for opening of 183 new positions, with a value of 915 000 Euros).

Integral part of the Innovative program for self-employment is represented by the **Education in entrepreneurship**. The Employment Office of Montenegro has decided that not one project can be supported, through credit s/loans, if the unemployed persons, who are the project bearers, do not receive elementary knowledge in entrepreneurship. Opportunity of submitting a request for loan is subject to how successfully the education program has been completed.

During the period of January to December 50 programs of entrepreneurship education have been realised, which involved 611 persons. In the observed period the regional committees have satisfactorily assessed 454 requests for credit (including requests from the previous period) valued at 3 041 500 Euros and such finances would make employment of 609 workers possible.

Based on the suggestions of the Credit issuing committee the Employment Office Managing Board has approved 454 loans worth 3 046 500 Euros and as a result opening up of 610 new job positions was made possible. Out of this number, 375 loans (82.60%) was issued to unemployed persons, 23 loans (5.07%) was issued to entrepreneurships, while 56 loans (12.33%) was intended for individuals. Also approved were all loans submitted by women.

The biggest part of the credit resources is directed into the development of entrepreneurship in the north of Montenegro – 323 loans or 71.15% of the total number, with total value of 2 073 500 Euros.

The number of most approved loans is in the area of agriculture and fishing (47.36%). Followed by sales (16.08%) then trade and personal services (15.42%).

INSURANCE IN CASE OF UNEMPLOYMENT

After one has ceased working and are unemployed they have the right, based on insurance in case of unemployment, to a financial compensation payment under specific conditions.

Conditions for gaining the rights, commencement and termination, length of duration, the amount of financial compensation and re-commencement of the rights to a financial compensation are determined by

the Law on Employment and Exercising Right with respect to Unemployment Insurance (“Official Gazette of Montenegro” no. 14/10) which was put in action 25.03.2010.

Right to a financial compensation, as part of this Law, has an insured person who prior to stopping work has held the insurance policy for at least 12 months in continuation or with interruptions in the last 18 months, whose employment has terminated without their consent or fault and if they contact the Employment Office of Montenegro and file a request within the, by Law prescribed, time frame.

Primary criteria for determining the period of time in which the unemployed person should obtain a financial compensation after they have ceased work is the previously achieved years of service. Minimal period for which a financial payment, as part of the compensation, can be granted is three months (for a person who has an insurance policy for a year), and maximum in 12 months (for a person who has a policy for more than 25 years). An exception is made with women (who have held an insurance-policy for more than 30 years) and men (for more than 35 years), who are given the right to financial compensation until they are employed again or if one of the basis for ceasing of rights to financial compensation come into action. Same right is give to the parents of persons, who in accordance with the Law obtain the right to invalid payments, under the condition that they have over 25 years of service.

Financial compensation, in accordance with Article 57 of Law on Employment and Exercising Right with respect to Unemployment Insurance, is equal to 40% of the minimum salary determined by the General collective contract.

In the reporting period, participants who achieved the right to a financial compensation according to the listed Regulation, a payment of 55 Euros was paid out, given that the minimum salary was not confirmed. For participants who gained the right to according to regulations from an earlier period 60 (for males) and 55 (for females) and have held their insurance policy for at least 10 years or 30 years of insurance policy and at least 50 years of age), compensation is paid out at 60% of the lowest labour cost or equal to the lowest pension, stipulated by the Pension and Disability Insurance Law. The amounts paid out in financial compensation are used to calculate and pay for contributions to health and pension – disability insurance.

In the period between January and December 2010 the number of users of the financial compensation, by month, with net amounts of financial compensation, is given in the following table.

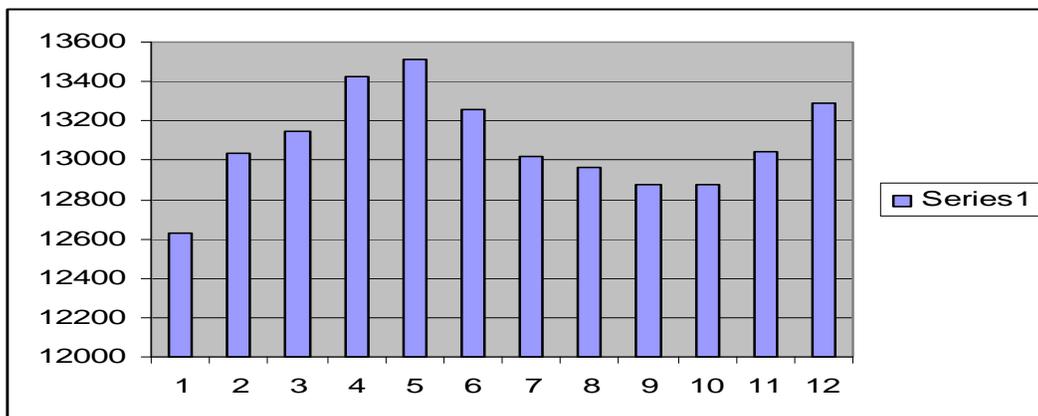
| Month | Lowest pension | Amount of 33 Euros (60% of lowest labour cost) | Amount of 55 Euros (40% of the minimum salary) | Total |
|-----------|----------------|--|--|--------|
| January | 7.453 | 5.177 | - | 12.630 |
| February | 7.610 | 5.425 | - | 13.035 |
| March | 7.795 | 5.351 | - | 13.146 |
| April | 8.054 | 5.369 | - | 13.423 |
| May | 8.170 | 5.132 | 209 | 13.511 |
| June | 8.118 | 4.737 | 404 | 13.259 |
| July | 8.049 | 4.496 | 473 | 13.018 |
| August | 7.943 | 4.327 | 693 | 12.963 |
| September | 7.801 | 4.257 | 816 | 12.875 |

| | | | | |
|----------|-------|-------|-------|--------|
| October | 7.631 | 4.170 | 1.071 | 12.872 |
| November | 7.513 | 4.095 | 1.433 | 13.041 |
| December | 7.399 | 4.102 | 1.787 | 13.288 |

Based on the given data, it can be noted that the number of users of the financial compensation has increased during year 2010. On average, every month 13088 unemployed persons used this right. In comparison to 2009 (12 141 users), it is an increase of about 8%.

This can be seen in the following graph.

**Users of the financial compensation in year 2010
- Number of users on a monthly level -**



In disputes in areas of privatisation and transformation of the Employment Office of Montenegro was liable as the jointly liable together with the Fund for Development of Montenegro and PIO Fund of Montenegro and severally. The legal basis in these disputes is generally the cancellation of contracts of buying and selling of shares, damage compensation and determination of numbers or value of shares of minor shareholders. The disputes, depending on the phase of the proceedings, take place in different courts (Montenegro Courts of Commerce, then in claims in front of Appeal Court of Montenegro or under revisions and other emergency legal resources at the Supreme Court of Montenegro) so that in a particular number of cases the exact time of the dispute completion cannot be confirmed.

Number of subjects in basic privatisation and transformation changes and has reduced in comparison to the previous period. However, the number of subjects from other areas is increased such as criminal law subjects, where the Employment Office of Montenegro appears in the role of the damaged, then physical division of property in companies which are transformed and in which the Employment Office of Montenegro is a shareholder (based on the ownership of shares), labour dispute and other.

Participation in legal and other proceedings, especially with Property Management, then particular number of legal disputes which are returned to revised proceeding, disputes in labour relationship and consequential damage and ongoing works.

The number of proceedings cannot be precisely derived as it changes in respect to the phase in which it is currently in.

Based on the data from : Statistical Office of Montenegro - MONSTAT:

GROSS DOMESTIC PRODUCT

| | 2007 | 2008 | 2009 | 2010 |
|---|---------|---------|---------|---------|
| - In millions. € | 2.680,5 | 3.085,6 | 2.980,9 | 3.103,8 |
| Growth rates – realistically comparable period in previous year = 100 | 10,7 | 6,9 | -5,7 | 2,5 |

EMPLOYED PERSONS BY BUSINESS SECTORS AND GENDER

| | 1000 | | | % | | | % Žene %Women |
|---|-----------------|-----------------|---------------|-----------------|-----------------|---------------|------------------|
| | Ukupno Total | Muškarci Men | Žene Women | Ukupno Total | Muškarci Men | Žene Women | |
| TOTAL | 209,4 | 119,1 | 90,3 | 100,0 | 100,0 | 100,0 | 43,1 |
| AGRICULTURAL SECTOR | 12,9 | 8,4 | (4,5) | 6,2 | 7,1 | (5,0) | 35,0 |
| NON-AGRICULTURAL SECTOR | 41,8 | 32,9 | (8,9) | 20,0 | 27,6 | (9,8) | 21,2 |
| Ore and stone mining | 23,5 | 17,3 | (6,2) | 11,2 | 14,5 | (6,8) | 26,3 |
| Processing industry | | | | | | | |
| Production of power energy, gas and water | 5,6 | 4,0 | 1,6 | 2,7 | 3,4 | (1,8) | 28,2 |
| Construction | 12,7 | 11,6 | 1,1 | 6,1 | 9,7 | (1,2) | (8,8) |
| Service sector | 154,7 | 77,8 | 76,9 | 73,9 | 65,3 | 85,2 | 49,7 |
| Retail and wholesale, repairs | 47,1 | 22,3 | 24,8 | 22,5 | 18,7 | 27,5 | 52,7 |
| Hotels and restaurants | 17,9 | 8,7 | 9,2 | 8,5 | 7,3 | 10,2 | 51,5 |
| Traffic, warehousing and | 17,5 | 13,6 | (3,9) | 8,4 | 11,5 | (4,3) | ((22,1)) |

| | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|------|
| connections | | | | | | | |
| Financial mediation | (3,9) | (1,3) | (2,6) | (1,9) | (1,1) | (2,9) | 67,4 |
| Real estate, renting | 7,8 | 5,0 | 2,8 | 3,7 | 4,2 | 3,1 | 36,4 |
| Public administration and social insurance | 19,5 | 11,1 | 8,4 | 9,3 | 9,4 | 9,3 | 42,9 |
| Education | 13,2 | 4,6 | 8,6 | 6,3 | 3,8 | 9,6 | 65,4 |
| Health and social work | 12,6 | 2,4 | 10,2 | 6,0 | 2,0 | 11,3 | 81,2 |
| Other community, social and private services | 15,1 | 8,9 | 6,3 | 7,2 | 7,4 | 7,0 | 41,5 |

(Source: : Statistical Office of Montenegro - MONSTAT: Survey on the workforce -2010)

RATE OF POPULATION ACTIVITY BY AGE GROUPS AND GENDER

| | | Total % | Male % | Female % |
|---|----------------------------|---------|--------|----------|
| 1 | Rate of activity 15+ | 50,1 | 58,1 | 42,6 |
| 2 | Rate of activity 15-64 | 59,3 | 67,1 | 51,7 |
| 3 | Rate of employment 15-64 | 47,6 | 54,3 | 41,0 |
| 4 | Rate of employment 15-24 | 13,7 | 16,2 | 11,0 |
| 5 | Rate of unemployment 15+ | 19,7 | 18,9 | 20,6 |
| 6 | Rate of unemployment 15-64 | 19,8 | 19,1 | 20,7 |
| 7 | Rate of unemployment 15-24 | 45,5 | 44,1 | 47,1 |

(Source: : Statistical Office of Montenegro - MONSTAT: Survey on the workforce-2010)

UNEMPLOYED PERSONS BY THE LENGTH OF LOOKING FOR WORK AND GENDER

| | | Total | Male % | Female % |
|---|--------------------|-------|--------|----------|
| 1 | 12-23 months | 13,8 | 15,3 | 12,0 |
| 2 | 2 years and longer | 64,9 | 63,1 | 67,1 |

(Source: Statistical Office of Montenegro -MONSTAT: Survey on the workforce -2010)

EXPENSES FOR THE EMPLOYMENT POLICY

| | Mil. | | | |
|-----------------------------|------|------|------|------|
| Passive employment measures | 2008 | 2009 | 2010 | 2011 |
| | | | | |

| | | | | |
|---|-------------|-------------|-------------|-------------|
| Financial compensation | 8.850,6 | 12.637,9 | 155.179,8 | 14,500,0 |
| Contribution of passive measures to the GDP | 0,28 | 0,40 | 0,47 | 0,45 |
| Contribution of passive measures to the Budget of Montenegro | 0,62 | 0,82 | 1,06 | 1,03 |

| | | | | |
|---|-----------------|-----------------|-----------------|-----------------|
| Active employment measures | 2008 | 2009 | 2010 | 2011 |
| Co-financing of trainee salaries | 3.556,0 | 3.526,4 | 2.450,3 | 2.575,00 |
| Loans for self-employment | 3.776,0 | 4.685,7 | 2.500,0 | 2.000,00 |
| Training, qualifications and other | 4.887 | 4.824,9 | 6.049,6 | 3.425,00 |
| Total | 12.219,0 | 13.037,0 | 10.999,9 | 8.000,00 |
| Contribution of active employment measures to GDP | 0,39 | 0,42 | 0,34 | 0,25 |
| Contribution of active measures to Montenegro Budget | 0,85 | 0,85 | 0,77 | 0,57 |

LABOUR MARKET STATISTICS (Source. Employment Office of Montenegro)

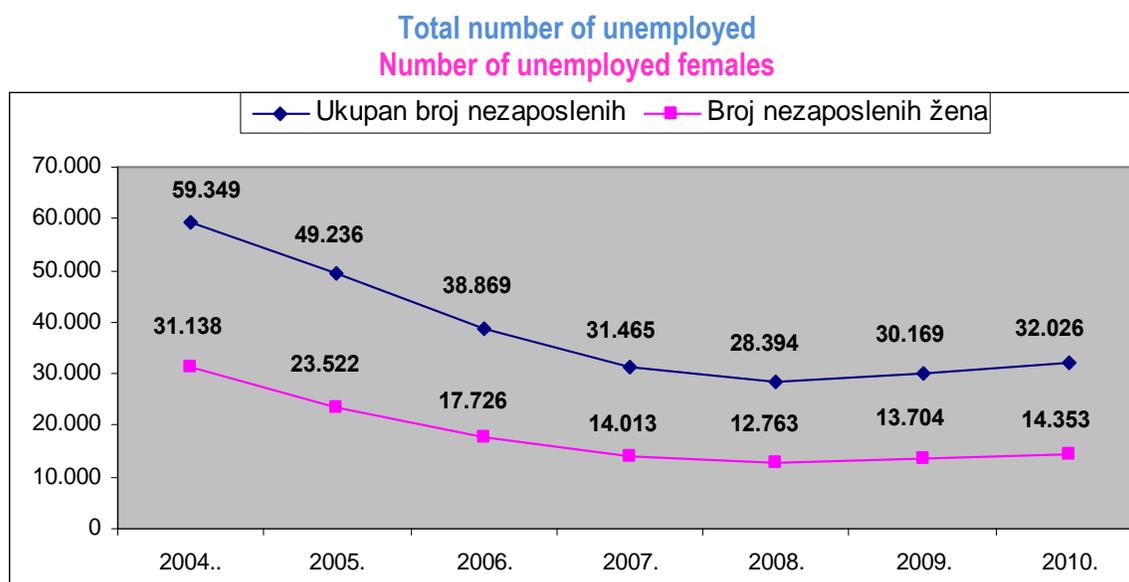
UNEMPLOYED PERSONS RECORD

On record at the Employment Office of Montenegro on the day of 31st of December 2010 there was 32026 unemployed persons (there was 14363 females or 44.82%).

In comparison to 31.12.2009 (30169 persons out of which 13704 were females or 45.42%) the number of unemployed has increased by 1857 persons or 6.16%.

The following graph shows movement of unemployment in the period between 2004 and 2010, according to the records of the Employment Office of Montenegro .

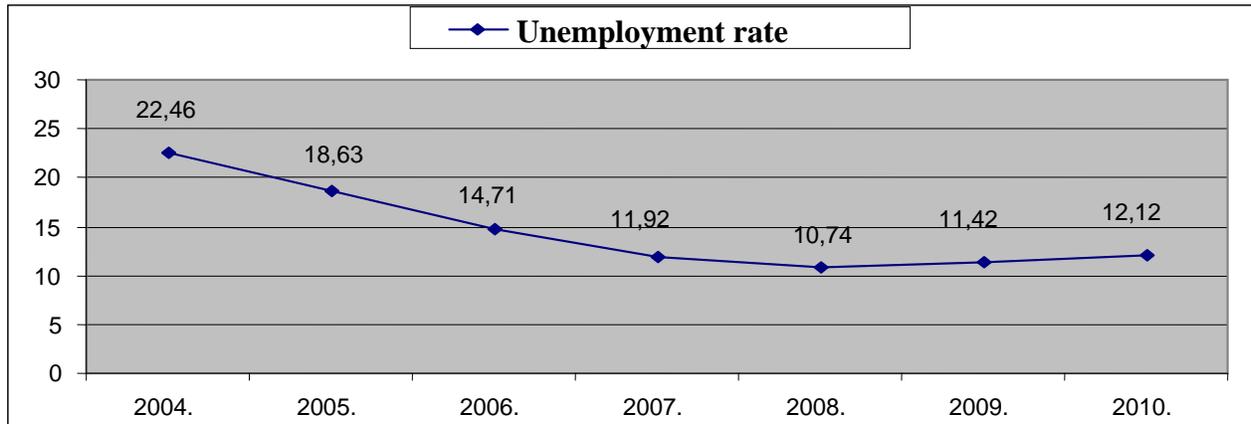
Movement of Unemployment
(Period 2004-2010)



Unemployment Rate

Unemployment rate on the day of 31st of December 2010 was at 12.22% while on the same day in 2009 it was 11.42% (higher by 6.13%). Lowest unemployment rates are in municipalities of Herceg Novi (7.98%), Plužine (8.09%), Bar (8.31%) and Budva (8.69%), while highest in municipalities: Mojkovac (18.39%), Bijelo Polje (18.22%) and Cetinje (17.82%).

**Unemployment rate
(Period 2004-2010)**



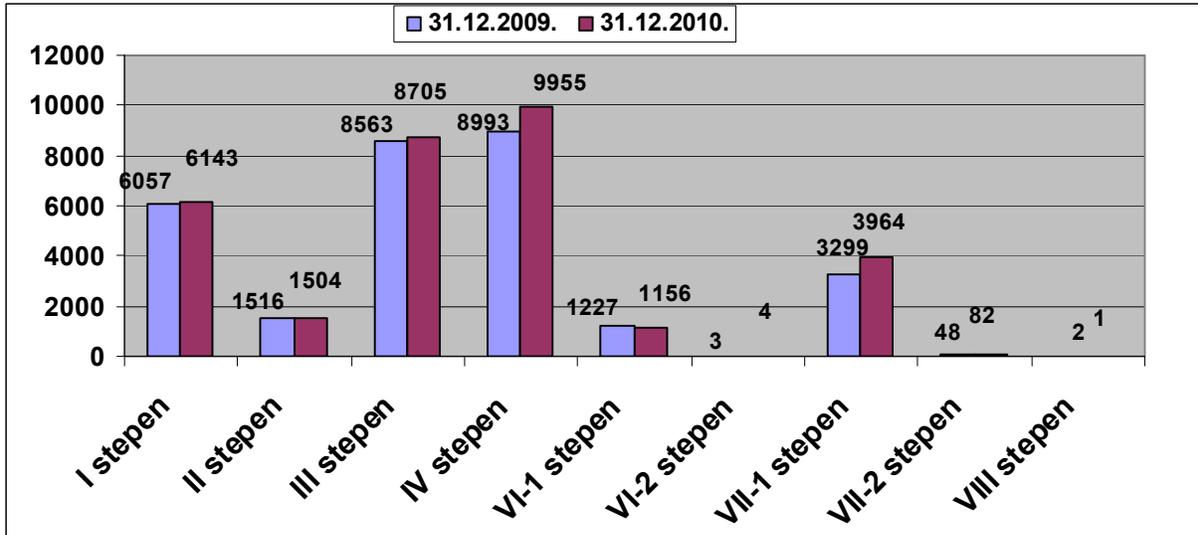
Qualification structure of unemployed person

One of the main indicators of the unemployed persons is their qualification structure. The following table shows movement of the number of unemployed persons (especially women) in 2010 in comparison to 2009, viewed by the degree of professional qualification, as well as the absolute and relative difference between the two periods.

**Unemployed
- by degree of professional qualification -**

| No. | Degree of professional qualification | 31.12.2009. year | | 31.12.2010. year | | Ratio 4:2 | |
|-----|--------------------------------------|------------------|---------------|------------------|---------------|--------------|---------------|
| | | Total | Females | Total | Females | Nom. diff. | Index |
| | | 4 | 5 | 4 | 5 | 6 | 7 |
| 1 | I degree | 6.057 | 2.075 | 6.143 | 2.053 | 86 | 101,42 |
| 2 | II degree | 1.516 | 711 | 1.504 | 702 | -12 | 99,21 |
| 3 | III degree | 8.563 | 3.127 | 8.705 | 3.111 | 142 | 101,66 |
| 4 | IV degree | 8.993 | 5.076 | 9.955 | 5.426 | 962 | 110,70 |
| 5 | V degree | 460 | 47 | 513 | 51 | 53 | 111,52 |
| 6 | VI-1 degree | 1.227 | 604 | 1.156 | 542 | -71 | 94,21 |
| 7 | VI-2 degree | 4 | 1 | 3 | 1 | -1 | 75,00 |
| 8 | VII-1 degree | 3.299 | 2.032 | 3.964 | 2.425 | 665 | 120,16 |
| 9 | VII-2 degree | 48 | 30 | 82 | 41 | 34 | 170,83 |
| 10 | VIII degree | 2 | 1 | 1 | 1 | -1 | 50,00 |
| 11 | Total: | 30.169 | 13.704 | 32.026 | 14.353 | 1.857 | 106,16 |

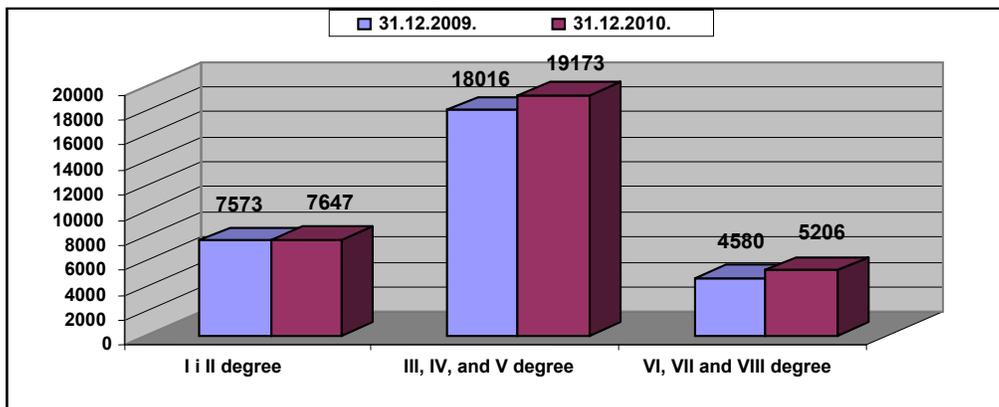
**Unemployed
-By degree of professional qualification-**



Based on the given indicators it can be noted that during 2010 the number of unemployed persons increased in almost all qualification groups (except for persons with VI-1 or II professional qualification level and symbolically persons with VI-2 and VII professional qualification level). Out of this, the greatest variations are evident in case of persons with IV degree (in absolute amount), then in case of persons with VII-2 degree of professional qualification (in relative amount) and in case of persons with V and VI-1 degree of professional qualification (in absolute and relative amount).

When it is a question of movement of the qualification structure in 2010, on the Employment Office of Montenegro record there is 7.647 or 23.87% unqualified or semi-qualified persons (31.12.2009. - 7573 persons or 25.10%). There is, unemployed with III, IV and V degree of education, 19173 or 59.87% (31.12.2009 – 18 016 persons or 59.72%), while with VI, VII and VIII degree of education there are 5206 persons or 16.26% (31.12.2009 – 4480 or 15.18%).

**Unemployed
-By qualification structure-**



Age structure of the unemployed persons

Employment Office of Montenegro records on the day of 31.12.2010 indicated 12 056 persons older than 50 years of age or 37.64% of the total number of unemployed (on the 31.12.2009 there was 11 095 persons or 36.79%), which means that the contribution of this category, to the total number of unemployed persons has increased. Number of persons aged between 40 and 50 was 5 822 or 121 less than when compared to the figures in 2009, while unemployed persons older than 40 still contribute to the total number of unemployed by more than 50% (55.82%).

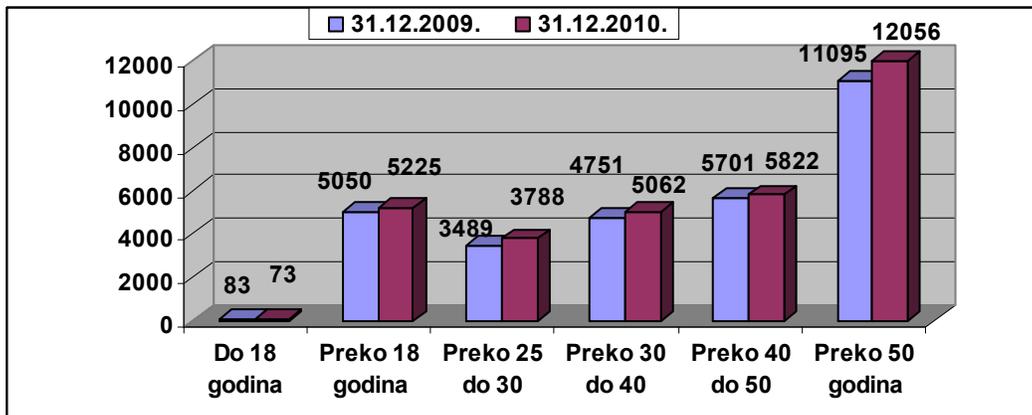
On record there are 5 298 unemployed persons who are younger than 25 years, which makes up 16.54% of the total number. Data for year 2009 are 5133 persons or 17.01% which means that the absolute unemployment of the youth has increased while their contribution in the total number was reduced in 2010 in comparison to their contribution in year 2009.

Following view shows unemployed by age, followed by a graphical representation.

Unemployed - By age -

| No. | Age group <i>1</i> | 31.12.2009 | | 31.12.2010 | | Ratio 4:2 | |
|----------|--------------------------|-------------------|--------------------|-------------------|--------------------|------------------------|-------------------|
| | | Total <i>2</i> | Female <i>3</i> | Total <i>4</i> | Female <i>5</i> | Nom. diff. <i>6</i> | Index <i>7</i> |
| <i>1</i> | Up to 18 years of age | 83 | 42 | 73 | 34 | -9.012 | 0,80 |
| <i>2</i> | Over 18 to 25 | 5.050 | 2.432 | 5.225 | 2.496 | 3.024 | 237,39 |
| <i>3</i> | Up to 25 years of age | 5.133 | 2.474 | 5.298 | 2.530 | 3.260 | 259,96 |
| <i>4</i> | Over 25 to 30 | 3.489 | 1.781 | 3.788 | 1.992 | -4.181 | 47,53 |
| <i>5</i> | Over 30 to 40 | 4.751 | 2.578 | 5.062 | 2.676 | 1.281 | 133,88 |
| <i>6</i> | Over 40 to 50 | 5.701 | 3.026 | 5.822 | 2.995 | 3.317 | 232,42 |
| <i>7</i> | Over 50 years of age. | 11.095 | 3.845 | 12.056 | 4.160 | 9.466 | 465,48 |
| | Total: | 30.169 | 13.704 | 32.026 | 14.353 | 1.857 | 106,16 |

Unemployed
- By age -



Structure of unemployed persons by the length of service

The Employment Office records include persons who do not have any years of service and other unemployed persons who can be categorised according to their length of service.

On the 31.12.2010 on the record there were 6990 persons or 21.83% of the total number of unemployed (31.12.2009. – 6.618 persons or 21.94%), who first searched for work (persons without years of service). Their structure is made up by: persons with no qualification (I and II degree) – 1 260 or 18.03%, qualified persons (III, IV and V degree) – 3 834 or 54.85% and persons with higher and university education (VI, VII and VIII degree) – 1 896 or 27.12%.

When looking at the category of unemployed persons who worked prior to being recorded at the Employment Office of Montenegro, it should be noted that during 2010 the number of persons with recorded years of service seeking work has increased.

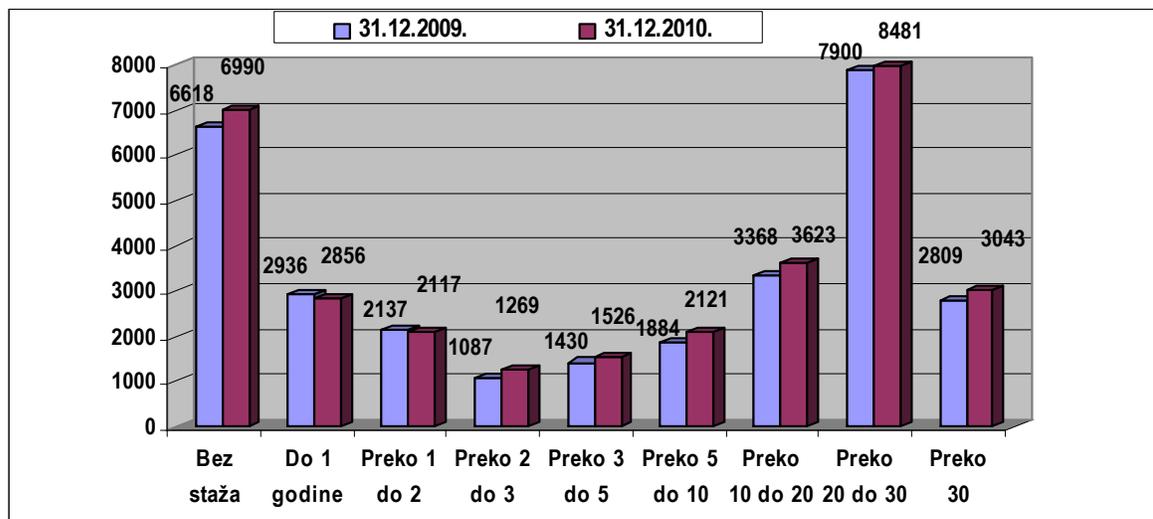
Following view shows the structure of unemployed persons by the length of their years of service.

Unemployed - By the length of service -

| No. | Years of service | 31.12.2009. | | 31.12.2010. | | Ratio 4:2 | |
|-----|----------------------|-------------|----------|-------------|----------|------------|----------|
| | | Total | Females | Total | Females | Nom. diff. | Index |
| | <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>5</i> | <i>6</i> | <i>7</i> |
| 1 | No service | 6.618 | 3.235 | 6.990 | 3.431 | 372 | 105,62 |
| 2 | Up to 1 year | 2.936 | 1.550 | 2.856 | 1.478 | -80 | 97,28 |
| 3 | Over 1 up to 2 | 2.137 | 1.218 | 2.117 | 1.177 | -20 | 99,06 |
| 4 | Over 2 up to 3 | 1.087 | 638 | 1.269 | 721 | 182 | 116,74 |
| 5 | Over 3 up to 5 | 1.430 | 818 | 1.526 | 868 | 96 | 106,71 |
| 6 | Over 5 up to 10 | 1.884 | 1.022 | 2.121 | 1.156 | 237 | 112,58 |
| 7 | Over 10 up to 20 | 3.368 | 1.601 | 3.623 | 1.714 | 255 | 107,57 |
| 8 | Over 20 up to 30 | 7.900 | 3.100 | 8.481 | 3.273 | 581 | 107,35 |
| 9 | Over 30 | 2.809 | 522 | 3.043 | 535 | 234 | 108,33 |
| 10 | With service(2 to9) | 23.551 | 10.469 | 25.036 | 10.922 | 1.485 | 106,31 |
| 11 | Total: | 30.169 | 13.704 | 32.026 | 14.353 | 1.857 | 106,16 |

The following graph shows the state of unemployment in 2009 and 2010 by the length of service

**Unemployment
-by the length of service-**



Structure of the unemployed persons by the job searching length period

Out of the total number of unemployed on 31.12.2010 (32026 persons), 17.909 persons or 55.92% have been searching for employment for longer than a year (data on 31.12.2009. was 16 845 or 55.83%), which means that the long term unemployment is slightly increased (by 0.16 %).

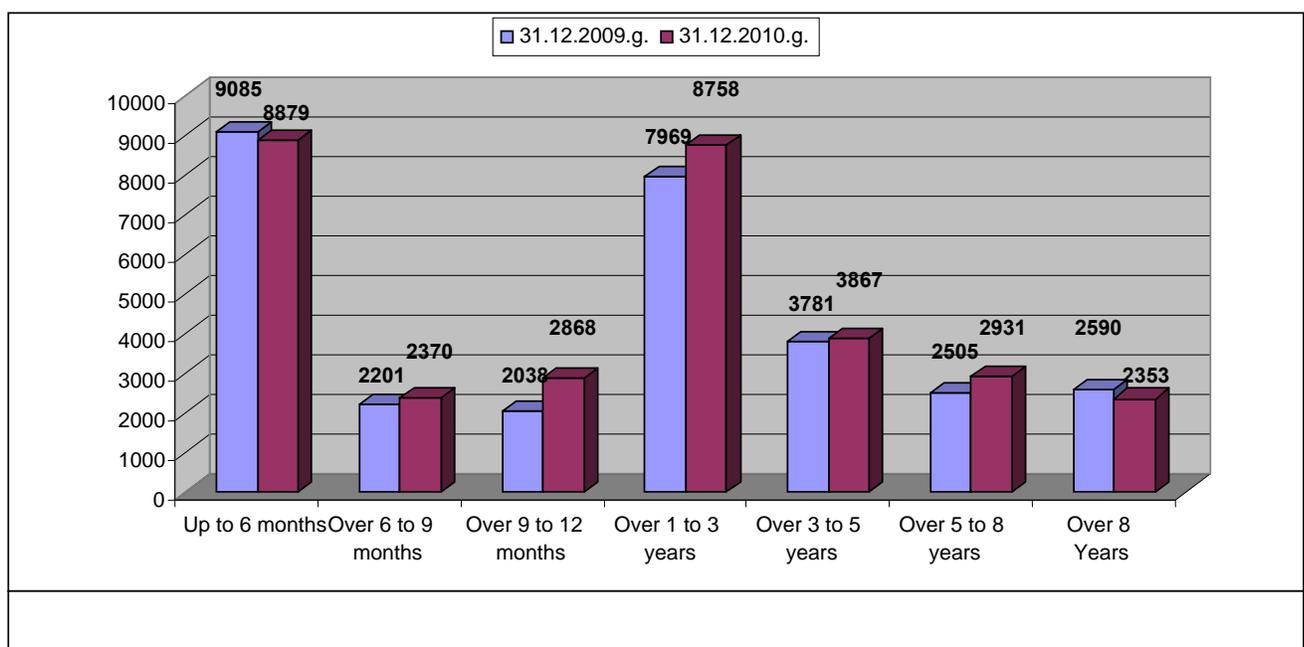
Looking for employment for longer than three years are 9151 persons or 28.57% of the total number of unemployed (31.12.2009 – 8.876 or 29.42%), while those searching for work for longer than five years amount to 5.284 persons or 16.50% (31.12.2009 – 5 095 or 16.89%).

Following view shows data on unemployed, from the aspect of the length of employment searching, followed by a graphical representation.

Unemployed
- By job searching length period -

| No. | Job searching length period | 31.12.2009. | | 31.12.2010. | | Ratio 4:2 | |
|-----|-----------------------------|-------------|--------|-------------|--------|------------|--------|
| | | Total | Female | Total | Female | Nom. diff. | Index |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | Up to 6 months | 9.085 | 4.582 | 8.879 | 4.394 | -206 | 97,73 |
| 2 | Over 6 up to 9 months | 2.201 | 1.094 | 2.370 | 1.140 | 169 | 107,68 |
| 3 | Over 9 up to 12 months | 2.038 | 927 | 2.868 | 1.202 | 830 | 140,73 |
| 4 | Up to 1 year | 13.324 | 6.603 | 14.117 | 6.736 | 793 | 105,95 |
| 5 | Over 1 to 3 years | 7.969 | 3.582 | 8.758 | 4.159 | 789 | 109,90 |
| 6 | Over 3 to 5 years | 3.781 | 1.398 | 3.867 | 1.399 | 86 | 102,27 |
| 7 | Over 5 to 8 years | 2.505 | 883 | 2.931 | 979 | 426 | 117,01 |
| 8 | Over 8 years | 2.590 | 1.238 | 2.353 | 1.080 | -237 | 90,85 |
| 9 | Over 1 year | 16.845 | 7.101 | 17.909 | 7.617 | 1.064 | 106,32 |
| 10 | Total: | 30.169 | 13.704 | 32.026 | 14.353 | 1.857 | 106,16 |

Unemployed
-By the job searching length period -



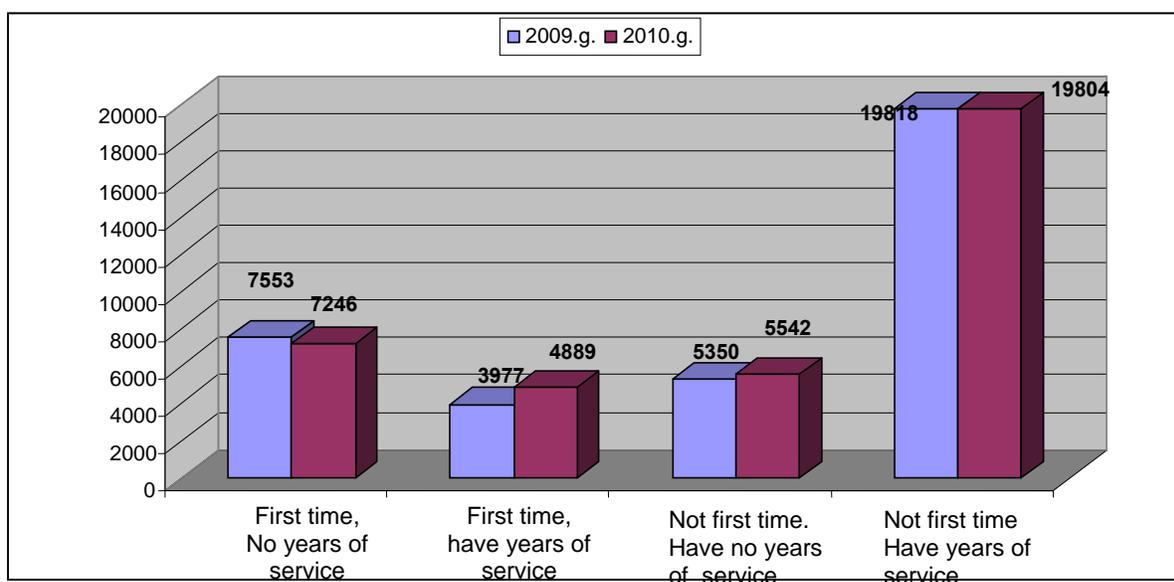
1.7 Newly registered persons

In 2010 the Employment Office of Montenegro recorded 37.841 persons (605 persons or 1.65% more in respect to in year 2009). Out of this number, 12 135 or 32.38% was registering for the first time, while the other (25.346 persons or 67.62%) were already signed up in the Employment Office of Montenegro record system.

Newly recorder persons

| No. | Newly recorded | 31.12.2009. | | 31.12.2010. | | Ratio 4:2 | |
|-----|---|---------------|---------------|---------------|---------------|------------|---------------|
| | | Total | Females | Total | Females | Nom. diff. | Index |
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | First time, have no years of service | 7.553 | 3.748 | 7.246 | 3.533 | -307 | 95,94 |
| 2 | First time, have years of service | 3.977 | 1.658 | 4.889 | 1.929 | 912 | 122,93 |
| 3 | Not the first time, no years of service | 5.350 | 2.642 | 5.542 | 2.899 | 192 | 103,59 |
| 4 | Not the first time, have years of service | 19.818 | 10.313 | 19.804 | 10.090 | -14 | 99,93 |
| 5 | TOTAL: | 36.698 | 18.361 | 37.481 | 18.451 | 783 | 102,13 |

Newly recorded persons



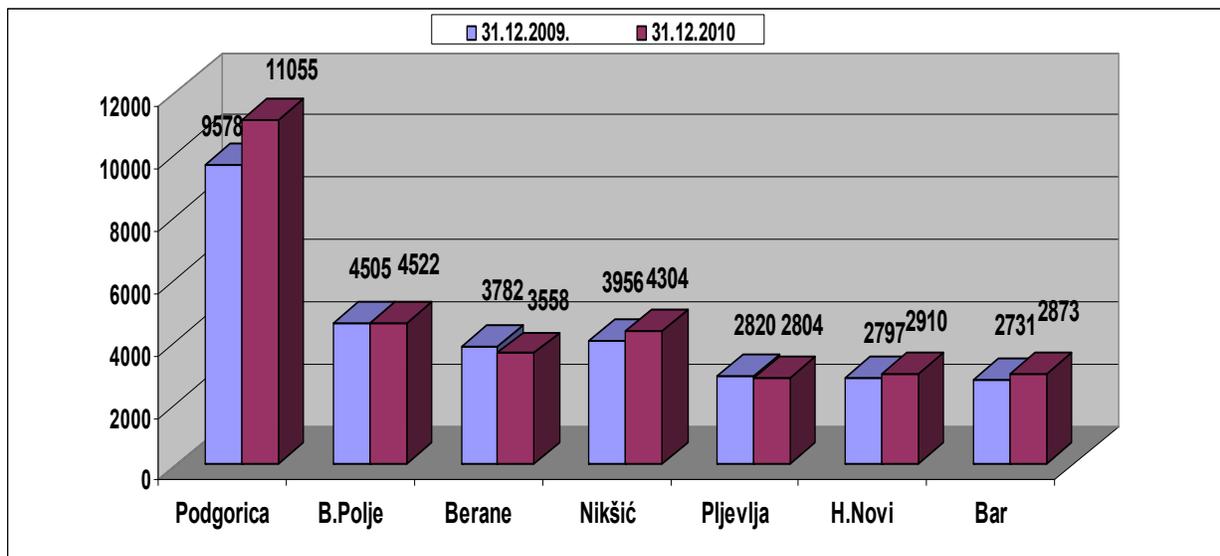
The newly recorded persons mostly fall into the age group of between 18 and 25 years of age, 11 290 persons or 30.12% and from 25 to 30 years of age – 6.910 or 18.44%, which makes up more than a half of all the newly recorded persons.

From the total number of unemployed persons, 12 788 or 34.12% are persons who have no years of service, while in 2010 the number of persons on record, 24.693 persons or 65.88% of total number of newly recorded, who have work experience (years of service).

Regional structure of unemployment

The highest number of unemployment on the 31st of December 2010 was in Podgorica Work Agencies (with offices in Kolasin, Danilovgrad and Cetinje) – 11055 persons or 34.52% of the total number (on 31.12.2009. – 9 578 or 31.75%), and the lowest number in Pljevlja Work Agency (with office in Žabljak) – 2804 persons or 8,76% of the total number of unemployed persons in Montenegro (in 31.12.2009. - 2820 or 9.35%).

**Territorial spreadout of unemployed
- by Work Agencies -**



In the following table, deviations to the number of unemployed in 2010 are shown, observed by Job Agencies, with the difference shown at the beginning and end of the period, as well as the relevant change (increase or decrease of occurrence, in %).

Change of the number of unemployed in period I – XII 2010.
- by Job Agencies and offices-

| Job Agency – office | 31.12.2009. | % | 31.12.2010. | % | Ratio 4:2 | |
|---------------------------|---------------|------------|---------------|---------------|-----------------|---------------|
| | | | | | Nom. difference | Index |
| <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>5</i> | <i>6</i> | <i>7</i> |
| Podgorica | 6.768 | 22,43 | 8.088 | 25,25 | 1.320 | 119,50 |
| Cetinje | 1.510 | 5,01 | 1.512 | 4,72 | 2 | 100,13 |
| Danilovgrad | 720 | 2,39 | 834 | 2,60 | 114 | 115,83 |
| Kolašin | 580 | 1,92 | 621 | 1,94 | 41 | 107,07 |
| Job Agency Podgorica | 9.578 | 31,75 | 11.055 | 34,52 | 1.477 | 115,42 |
| Berane | 1.729 | 5,73 | 1.759 | 5,49 | 30 | 101,74 |
| Andrijevica | 360 | 1,19 | 366 | 1,14 | 6 | 101,67 |
| Plav | 452 | 1,50 | 431 | 1,35 | -21 | 95,35 |
| Rožaje | 1.241 | 4,11 | 1.002 | 3,13 | -239 | 80,74 |
| Job Agency Berane | 3.782 | 12,54 | 3.558 | 11,11 | -224 | 94,08 |
| Herceg Novi | 1.052 | 3,49 | 1.139 | 3,56 | 87 | 108,27 |
| Kotor | 1.005 | 3,33 | 971 | 3,03 | -34 | 96,62 |
| Tivat | 740 | 2,45 | 800 | 2,50 | 60 | 108,11 |
| Job Agency Herceg Novi | 2.797 | 9,27 | 2.910 | 9,09 | 113 | 104,04 |
| Nikšić | 3.683 | 12,21 | 3.997 | 12,48 | 314 | 108,53 |
| Šavnik | 141 | 0,47 | 148 | 0,46 | 7 | 104,96 |
| Plužine | 132 | 0,44 | 159 | 0,50 | 27 | 120,45 |
| Job Agency Nikšić | 3.956 | 13,11 | 4.304 | 13,44 | 348 | 108,80 |
| Pljevlja | 2.552 | 8,46 | 2.539 | 7,93 | -13 | 99,49 |
| Žabljak | 268 | 0,89 | 265 | 0,83 | -3 | 98,88 |
| Job Agency Pljevlja | 2.820 | 9,35 | 2.804 | 8,76 | -16 | 99,43 |
| Bijelo Polje | 3.820 | 12,66 | 3.755 | 11,72 | -65 | 98,30 |
| Mojkovac | 685 | 2,27 | 767 | 2,39 | 82 | 111,97 |
| Job Agency Bijelo Polje | 4.505 | 14,93 | 4.522 | 14,12 | 17 | 100,38 |
| Bar | 1.433 | 4,75 | 1.406 | 4,39 | -27 | 98,12 |
| Budva | 598 | 1,98 | 641 | 2,00 | 43 | 107,19 |
| Ulcinj | 700 | 2,32 | 826 | 2,58 | 126 | 118,00 |
| Job Agency Bar | 2.731 | 9,05 | 2.873 | 8,97 | 142 | 105,20 |
| MONTENEGRO (TOTAL) | 30.169 | 100 | 32.026 | 100,00 | 1.857 | 106,16 |

Employment and employed

According to the information obtained from the employers through the document E3, in 2010 the Employment Office of Montenegro was responsible for employment of 18766 persons which is by 2178 or 10.40% persons less in comparison to year 2009 (20763 persons).

They mostly employed high-school students with IV degree of education - 5.366 or 28.59% of the total number, those with VII-1 degree 3.908 or 20.82%, while the least number of recorded employed persons was with VI-2 degree of education -2.

Most persons were employed in Podgorica – 6722 or 35.82% out of the total number. In the municipality of Herceg Novi 2738 persons or 14.59% were employed, while in Bar during year 2010 1969 persons or (10.49%) were employed. The least number of employments occurred in municipalities of Andrijevica – 13 persons, Pluzine and Savnik with 18 employed in each, while in Plava there was no record of any employment.

According to the data of Statistical Office of Montenegro - MONSTAT, in Montenegro the average number of employed in the first ten months of year 2010 was equal to 162552 which is by 11971 persons or 6.86% more in comparison to the same period in year 2000 (174523 persons).

The number of employed was increased with 4 to 15 business sectors (next view). The rise in the number of employed moved from 8.27% in the area of construction to 40.80%, in the area of activeness in relation to property, while the highest growth in absolute amount achieved in the area of activeness in relation to property (2928). Reduction in the number of employed moved from 2.7% in the area of wholesale and retail to 25.68% in mining, while the number of employed mostly reduced in absolute amount in the area of processing industry (5471 persons).

Employed
- By business sectors -

| No. | Sector | Period | | Difference | |
|-----|---|----------------|----------------|------------------|----------------|
| | | Ø I-X 2009. | Ø I-X 2010. | Nominal 3 - 2 | Index 3 : 2 |
| | | 2 | 3 | 4 | 5 |
| 1 | Agriculture, forestry and water supply sector | 2.698 | 2.411 | -287 | 89.36 |
| 2 | Fishery | 120 | 102 | -18 | 85.00 |
| 3 | Ore and stone mining | 3.212 | 2.387 | -825 | 74.32 |
| 4 | Processing industry | 22.204 | 16.733 | -5.471 | 75.36 |
| 5 | Production of electric power | 5.523 | 4.402 | -1.121 | 79.70 |
| 6 | Construction | 10.053 | 10.884 | 831 | 108.27 |
| 7 | Wholesale and retail, repairs | 35.774 | 34.796 | -978 | 97.27 |
| 8 | Hotels and restaurants | 17.043 | 13.359 | -3.684 | 78.38 |
| 9 | Traffic, warehousing and connections | 13.962 | 11.778 | -2.184 | 84.36 |
| 10 | Financial mediation | 3.704 | 4.495 | 791 | 121.36 |
| 11 | Activities with property | 7.176 | 10.104 | 2.928 | 140.80 |
| 12 | Public administration and mandatory social security | 18.863 | 18.085 | -778 | 95.88 |
| 13 | Education | 13.019 | 11.790 | -1.229 | 90.56 |
| 14 | Health and social insurance | 12.246 | 11.271 | -975 | 92.04 |
| 15 | Other community, social and personal services | 8.926 | 9.955 | 1.029 | 111.53 |
| 16 | Total: | 174.523 | 162.552 | -11.971 | 93.14 |

Number of employed has increased in one municipality, in Budva, in absolute and relative terms, and has done by 136 persons or 1.27% (next table), while in Pljevlje the largest decrease in the number of employed both in absolute and relative terms was recorded with 1.877 persons or 27.26%.

**Employment
-By municipalities -**

| No. | Municipality | Period | | Difference | |
|-----|--------------|----------------|----------------|----------------|--------------|
| | | Ø I-X 2009. | Ø I-X 2010. | Nominal 4-3 | Index 4:3 |
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | Andrijevica | 537 | 453 | -84 | 84,36 |
| 2 | Bar | 12.388 | 11.202 | -1.186 | 90,43 |
| 3 | Berane | 6.091 | 5.348 | -743 | 87,80 |
| 4 | Bijelo polje | 8.691 | 7.340 | -1.351 | 84,46 |
| 5 | Budva | 10.711 | 10.847 | 136 | 101,27 |
| 6 | Cetinje | 4.196 | 3.747 | -449 | 89,30 |
| 7 | Danilovgrad | 3.145 | 3.025 | -120 | 96,18 |
| 8 | Herceg Novi | 12.321 | 10.970 | -1.351 | 89,03 |
| 9 | Kolašin | 1.849 | 1.436 | -413 | 77,66 |
| 10 | Kotor | 6.738 | 6.356 | -382 | 94,33 |
| 11 | Mojkovac | 1.738 | 1.374 | -364 | 79,06 |
| 12 | Nikšić | 18.758 | 17.308 | -1.450 | 92,27 |
| 13 | Plav | 1.400 | 1.209 | -191 | 86,36 |
| 14 | Plužine | 940 | 661 | -279 | 70,32 |
| 15 | Pljevlja | 7.313 | 5.466 | -1.847 | 74,74 |
| 16 | Podgorica | 64.668 | 64.478 | -190 | 99,71 |
| 17 | Rožaje | 3.194 | 2.850 | -344 | 89,23 |
| 18 | Šavnik | 295 | 247 | -48 | 83,73 |
| 19 | Tivat | 4.137 | 3.417 | -720 | 82,60 |
| 20 | Ulcinj | 4.410 | 4.068 | -342 | 92,24 |
| 21 | Žabljak | 1.003 | 750 | -253 | 74,78 |
| 22 | Total | 174.523 | 162.552 | -11.971 | 93,14 |

In the following table, data on employment is provided, by degrees of professional qualification, type of employment position and terms of employment.

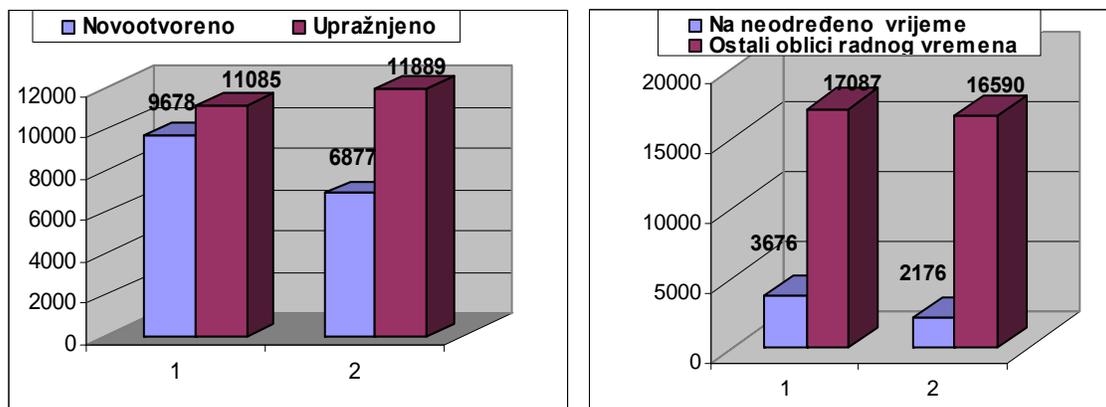
Out of the total number of employment gained, 6 877 or 36.65% refers to newly created positions, while 11 889 or 63.35% refer to vacant positions. Positions with unspecified employment time period were obtained by 2.176 persons or 11.60%, while the remaining number (16.590 or 88.40%) refers to employment for a specified period of time.

Employment
- By degree of professional qualification, type of position and terms of employment-

| No. | Degree of professional qualification | Total | Newly open | Vacant | Unspecified | Other |
|-----|--------------------------------------|--------|------------|--------|-------------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | I | 3.633 | 1.347 | 2.286 | 428 | 3.205 |
| 2 | II | 1.303 | 803 | 500 | 128 | 1.175 |
| 3 | III | 3.665 | 1.360 | 2.305 | 455 | 3.210 |
| 4 | IV | 5.366 | 1.667 | 3.699 | 595 | 4.771 |
| 5 | V | 97 | 19 | 78 | 15 | 82 |
| 6 | VI ₁ | 707 | 188 | 519 | 104 | 603 |
| 7 | VI ₂ | 2 | 1 | 1 | 1 | 1 |
| 8 | VII ₁ | 3.908 | 1.460 | 2.448 | 432 | 3.476 |
| 9 | VII ₂ | 80 | 28 | 52 | 16 | 64 |
| 10 | VIII | 5 | 4 | 1 | 2 | 3 |
| 11 | Total | 18.766 | 6.877 | 11.889 | 2.176 | 16.590 |

On the following page there are two graphs (number 12 and 13) where differences can be noted between the employment based on the type of position and the type of employment terms, in 2009 and 2010.

Employment
-By type of position and type of employment terms –



Employment was mainly gained in areas of wholesale and retail, repairs to motor vehicles and household appliances – 4 984 or 26.56% of the total number and in catering industry and retail – 2713 or 14.46%. If we ignore the symbolic number of employment gained in positions in private households with employed persons (8 or 0.04%) and exterritorial organisations and bodies (1 or 0.01%), in positions of fishery and production and supply of electric power, gas and water were the industries with the least number of employed persons in 2010 with 52 persons (0.28%) and 62 (0.33%).

Employment
- By business sectors -

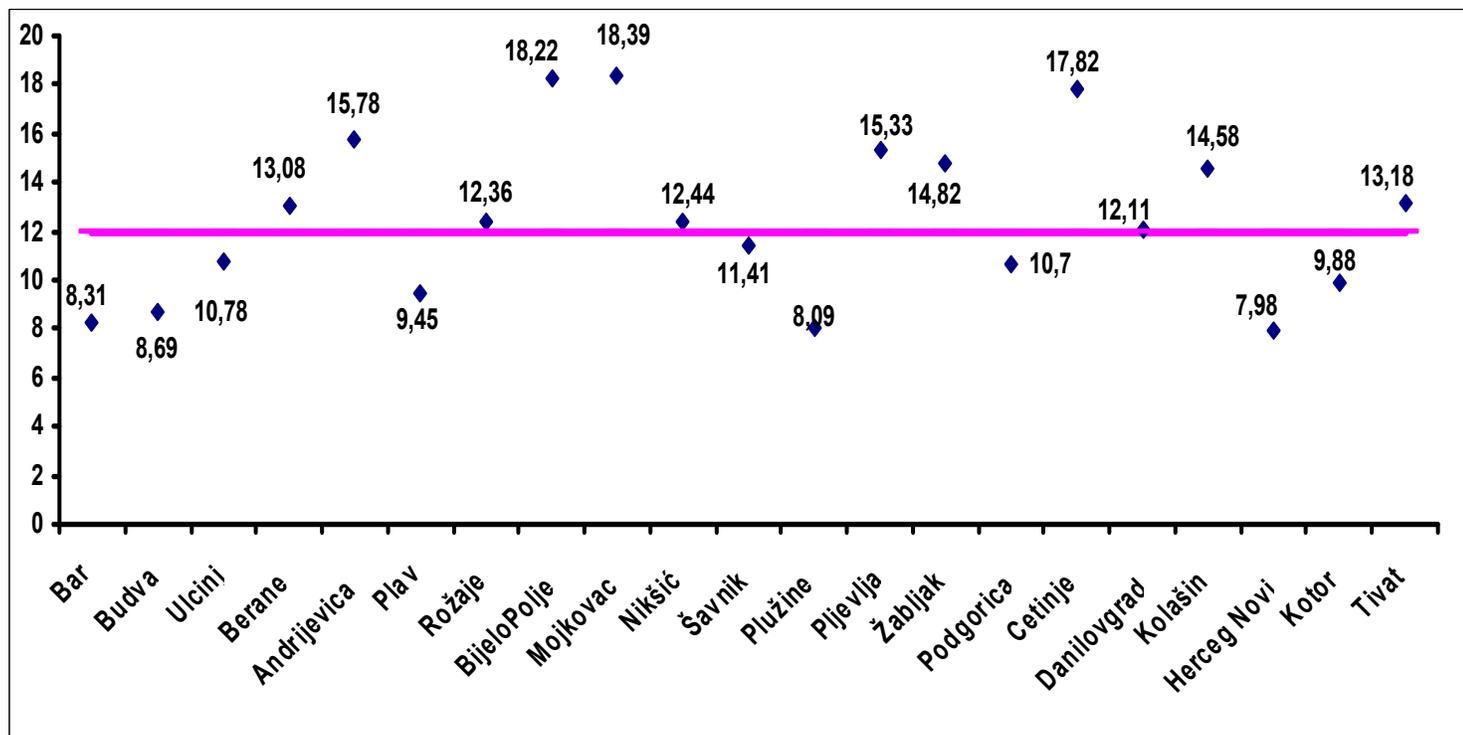
| No. | Business sector | 2009. | | 2010. | | Ratio 4:2 | |
|-----|---|---------------|----------|---------------|----------|---------------|----------|
| | | Empl yment | % | Empl yment | % | Nom. diff. | Index |
| | | <i>2</i> | <i>3</i> | <i>4</i> | <i>5</i> | <i>6</i> | <i>7</i> |
| 1 | A Agriculture, hunting and forestry | 140 | 0.67 | 627 | 3.34 | 487 | 447.86 |
| 2 | B Fishery | 35 | 0.17 | 52 | 0.28 | 17 | 148.57 |
| 3 | D Production and supply of electrical power, gas and water | 140 | 0.67 | 62 | 0.33 | -78 | 44.29 |
| 4 | Ð Construction | 1994 | 9.52 | 1397 | 7.44 | -597 | 70.06 |
| 5 | E Wholesale and retail, repair of motor vehicles and household appliances | 6097 | 29.11 | 4984 | 26.56 | -1.113 | 81.75 |
| 6 | G Processing industry | 1627 | 7.77 | 1359 | 7.24 | -268 | 83.53 |
| 7 | I Financial sector | 234 | 1.12 | 524 | 2.79 | 290 | 223.93 |
| 8 | J Activities related to property, renting and business activates | 1681 | 8.03 | 933 | 4.97 | -748 | 55.50 |
| 9 | K Public administration and defence; mandatory | 780 | 3.72 | 687 | 3,66 | -93 | 88.08 |

| | | | | | | | |
|----|--|-------|-------|-------|-------|--------|--------|
| | social security | | | | | | |
| 10 | L Education | 1868 | 8.92 | 1698 | 9.05 | -170 | 90.90 |
| 11 | LJ Health and social work | 797 | 3.81 | 936 | 4.99 | 139 | 117.44 |
| 12 | M Other community, social and personal service activities | 1061 | 5.07 | 1238 | 6.60 | 177 | 116.68 |
| 13 | N Private households with employed persons | 5 | 0.02 | 8 | 0.04 | 3 | 160.00 |
| 14 | NJ Exterritorial organisations and bodies | 5 | 0.02 | 1 | 0.01 | -4 | 20.00 |
| 15 | V Mining of ore and stone | 219 | 1.05 | 406 | 2.16 | 187 | 185.39 |
| 16 | Z Traffic, warehousing and connections | 1404 | 6.70 | 1141 | 6.08 | -263 | 81.27 |
| 17 | Ž Hotels and restaurants | 2857 | 13.64 | 2713 | 14.46 | -144 | 94.96 |
| 18 | TOTAL: | 20944 | 100 | 18766 | 100 | -2.178 | 89.60 |

**Unemployment Rate
- By municipality -**

| No. | Job Agency | Municipality | RATE (in %) |
|-----|---------------------|--------------|----------------|
| 1 | BAR | Bar | 8.31 |
| 2 | | Budva | 8.69 |
| 3 | | Ulcinj | 10.78 |
| | | | |
| 6 | BERANE | Berane | 13.08 |
| 7 | | Andrijevica | 15.78 |
| 8 | | Plav | 9.45 |
| 9 | | Rožaje | 12.36 |
| | | | |
| 12 | BIJELO POLJE | Bijelo Polje | 18.22 |
| 13 | | Mojkovac | 18.39 |
| | | | |
| 16 | NIKŠIĆ | Nikšić | 12.44 |
| 17 | | Šavnik | 11.41 |
| 18 | | Plužine | 8.09 |
| | | | |
| 21 | PLJEVLJA | Pljevlja | 15.33 |
| 22 | | Žabljak | 14.82 |
| | | | |
| 25 | PODGORICA | Podgorica | 10.7 |
| 26 | | Cetinje | 17.82 |
| 27 | | Danilovgrad | 12.11 |
| 28 | | Kolašin | 14.58 |
| | | | |
| 31 | HERCEG NOVI | Herceg Novi | 7.98 |
| 32 | | Kotor | 9.88 |
| 33 | | Tivat | 13.18 |

Display of unemployment rate by work agencies and relevant offices
The situation on 31.12.2010.



Unemployed
- By municipality and gender -

| No. | Municipality | 31.12.2009. | | 31.12.2010. | | Index | |
|-----|--------------|-------------|----------|-------------|----------|----------|----------|
| | | Σ | Females | Σ | Females | 5-3 | 4:2 |
| | <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>5</i> | <i>6</i> | <i>7</i> |
| 1 | Andrijevica | 360 | 144 | 366 | 145 | 1 | 101,67 |
| 2 | Berane | 1.729 | 666 | 1.759 | 700 | 34 | 101,74 |
| 3 | Budva | 598 | 312 | 641 | 349 | 37 | 107,19 |
| 4 | Bijelo Polje | 3.820 | 1.672 | 3.755 | 1.601 | -71 | 98,30 |
| 5 | Bar | 1.433 | 801 | 1.406 | 789 | -12 | 98,12 |
| 6 | Cetinje | 1.510 | 706 | 1.512 | 713 | 7 | 100,13 |
| 7 | Danilovgrad | 720 | 320 | 834 | 363 | 43 | 115,83 |
| 8 | Herceg Novi | 1.052 | 489 | 1.139 | 554 | 65 | 108,27 |
| 9 | Kotor | 1.005 | 438 | 971 | 433 | -5 | 96,62 |
| 10 | Kolašin | 580 | 207 | 621 | 215 | 8 | 107,07 |
| 11 | Mojkovac | 685 | 262 | 767 | 290 | 28 | 111,97 |
| 12 | Nikšić | 3.683 | 1.856 | 3.997 | 2.002 | 146 | 108,53 |
| 13 | Podgorica | 6.768 | 3.243 | 8.088 | 3.738 | 495 | 119,50 |
| 14 | Plav | 452 | 128 | 431 | 132 | 4 | 95,35 |
| 15 | Plužine | 132 | 65 | 159 | 73 | 8 | 120,45 |
| 16 | Pljevlja | 2.552 | 1.124 | 2.539 | 1.067 | -57 | 99,49 |
| 17 | Rožaje | 1.241 | 471 | 1.002 | 352 | -119 | 80,74 |
| 18 | Šavnik | 141 | 47 | 148 | 53 | 6 | 104,96 |
| 19 | Tivat | 740 | 304 | 800 | 328 | 24 | 108,11 |
| 20 | Ulcinj | 700 | 318 | 826 | 328 | 10 | 118,00 |
| 21 | Žabljak | 268 | 131 | 265 | 128 | -3 | 98,88 |
| 22 | TOTAL | 30.169 | 13.704 | 32.026 | 14.353 | 649 | 106,16 |

Unemployed
- By length of job searching and degree of professional qualification-

| Waiting length | Degree of professional qualification | | | | | | | | | | Total | |
|----------------------|--------------------------------------|-------------|-------------|-------------|------------|-----------------|-----------------|------------------|------------------|----------|--------------|--------------|
| | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII | Σ | females |
| Up to 6 months | 1373 | 216 | 1973 | 3106 | 63 | 287 | 1 | 1813 | 47 | 0 | 8879 | 4394 |
| Over 6 to 9 months | 361 | 67 | 561 | 838 | 34 | 90 | 1 | 410 | 8 | 0 | 2370 | 1140 |
| Over 9 to 12 months | 499 | 101 | 803 | 954 | 54 | 98 | 1 | 349 | 9 | 0 | 2868 | 1202 |
| Over 1 to 3 years | 1886 | 362 | 2319 | 2603 | 111 | 366 | 0 | 1099 | 11 | 1 | 8758 | 4159 |
| Over 3 to 5 years | 806 | 184 | 1290 | 1072 | 176 | 154 | 0 | 180 | 5 | 0 | 3867 | 1399 |
| Over 5 to 8 years | 725 | 225 | 997 | 731 | 62 | 113 | 0 | 76 | 2 | 0 | 2931 | 979 |
| Over 8 years | 493 | 349 | 762 | 651 | 13 | 48 | 0 | 37 | 0 | 0 | 2353 | 1080 |
| Total: | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 | 32026 | 14353 |
| Total females | 2058 | 701 | 3108 | 5424 | 51 | 546 | 1 | 2423 | 40 | 1 | | |

Unemployed by job agencies and degrees of professional qualification

| Municipality | Σ | Female | Degree of professional qualification | | | | | | | | | |
|---------------|--------------|--------------|--------------------------------------|-------------|-------------|-------------|------------|-----------------|-----------------|------------------|------------------|----------|
| | | | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
| Andrijevića | 366 | 145 | 105 | 6 | 97 | 127 | 1 | 7 | 0 | 23 | 0 | 0 |
| Berane | 1759 | 700 | 465 | 51 | 449 | 593 | 7 | 49 | 1 | 143 | 1 | 0 |
| Budva | 641 | 349 | 91 | 35 | 178 | 207 | 17 | 32 | 0 | 79 | 2 | 0 |
| Bijelo Polje | 3755 | 1601 | 831 | 179 | 1152 | 1186 | 33 | 117 | 0 | 256 | 1 | 0 |
| Bar | 1406 | 789 | 293 | 48 | 368 | 407 | 11 | 84 | 1 | 190 | 4 | 0 |
| Cetinje | 1512 | 713 | 519 | 67 | 303 | 451 | 17 | 41 | 0 | 110 | 4 | 0 |
| Danilovgrad | 834 | 363 | 168 | 25 | 241 | 287 | 24 | 16 | 0 | 72 | 1 | 0 |
| Herceg Novi | 1139 | 554 | 81 | 161 | 333 | 290 | 42 | 61 | 0 | 164 | 7 | 0 |
| Kotor | 971 | 433 | 90 | 97 | 316 | 220 | 13 | 95 | 0 | 133 | 7 | 0 |
| Kolašin | 621 | 215 | 156 | 14 | 227 | 167 | 1 | 18 | 0 | 38 | 0 | 0 |
| Mojkovac | 767 | 290 | 147 | 32 | 285 | 219 | 3 | 21 | 0 | 60 | 0 | 0 |
| Nikšić | 3997 | 2002 | 513 | 168 | 1139 | 1199 | 35 | 149 | 0 | 773 | 21 | 0 |
| Podgorica | 8088 | 3738 | 1359 | 341 | 1836 | 2777 | 173 | 218 | 1 | 1357 | 25 | 1 |
| Plav | 431 | 132 | 110 | 5 | 91 | 155 | 4 | 24 | 0 | 41 | 1 | 0 |
| Plužine | 159 | 73 | 17 | 2 | 77 | 47 | 1 | 3 | 0 | 12 | 0 | 0 |
| Pljevlja | 2539 | 1.067 | 552 | 146 | 782 | 816 | 25 | 71 | 0 | 147 | 0 | 0 |
| Rožaje | 1002 | 352 | 305 | 26 | 240 | 253 | 4 | 59 | 0 | 114 | 1 | 0 |
| Šavnik | 148 | 53 | 33 | 11 | 53 | 40 | 0 | 1 | 0 | 10 | 0 | 0 |
| Tivat | 800 | 328 | 79 | 38 | 227 | 190 | 93 | 54 | 0 | 113 | 6 | 0 |
| Ulcinj | 826 | 328 | 192 | 50 | 243 | 184 | 8 | 30 | 0 | 118 | 1 | 0 |
| Žabljak | 265 | 128 | 37 | 2 | 68 | 140 | 1 | 6 | 0 | 11 | 0 | 0 |
| TOTAL= | 32026 | 14353 | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 |

**Unemployed
- By age -**

| Years of age | Degree of professional qualification | | | | | | | | | | Total | |
|----------------------|--------------------------------------|--------------|-------------|-------------|------------|-----------------|-----------------|------------------|------------------|----------|--------------|--------------|
| | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII | Σ | Female |
| Up to 18 years | 44 | 3 | 25 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 73 | 34 |
| Over 18 to 25 | 472 | 67 | 1235 | 2318 | 12 | 60 | 0 | 1042 | 19 | 0 | 5225 | 2469 |
| Over 25 to 30 | 368 | 83 | 757 | 976 | 13 | 185 | 2 | 1382 | 22 | 0 | 3788 | 1992 |
| Over 30 to 40 | 787 | 246 | 1225 | 1738 | 22 | 239 | 0 | 784 | 21 | 0 | 5062 | 2676 |
| Over 40 to 50 | 1219 | 393 | 1523 | 2116 | 69 | 225 | 0 | 269 | 8 | 0 | 5822 | 2995 |
| Over 50 | 3253 | 712 | 3940 | 2806 | 397 | 447 | 1 | 487 | 12 | 1 | 12056 | 4160 |
| Total: | 6143 | 1.504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 | 32026 | 14353 |
| Total female: | 2058 | 701 | 3108 | 5424 | 51 | 546 | 1 | 2423 | 40 | 1 | | |

Unemployed
- By length of service and degrees of professional qualification -

| Length of service | Degree of professional qualification | | | | | | | | | | | |
|---------------------|--------------------------------------|-----|------|------|-----|-----------------|-----------------|------------------|------------------|------|-------|---------|
| | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII | Total | Females |
| No years of service | 952 | 308 | 1418 | 2397 | 19 | 167 | 2 | 1696 | 31 | 0 | 6990 | 3431 |
| Up to 1 year | 453 | 84 | 652 | 1075 | 4 | 111 | 0 | 474 | 3 | 0 | 2856 | 1478 |
| Over 1 up to 2 | 289 | 58 | 455 | 602 | 9 | 110 | 0 | 578 | 16 | 0 | 2117 | 1177 |
| Over 2 up to 3 | 144 | 53 | 324 | 461 | 4 | 59 | 0 | 223 | 1 | 0 | 1269 | 721 |
| Over 3 up to 5 | 176 | 49 | 399 | 604 | 11 | 82 | 0 | 200 | 5 | 0 | 1526 | 868 |
| Over 5 up to 10 | 306 | 108 | 589 | 794 | 13 | 111 | 0 | 196 | 4 | 0 | 2121 | 1156 |
| Over 10 up to 20 | 854 | 227 | 1011 | 1166 | 30 | 131 | 0 | 193 | 10 | 1 | 3623 | 1714 |
| Over 20 up to 30 | 2220 | 496 | 2775 | 2194 | 208 | 275 | 1 | 303 | 9 | 0 | 8481 | 3273 |
| Over 30 | 749 | 121 | 1082 | 662 | 215 | 110 | 0 | 101 | 3 | 0 | 3043 | 535 |

| | | | | | | | | | | | | |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|-----------|--------------|--------------|
| With years of service | 5191 | 1196 | 7287 | 7558 | 494 | 989 | 1 | 2268 | 51 | 1 | 25036 | 10922 |
| Total: | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 | 32026 | 14353 |
| Total females: | | 2058 | 701 | 3108 | 5424 | 51 | 546 | 1 | 2423 | 40 | 1 | |

**Newly recorded
- By degree of professional qualification-**

| Description | Total | Females | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
|---------------------------------------|--------------|--------------|-------------|-------------|-------------|--------------|------------|-----------------|-----------------|------------------|------------------|----------|
| First time, no years of service | 7246 | 3533 | 1671 | 30 | 902 | 2616 | 13 | 96 | 2 | 1889 | 26 | 1 |
| First time, with years of service | 4889 | 1929 | 1039 | 91 | 1266 | 1698 | 106 | 138 | 1 | 533 | 17 | 0 |
| Not first time, no years of service | 5542 | 2899 | 1780 | 142 | 1207 | 1637 | 10 | 118 | 2 | 634 | 11 | 1 |
| Not first time, with years of service | 19804 | 10090 | 3266 | 786 | 5254 | 6765 | 119 | 807 | 3 | 2752 | 51 | 1 |
| Total: | 37481 | 18451 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |

Newly recorded

- By municipalities and degrees of professional qualification -

| Municipality | Total | Females | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
|---------------|---------------|---------------|--------------|--------------|--------------|---------------|------------|-----------------|-----------------|------------------|------------------|----------|
| Andrijevića | 191 | 83 | 37 | 0 | 42 | 83 | 0 | 3 | 0 | 26 | 0 | 0 |
| Berane | 1.921 | 903 | 474 | 21 | 385 | 744 | 1 | 54 | 1 | 239 | 2 | 0 |
| Budva | 825 | 464 | 149 | 29 | 165 | 323 | 6 | 42 | 2 | 107 | 2 | 0 |
| Bijelo Polje | 3.498 | 1.464 | 935 | 89 | 938 | 1.093 | 23 | 91 | 0 | 328 | 1 | 0 |
| Bar | 2.331 | 1.301 | 555 | 93 | 498 | 756 | 3 | 85 | 2 | 333 | 6 | 0 |
| Cetinje | 1.136 | 562 | 297 | 33 | 190 | 401 | 8 | 33 | 0 | 171 | 3 | 0 |
| Danilovgrad | 1.272 | 589 | 270 | 24 | 322 | 489 | 16 | 21 | 0 | 128 | 2 | 0 |
| Herceg Novi | 1.929 | 1.035 | 176 | 172 | 518 | 621 | 17 | 118 | 0 | 300 | 7 | 0 |
| Kotor | 1.038 | 535 | 92 | 41 | 253 | 370 | 5 | 79 | 0 | 192 | 6 | 0 |
| Kolašin | 475 | 200 | 114 | 14 | 148 | 138 | 2 | 16 | 0 | 43 | 0 | 0 |
| Mojkovac | 647 | 285 | 84 | 13 | 247 | 189 | 3 | 19 | 0 | 91 | 1 | 0 |
| Nikšić | 4.560 | 2.285 | 731 | 107 | 1.129 | 1.547 | 20 | 124 | 0 | 881 | 21 | 0 |
| Podgorica | 10.985 | 5.602 | 2.015 | 252 | 2.044 | 4.010 | 101 | 295 | 1 | 2.226 | 39 | 2 |
| Plav | 505 | 255 | 212 | 2 | 85 | 139 | 0 | 15 | 0 | 51 | 1 | 0 |
| Plužine | 211 | 110 | 32 | 0 | 109 | 54 | 3 | 5 | 0 | 7 | 1 | 0 |
| Pljevlja | 1.999 | 914 | 356 | 53 | 576 | 702 | 19 | 55 | 0 | 235 | 2 | 1 |
| Rožaje | 1.802 | 818 | 783 | 7 | 422 | 395 | 3 | 34 | 0 | 156 | 2 | 0 |
| Šavnik | 196 | 80 | 45 | 6 | 53 | 72 | 0 | 6 | 0 | 14 | 0 | 0 |
| Tivat | 859 | 446 | 114 | 47 | 219 | 286 | 11 | 37 | 2 | 135 | 8 | 0 |
| Ulcinj | 960 | 464 | 266 | 45 | 255 | 232 | 6 | 25 | 0 | 130 | 1 | 0 |
| Žabljak | 141 | 56 | 19 | 1 | 31 | 72 | 1 | 2 | 0 | 15 | 0 | 0 |
| Total: | 37.481 | 18.451 | 7.756 | 1.049 | 8.629 | 12.716 | 248 | 1.159 | 8 | 5.808 | 105 | 3 |

**Newly recorded
- By age groups -**

| No. | Age group | Total | I | II | III | IV | V | VI-1 | VI-2 | VII-1 | VII-2 | VIII |
|-----|-----------------------|--------------|--------------|-------------|-------------|--------------|------------|-------------|----------|-------------|------------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | Up to 18 years | 245 | 206 | 3 | 35 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | From 18 to 25 years | 11290 | 1835 | 86 | 2269 | 4721 | 18 | 104 | 2 | 2227 | 28 | 0 |
| 3 | Over 25 to 30 years | 6910 | 1076 | 97 | 1495 | 1955 | 21 | 311 | 1 | 1925 | 28 | 1 |
| 4 | Over 30 to 35 years | 4519 | 982 | 149 | 1092 | 1404 | 15 | 190 | 0 | 667 | 19 | 1 |
| 5 | Over 35 to 40 years | 3483 | 812 | 149 | 879 | 1193 | 19 | 146 | 1 | 276 | 8 | 0 |
| 6 | Over 40 to 45 years | 3060 | 730 | 179 | 850 | 1036 | 24 | 98 | 1 | 136 | 6 | 0 |
| 7 | Over 45 to 50 years | 2837 | 699 | 156 | 632 | 1072 | 31 | 106 | 0 | 133 | 8 | 0 |
| 8 | Over 50 to 55 years | 2341 | 602 | 121 | 685 | 622 | 57 | 107 | 1 | 144 | 1 | 1 |
| 9 | Over 55 to 60 years | 1512 | 474 | 77 | 442 | 318 | 46 | 58 | 1 | 93 | 3 | 0 |
| 10 | Over 60 years | 417 | 146 | 19 | 90 | 89 | 15 | 21 | 1 | 35 | 1 | 0 |
| 11 | Total: | 37481 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |
| 12 | Total females: | 18451 | 32426 | 604 | 3268 | 6806 | 28 | 612 | 1 | 3648 | 57 | 1 |

Unemployed by Job Agencies and degrees of professional qualification

| Municipality | Σ | Female | Degree of professional qualification | | | | | | | | | |
|---------------|--------------|--------------|--------------------------------------|-------------|-------------|-------------|------------|-----------------|-----------------|------------------|------------------|----------|
| | | | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
| Andrijevića | 366 | 145 | 105 | 6 | 97 | 127 | 1 | 7 | 0 | 23 | 0 | 0 |
| Berane | 1759 | 700 | 465 | 51 | 449 | 593 | 7 | 49 | 1 | 143 | 1 | 0 |
| Budva | 641 | 349 | 91 | 35 | 178 | 207 | 17 | 32 | 0 | 79 | 2 | 0 |
| Bijelo Polje | 3755 | 1601 | 831 | 179 | 1152 | 1186 | 33 | 117 | 0 | 256 | 1 | 0 |
| Bar | 1406 | 789 | 293 | 48 | 368 | 407 | 11 | 84 | 1 | 190 | 4 | 0 |
| Cetinje | 1512 | 713 | 519 | 67 | 303 | 451 | 17 | 41 | 0 | 110 | 4 | 0 |
| Danilovgrad | 834 | 363 | 168 | 25 | 241 | 287 | 24 | 16 | 0 | 72 | 1 | 0 |
| Herceg Novi | 1139 | 554 | 81 | 161 | 333 | 290 | 42 | 61 | 0 | 164 | 7 | 0 |
| Kotor | 971 | 433 | 90 | 97 | 316 | 220 | 13 | 95 | 0 | 133 | 7 | 0 |
| Kolašin | 621 | 215 | 156 | 14 | 227 | 167 | 1 | 18 | 0 | 38 | 0 | 0 |
| Mojkovac | 767 | 290 | 147 | 32 | 285 | 219 | 3 | 21 | 0 | 60 | 0 | 0 |
| Nikšić | 3997 | 2002 | 513 | 168 | 1139 | 1199 | 35 | 149 | 0 | 773 | 21 | 0 |
| Podgorica | 8088 | 3738 | 1359 | 341 | 1836 | 2777 | 173 | 218 | 1 | 1357 | 25 | 1 |
| Plav | 431 | 132 | 110 | 5 | 91 | 155 | 4 | 24 | 0 | 41 | 1 | 0 |
| Plužine | 159 | 73 | 17 | 2 | 77 | 47 | 1 | 3 | 0 | 12 | 0 | 0 |
| Pljevlja | 2539 | 1067 | 552 | 146 | 782 | 816 | 25 | 71 | 0 | 147 | 0 | 0 |
| Rožaje | 1002 | 352 | 305 | 26 | 240 | 253 | 4 | 59 | 0 | 114 | 1 | 0 |
| Šavnik | 148 | 53 | 33 | 11 | 53 | 40 | 0 | 1 | 0 | 10 | 0 | 0 |
| Tivat | 800 | 328 | 79 | 38 | 227 | 190 | 93 | 54 | 0 | 113 | 6 | 0 |
| Ulcinj | 826 | 328 | 192 | 50 | 243 | 184 | 8 | 30 | 0 | 118 | 1 | 0 |
| Žabljak | 265 | 128 | 37 | 2 | 68 | 140 | 1 | 6 | 0 | 11 | 0 | 0 |
| TOTAL= | 32026 | 14353 | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 |

**Unemployed
- By age -**

| Years of age | Degree of professional qualification | | | | | | | | | | Total | |
|---------------------------|--------------------------------------|-------------|-------------|-------------|------------|-----------------|-----------------|------------------|------------------|----------|--------------|--------------|
| | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII | Σ | Female |
| Up to 18 years | 44 | 3 | 25 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 73 | 34 |
| Over 18 to 25 | 472 | 67 | 1235 | 2318 | 12 | 60 | 0 | 1042 | 19 | 0 | 5225 | 2469 |
| Over 25 to 30 | 368 | 83 | 757 | 976 | 13 | 185 | 2 | 1382 | 22 | 0 | 3788 | 1992 |
| Over 30 to 40 | 787 | 246 | 1225 | 1738 | 22 | 239 | 0 | 784 | 21 | 0 | 5062 | 2676 |
| Over 40 to 50 | 1219 | 393 | 1523 | 2116 | 69 | 225 | 0 | 269 | 8 | 0 | 5822 | 2995 |
| Over 50 | 3253 | 712 | 3940 | 2806 | 397 | 447 | 1 | 487 | 12 | 1 | 12056 | 4160 |
| Total: | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 | 32026 | 14353 |
| Total for Females: | 2058 | 701 | 3108 | 5424 | 51 | 546 | 1 | 2423 | 40 | 1 | | |

Unemployed
- By length of service and degrees of professional qualification -

| Length of Service | Degree of professional qualification | | | | | | | | | | | |
|---------------------------|--------------------------------------|------|------|------|-----|-----------------|-----------------|------------------|------------------|------|-------|---------|
| | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII | Total | Females |
| Without Length of Service | 952 | 308 | 1418 | 2397 | 19 | 167 | 2 | 1696 | 31 | 0 | 6990 | 3431 |
| Up to 1 year | 453 | 84 | 652 | 1075 | 4 | 111 | 0 | 474 | 3 | 0 | 2856 | 1478 |
| Over 1 to 2 | 289 | 58 | 455 | 602 | 9 | 110 | 0 | 578 | 16 | 0 | 2117 | 1177 |
| Over 2 to 3 | 144 | 53 | 324 | 461 | 4 | 59 | 0 | 223 | 1 | 0 | 1269 | 721 |
| Over 3 to 5 | 176 | 49 | 399 | 604 | 11 | 82 | 0 | 200 | 5 | 0 | 1526 | 868 |
| Over 5 to 10 | 306 | 108 | 589 | 794 | 13 | 111 | 0 | 196 | 4 | 0 | 2121 | 1156 |
| Over 10 to 20 | 854 | 227 | 1011 | 1166 | 30 | 131 | 0 | 193 | 10 | 1 | 3623 | 1714 |
| Over 20 to 30 | 2220 | 496 | 2775 | 2194 | 208 | 275 | 1 | 303 | 9 | 0 | 8481 | 3273 |
| Over 30 | 749 | 121 | 1082 | 662 | 215 | 110 | 0 | 101 | 3 | 0 | 3.043 | 535 |
| With Length of | 5191 | 1196 | 7287 | 7558 | 494 | 989 | 1 | 2268 | 51 | 1 | 25036 | 10922 |

| | | | | | | | | | | | | |
|----------------------|-------------|-------------|-------------|-------------|------------|-------------|----------|-------------|-----------|----------|--------------|--------------|
| service | | | | | | | | | | | | |
| Total: | 6143 | 1504 | 8705 | 9955 | 513 | 1156 | 3 | 3964 | 82 | 1 | 32026 | 14353 |
| Total Females | 2058 | 701 | 3108 | 5424 | 51 | 546 | 1 | 2423 | 40 | 1 | | |

**Newly recorded
- By degrees of professional qualification -**

| Description | Total | Females | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
|---|--------------|--------------|-------------|-------------|-------------|--------------|------------|-----------------|-----------------|------------------|------------------|----------|
| First time, has no years of service | 7246 | 3533 | 1671 | 30 | 902 | 2616 | 13 | 96 | 2 | 1889 | 26 | 1 |
| First time, Has years of service | 4889 | 1929 | 1039 | 91 | 1266 | 1698 | 106 | 138 | 1 | 533 | 17 | 0 |
| Not first time, Has no years of service | 5542 | 2899 | 1780 | 142 | 1207 | 1637 | 10 | 118 | 2 | 634 | 11 | 1 |
| Not first time, has years of service | 19804 | 10090 | 3266 | 786 | 5254 | 6765 | 119 | 807 | 3 | 2752 | 51 | 1 |
| Total: | 37481 | 18451 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |

Newly recorded
- By municipality and degrees of professional qualification -

| Municipality | Total | Female | I | II | III | IV | V | VI ₁ | VI ₂ | VII ₁ | VII ₂ | VIII |
|---------------|--------------|--------------|-------------|-------------|-------------|--------------|------------|-----------------|-----------------|------------------|------------------|----------|
| Andrijevića | 191 | 83 | 37 | 0 | 42 | 83 | 0 | 3 | 0 | 26 | 0 | 0 |
| Berane | 1921 | 903 | 474 | 21 | 385 | 744 | 1 | 54 | 1 | 239 | 2 | 0 |
| Budva | 825 | 464 | 149 | 29 | 165 | 323 | 6 | 42 | 2 | 107 | 2 | 0 |
| Bijelo Polje | 3498 | 1464 | 935 | 89 | 938 | 1093 | 23 | 91 | 0 | 328 | 1 | 0 |
| Bar | 2331 | 1301 | 555 | 93 | 498 | 756 | 3 | 85 | 2 | 333 | 6 | 0 |
| Cetinje | 1136 | 562 | 297 | 33 | 190 | 401 | 8 | 33 | 0 | 171 | 3 | 0 |
| Danilovgrad | 1272 | 589 | 270 | 24 | 322 | 489 | 16 | 21 | 0 | 128 | 2 | 0 |
| Herceg Novi | 1929 | 1035 | 176 | 172 | 518 | 621 | 17 | 118 | 0 | 300 | 7 | 0 |
| Kotor | 1038 | 535 | 92 | 41 | 253 | 370 | 5 | 79 | 0 | 192 | 6 | 0 |
| Kolašin | 475 | 200 | 114 | 14 | 148 | 138 | 2 | 16 | 0 | 43 | 0 | 0 |
| Mojkovac | 647 | 285 | 84 | 13 | 247 | 189 | 3 | 19 | 0 | 91 | 1 | 0 |
| Nikšić | 4560 | 2285 | 731 | 107 | 1129 | 1547 | 20 | 124 | 0 | 881 | 21 | 0 |
| Podgorica | 10985 | 5602 | 2015 | 252 | 2044 | 4010 | 101 | 295 | 1 | 2226 | 39 | 2 |
| Plav | 505 | 255 | 212 | 2 | 85 | 139 | 0 | 15 | 0 | 51 | 1 | 0 |
| Plužine | 211 | 110 | 32 | 0 | 109 | 54 | 3 | 5 | 0 | 7 | 1 | 0 |
| Pljevlja | 1999 | 914 | 356 | 53 | 576 | 702 | 19 | 55 | 0 | 235 | 2 | 1 |
| Rožaje | 1802 | 818 | 783 | 7 | 422 | 395 | 3 | 34 | 0 | 156 | 2 | 0 |
| Šavnik | 196 | 80 | 45 | 6 | 53 | 72 | 0 | 6 | 0 | 14 | 0 | 0 |
| Tivat | 859 | 446 | 114 | 47 | 219 | 286 | 11 | 37 | 2 | 135 | 8 | 0 |
| Ulcinj | 960 | 464 | 266 | 45 | 255 | 232 | 6 | 25 | 0 | 130 | 1 | 0 |
| Žabljak | 141 | 56 | 19 | 1 | 31 | 72 | 1 | 2 | 0 | 15 | 0 | 0 |
| Total: | 37481 | 18451 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |

**Newly recorded
- By age groups -**

| No. | Age group | Total | I | II | III | IV | V | VI-1 | VI-2 | VII-1 | VII-2 | VIII |
|-----|-----------------------|--------------|--------------|-------------|-------------|--------------|------------|-------------|----------|-------------|------------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | Up to 18 years | 245 | 206 | 3 | 35 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | From 18 to 25 years | 11290 | 1835 | 86 | 2269 | 4721 | 18 | 104 | 2 | 2227 | 28 | 0 |
| 3 | Over 25 to 30 years | 6910 | 1076 | 97 | 1495 | 1955 | 21 | 311 | 1 | 1925 | 28 | 1 |
| 4 | Over 30 to 35 years | 4519 | 982 | 149 | 1092 | 1404 | 15 | 190 | 0 | 667 | 19 | 1 |
| 5 | Over 35 to 40 years | 3483 | 812 | 149 | 879 | 1193 | 19 | 146 | 1 | 276 | 8 | 0 |
| 6 | Over 40 to 45 years | 3060 | 730 | 179 | 850 | 1036 | 24 | 98 | 1 | 136 | 6 | 0 |
| 7 | Over 45 to 50 years | 2837 | 699 | 156 | 632 | 1072 | 31 | 106 | 0 | 133 | 8 | 0 |
| 8 | Over 50 to 55 years | 2341 | 602 | 121 | 685 | 622 | 57 | 107 | 1 | 144 | 1 | 1 |
| 9 | Over 55 to 60 years | 1512 | 474 | 77 | 442 | 318 | 46 | 58 | 1 | 93 | 3 | 0 |
| 10 | Over 60 years | 417 | 146 | 19 | 90 | 89 | 15 | 21 | 1 | 35 | 1 | 0 |
| 11 | Total: | 37481 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |
| 12 | Total females: | 18451 | 32426 | 604 | 3268 | 6806 | 28 | 612 | 1 | 3648 | 57 | 1 |

Newly recorded
- By reason for stopping work -

| | Reason for stopping work | Total | Female | I | II | III | IV | V | VI-1 | VI-2 | VII-1 | VII-2 | VIII |
|-----|---|-------|--------|-----|----|-----|-----|----|------|------|-------|-------|------|
| No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | 01 Delivered measure of employment termination due to misconduct of duty and responsibilities. | 87 | 27 | 20 | 1 | 21 | 31 | 0 | 4 | 0 | 10 | 0 | 0 |
| 2 | 02 Written notification of the employee that they wish to terminate the contract (termination of employment contract) | 1.051 | 461 | 199 | 51 | 295 | 378 | 8 | 36 | 0 | 81 | 3 | 0 |
| 3 | 03 By signing an agreement with the employer to terminate employment. | 1.471 | 687 | 257 | 54 | 398 | 538 | 17 | 47 | 0 | 151 | 9 | 0 |
| 4 | 06. If the employed does not meet satisfactory targets at work, and there is no other position to which they can be assigned to | 6 | 3 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| 5 | 07 If the employee, during probationary period has not met the necessary results | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 6 | 08 Trainee has not passed the qualification exam | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 7 | 09 Absence from work, with no excuse, 5 consecutive working days | 15 | 5 | 4 | 0 | 3 | 2 | 0 | 2 | 0 | 4 | 0 | 0 |
| 8 | 10 Absence from work, with no excuse, for 7 working days with breaks during a period of 3 months. | 14 | 6 | 2 | 2 | 5 | 3 | 0 | 0 | 0 | 2 | 0 | 0 |
| 9 | 12 If significant information for obtaining the job is not provided or provided falsely at time of obtaining | 3 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | employment | | | | | | | | | | | | |
|----|--|----|---|---|---|----|---|---|---|---|---|---|---|
| 10 | 13 Refusal of appointment to another position where the employed is appointed due to operational requirements | 8 | 4 | 2 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11 | 14 Refusal of appointment from one to another position within the same employer. | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12 | 15 Refusal of appointment to another suitable position, since it has been confirmed that the employed does not have the skills to complete the tasks required for the position they have been given. | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 13 | 16 Refusal of appointment to another position since it has been confirmed that the employed is not achieving the required results on the job. | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14 | 17 Refusal of temporary appointment, in case of emergency or other unexpected conditions, to other positions for which a lower level of qualification is required. | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 15 | 18 Refusal of the employed, for whose work/skills there is no longer any need, to be appointed to another suitable position with full time hours with the same employer. | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 16 | 20 Refusal of the employed, for whose work/skills there is no longer any need, to eagerly be involved in positions which suit their qualification i.e. their working | 11 | 4 | 0 | 0 | 10 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | | |
|----|--|-------|-------|-----|-----|-----|-------|----|-----|---|-----|---|---|
| | abilities. | | | | | | | | | | | | |
| 17 | 21 Refusal of the employed, for whose work/skills there is no longer any need, undergo vocational training, change qualification, or improve qualification – which would be suitable for another appropriate position with full time hours and with the same employer or another employer. | 3 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 22 Paid out one-off financial compensation to the employed for whose contribution there is no longer any need. | 124 | 35 | 25 | 5 | 49 | 30 | 3 | 5 | 0 | 7 | 0 | 0 |
| 19 | 23 Pay-outs paid out to the employed for whose contribution there is no longer any need. | 2.993 | 1.086 | 577 | 106 | 872 | 1.052 | 77 | 104 | 1 | 199 | 5 | 0 |
| 20 | 24 Organisation, i.e. participation in a strike which is not organised in accordance with the Law on strike. | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 | 25 Turning 65 years of age and 15 years of having insurance policy | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 22 | 27 If it is prohibited to carry out particular work as lawfully instructed by the court or other body | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 23 | 28 If the employed is absent from work longer than 6 months due to carrying out a sentence in prison | 4 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 | 29 If the employed is absent from work for longer than 6 months due to an enforced safety or protective measure | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 | 30 Contract work is terminated for trainee | 508 | 352 | 1 | 0 | 7 | 122 | 1 | 35 | 0 | 335 | 7 | 0 |
| 26 | 31 Business is insolvent | 908 | 519 | 180 | 40 | 290 | 320 | 15 | 31 | 0 | 32 | 0 | 0 |

| | | | | | | | | | | | | | |
|----|---|-------|-------|------|------|------|-------|-----|------|---|------|-----|---|
| 27 | 32 Business is liquidated | 159 | 88 | 25 | 9 | 47 | 57 | 0 | 5 | 0 | 15 | 1 | 0 |
| 28 | 33 Employer stops working | 236 | 119 | 36 | 10 | 61 | 108 | 3 | 6 | 0 | 12 | 0 | 0 |
| 29 | 34 If the employed does not return to work in the period of 30 days since the day of their return from working abroad, the military or after they have completed their task | 6 | 5 | 1 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30 | 35 Contract work terminated due to expiry of contract | 10161 | 5077 | 1927 | 385 | 2807 | 3388 | 60 | 380 | 1 | 1192 | 20 | 1 |
| 31 | 36 Expiry of the agreed working period of the non-employable person | 531 | 272 | 116 | 20 | 122 | 177 | 2 | 21 | 0 | 70 | 3 | 0 |
| 32 | 37 Due to movement of spouse according to special regulations | 3 | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 33 | 38 Due to health conditions of the employed or health condition his/her family members | 6 | 2 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 34 | 40 Due to termination of employment occurring based on another reason | 12 | 8 | 2 | 0 | 1 | 5 | 0 | 2 | 0 | 2 | 0 | 0 |
| 34 | 41 Due to termination of employment in foreign or other institutions | 7 | 5 | 2 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36 | 42 Other reasons enforced by Law or collective contract | 1073 | 505 | 223 | 31 | 292 | 402 | 5 | 37 | 0 | 82 | 1 | 0 |
| 37 | TOTAL 1. With years of service | 19412 | 9281 | 3609 | 719 | 5299 | 6629 | 191 | 717 | 2 | 2196 | 49 | 1 |
| 38 | TOTAL 2. Without years of service | 17202 | 8736 | 3953 | 317 | 3170 | 5782 | 55 | 424 | 6 | 3440 | 53 | 2 |
| 39 | TOTAL OF ALL = | 37481 | 18451 | 7756 | 1049 | 8629 | 12716 | 248 | 1159 | 8 | 5808 | 105 | 3 |

Employment
- By municipalities and professional qualification-

| Municipality | Total | I | II | III | IV | V | VI1 | VI2 | VII1 | VII2 | VIII | |
|--------------|--------------|-------------|-------------|-------------|-------------|-----------|------------|----------|-------------|-----------|----------|----------|
| Andrijevića | 13 | 1 | 0 | 4 | 1 | 0 | 1 | 0 | 6 | 0 | 0 | 0 |
| Bar | 1969 | 590 | 86 | 468 | 532 | 16 | 73 | 1 | 201 | 2 | 0 | 0 |
| Berane | 298 | 27 | 1 | 18 | 93 | 0 | 15 | 0 | 135 | 9 | 0 | 0 |
| Bijelo Polje | 989 | 106 | 6 | 185 | 278 | 1 | 75 | 0 | 336 | 2 | 0 | 0 |
| Budva | 569 | 181 | 73 | 103 | 148 | 4 | 14 | 0 | 43 | 2 | 1 | 0 |
| Cetinje | 225 | 25 | 1 | 34 | 74 | 2 | 4 | 0 | 82 | 3 | 0 | 0 |
| Danilovgrad | 94 | 15 | 3 | 7 | 17 | 0 | 2 | 0 | 48 | 2 | 0 | 0 |
| Herceg Novi | 2738 | 555 | 803 | 533 | 446 | 17 | 102 | 0 | 274 | 5 | 3 | 0 |
| Kolašin | 58 | 7 | 1 | 14 | 23 | 0 | 1 | 0 | 12 | 0 | 0 | 0 |
| Kotor | 1186 | 175 | 54 | 273 | 355 | 4 | 93 | 0 | 225 | 7 | 0 | 0 |
| Mojkovac | 126 | 14 | 0 | 11 | 35 | 0 | 13 | 0 | 51 | 2 | 0 | 0 |
| Nikšić | 1225 | 189 | 14 | 299 | 391 | 5 | 37 | 0 | 286 | 4 | 0 | 0 |
| Pljevlja | 978 | 113 | 27 | 293 | 298 | 7 | 43 | 0 | 196 | 1 | 0 | 0 |
| Plužine | 18 | 1 | 0 | 3 | 2 | 0 | 1 | 0 | 11 | 0 | 0 | 0 |
| Podgorica | 6722 | 1257 | 102 | 1102 | 2302 | 33 | 171 | 1 | 1713 | 40 | 1 | 0 |
| Rožaje | 65 | 17 | 0 | 14 | 11 | 0 | 1 | 0 | 21 | 1 | 0 | 0 |
| Šavnik | 18 | 0 | 0 | 0 | 6 | 0 | 2 | 0 | 10 | 0 | 0 | 0 |
| Tivat | 691 | 155 | 99 | 128 | 171 | 6 | 19 | 0 | 113 | 0 | 0 | 0 |
| Ulcinj | 666 | 186 | 16 | 151 | 152 | 2 | 36 | 0 | 123 | 0 | 0 | 0 |
| Žabljak | 118 | 19 | 17 | 25 | 31 | 0 | 4 | 0 | 22 | 0 | 0 | 0 |
| Total | 18766 | 3633 | 1303 | 3665 | 5366 | 97 | 707 | 2 | 3908 | 80 | 5 | 0 |

Signed contracts by municipality and professional qualification

| No. | MUNICIPALITY | NUMBER OF SIGNED CONTRACTS | | | | | | |
|-----|--------------|----------------------------|-------------|-------|-------|---------|-------------|-------|
| | | University Degree | | | | College | High School | TOTAL |
| | | JOB FOR YOU | MARK > 8,50 | OTHER | TOTAL | | | |
| 1. | Podgorica | 0 | 26 | 170 | 196 | 2 | 9 | 207 |
| 2. | Cetinje | 23 | 0 | 0 | 23 | 0 | 1 | 24 |
| 3. | Kolašin | 2 | 0 | 0 | 2 | 0 | 1 | 3 |
| 4. | Danilovgrad | 0 | 7 | 13 | 20 | 1 | 1 | 22 |
| 5. | Bar | 0 | 0 | 14 | 14 | 2 | 0 | 16 |
| 6. | Budva | 0 | 0 | 4 | 4 | 0 | 0 | 4 |
| 7. | Ulcinj | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 8. | Berane | 21 | 0 | 0 | 21 | 1 | 2 | 24 |
| 9. | Andrijevisa | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| 10. | Plav | 7 | 0 | 0 | 7 | 0 | 0 | 7 |
| 11. | Rožaje | 23 | 0 | 0 | 23 | 2 | 2 | 27 |
| 12. | Bijelo Polje | 34 | 1 | 5 | 40 | 4 | 2 | 46 |
| 13. | Mojkovac | 10 | 0 | 1 | 11 | 1 | 1 | 13 |
| 14. | Pljevlja | 15 | 1 | 0 | 16 | 0 | 0 | 16 |
| 15. | Žabljak | 2 | 0 | 0 | 2 | 0 | 0 | 2 |
| 16. | Nikšić | 42 | 7 | 0 | 49 | 0 | 1 | 50 |
| 17. | Šavnik | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| 18. | Plužine | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19. | Herceg Novi | 0 | 4 | 14 | 18 | 1 | 0 | 19 |
| 20. | Kotor | 0 | 1 | 9 | 10 | 0 | 0 | 10 |
| 21. | Tivat | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 22. | TOTAL | 181 | 47 | 230 | 458 | 14 | 20 | 492 |

Signed contracts for trainees in year 2009 and 2010 by business sectors

| No. | Business Sector | Total number of signed contracts 1.1 - 31.12.2009. | Total number of signed contracts 1.1 - 31.12.2010. | Nom. difference | Index |
|-----|-----------------------------------|---|---|-----------------|--------|
| 1. | Public administration | 181 | 64 | -117 | 35.36 |
| 2. | Education | 461 | 79 | -382 | 17.14 |
| 3. | Health | 42 | 55 | 13 | 130.95 |
| 4. | Judiciary | 64 | 5 | -59 | 7.81 |
| 5. | Lawyers | 41 | 47 | 6 | 114.63 |
| 6. | Private limited companies | 169 | 140 | -29 | 82.84 |
| 7. | Banks | 0 | 6 | 6 | 0.00 |
| 8. | Limited companies | 49 | 26 | -23 | 53.06 |
| 9. | Public institutions and companies | 65 | 65 | 0 | 100.00 |
| 10. | NGO sector | 21 | 6 | -15 | 28.56 |
| 11 | Total: | 1.093 | 493 | -600 | 45.10 |

Signed contracts for trainees in year 2009 and 2010 by municipalities.

| No. | Municipalities | Total number of signed contracts 1.1 - 31.12.2009. | Total number of signed contracts 1.1 - 31.12.2010. | Nominal difference | Index |
|-----|----------------|---|---|--------------------|--------|
| 1. | Podgorica | 427 | 207 | -220 | 48.50 |
| 2. | Cetinje | 37 | 24 | -13 | 64.90 |
| 3. | Kolašin | 18 | 3 | -15 | 16.66 |
| 4. | Danilovgrad | 31 | 22 | -9 | 70.96 |
| 5. | Bar | 24 | 16 | -8 | 66.66 |
| 6. | Budva | 7 | 4 | -3 | 57.14 |
| 7. | Ulcinj | 20 | 0 | -20 | 0.00 |
| 8. | Berane | 27 | 24 | -3 | 88.88 |
| 9. | Andrijevica | 2 | 1 | -1 | 50.00 |
| 10. | Plav | 19 | 7 | -12 | 38.84 |
| 11. | Rožaje | 45 | 27 | -18 | 60.00 |
| 12. | Bijelo Polje | 85 | 46 | -39 | 54.11 |
| 13. | Mojkovac | 21 | 13 | -8 | 61.90 |
| 14. | Pljevlja | 25 | 16 | -9 | 64.00 |
| 15. | Žabljak | 1 | 2 | 1 | 200.00 |
| 16. | Nikšić | 233 | 50 | -183 | 21.45 |
| 17. | Šavnik | 1 | 1 | 0 | 100.00 |
| 18. | Plužine | 0 | 0 | - | - |
| 19. | Herceg Novi | 34 | 20 | -14 | 58.82 |
| 20. | Kotor | 23 | 10 | -13 | 43.50 |
| 21. | Tivat | 13 | 0 | -13 | 0.00 |
| 22. | Total | 1093 | 493 | -600 | 45.10 |

Relationship of the number of signed contracts and the number of unemployed persons with higher education by job agencies

| No. | Municipality | Unemployed with higher-education on the 31.12.2008. | Unemployed with higher-education on the 31.12.2009. | Unemployed with higher-education on the 31.12.2010. | Signed contracts with university education on the 31.12.2010. | Relationship of column 6 with column 3 (in %) | Relationship of column 6 with column 4 (in %) | Relationship of column 6 with column 3 (in %) |
|-----|--------------|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | Podgorica | 887 | 1.316 | 1.590 | 241 | 27.17 | 18.31 | 15.16 |
| 2 | Bar | 251 | 316 | 382 | 18 | 7.17 | 5.70 | 4.71 |
| 3 | Herceg Novi | 231 | 327 | 407 | 28 | 12.12 | 8.56 | 6.88 |
| 4 | Nikšić | 372 | 674 | 794 | 50 | 13.44 | 7.42 | 6.30 |
| 5 | Berane | 228 | 317 | 320 | 52 | 22.81 | 16.40 | 16.25 |
| 6 | Bijelo Polje | 186 | 244 | 313 | 51 | 27.42 | 20.90 | 16.29 |
| 7 | Pljevlja | 85 | 124 | 161 | 18 | 21.18 | 14.52 | 11.18 |
| 8 | Total | 2.240 | 3.318 | 3.967 | 458 | 20.45 | 13.80 | 11.55 |

Seminars for long term unemployed persons

| No. | Municipality | Number of seminars | Number of persons |
|-----|--------------|--------------------|-------------------|
| | 1 | 2 | 3 |
| 1. | Podgorica | 25 | 313 |
| 2. | Cetinje | 8 | 91 |
| 3. | Danilovgrad | 11 | 137 |
| 4. | Herceg Novi | 2 | 24 |
| 5. | Kotor | 2 | 25 |
| 6. | Tivat | 2 | 24 |
| 7. | Bar | 7 | 76 |
| 8. | Ulcinj | 6 | 63 |
| 9. | Budva | 4 | 44 |
| 10. | Pljevlja | 7 | 71 |
| 11. | Nikšić | 8 | 97 |
| 12. | Bijelo Polje | 10 | 117 |
| 13. | Berane | 10 | 131 |
| 14. | Rožaje | 10 | 130 |
| 15. | Total: | 112 | 1343 |

Government public works in year 2010.
- By Job Agencies -

| No. | Job Agency | GOVERNMENT PUBLIC WORKS | |
|----------|--------------|-------------------------|------------------------|
| | | NUMBER OF WORKS | NUMBER OF PARTICIPANTS |
| <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> |
| 1 | Podgorica | 5 of 5 | 130 |
| 2 | Nikšić | 5 of 5 | 54 |
| 3 | Bijelo Polje | 5 of 5 | 59 |
| 4 | Berane | 4 of 5 | 45 |
| 5 | Bar | 4 of 5 | 75 |
| 6 | Herceg Novi | 3 of 5 | 66 |
| 7 | Pljevlja | 2 of 5 | 25 |
| 8 | TOTAL | 5 | 454 |

Local public works in year 2010.
- By Job Agencies -

| No. | Job Agency | LOCAL PUBLIC WORKS | |
|----------|--------------|--------------------|------------------------|
| | | NUMBER OF WORKS | NUMBER OF PARTICIPANTS |
| <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> |
| 1 | Podgorica | 31 | 341 |
| 2 | Nikšić | 19 | 130 |
| 3 | Bijelo Polje | 32 | 336 |
| 4 | Berane | 14 | 183 |
| 5 | Bar | 8 | 58 |
| 6 | Herceg Novi | 15 | 79 |
| 7 | Pljevlja | 8 | 50 |
| 8 | TOTAL | 127 | 1177 |

Employment permits and foreign workers by municipalities and Job Agencies
- Side-by-side data for year 2009. and 2010. -

| No | Job Agency – Office | 1.1-31.12. 2009. | % | 1.1-31.12. 2010. | % | Ratio 4:2 | |
|----|--|---------------------|--------|---------------------|--------|------------------------|--------|
| | | | | | | Nom. Differenc e | Index |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | Podgorica | 4368 | 25.53 | 3841 | 26.32 | -527 | 87.93 |
| 2 | Cetinje | 96 | 0.56 | 19 | 0.13 | -77 | 19.79 |
| 3 | Danilovgrad | 133 | 0.78 | 101 | 0.69 | -32 | 75.94 |
| 4 | Kolašin | 19 | 0.11 | 68 | 0.47 | 49 | 357.89 |
| 5 | Job Agency Podgorica | 4616 | 26.98 | 4029 | 27.60 | -587 | 87.28 |
| 6 | Berane | 63 | 0.37 | 164 | 1.12 | 101 | 260.32 |
| 7 | Andrijevica | 3 | 0.02 | 0 | 0.00 | -3 | 0.00 |
| 8 | Plav | 85 | 0.50 | 0 | 0.00 | -85 | 0.00 |
| 9 | Rožaje | 211 | 1.23 | 0 | 0.00 | -211 | 0.00 |
| 10 | Job Agency Berane | 362 | 2.12 | 164 | 1.12 | -198 | 45.30 |
| 11 | Herceg Novi | 2301 | 13.45 | 849 | 5.82 | -1452 | 36.90 |
| 12 | Kotor | 868 | 5.07 | 711 | 4.87 | -157 | 81.91 |
| 13 | Tivat | 726 | 4.24 | 757 | 5.19 | 31 | 104.27 |
| 14 | Job Agency Herceg Novi | 3895 | 22.77 | 2317 | 15.87 | -1578 | 59.49 |
| 15 | Nikšić | 560 | 3.27 | 348 | 2.38 | -212 | 62.14 |
| 16 | Šavnik | 0 | 0.00 | 0 | 0.00 | 0 | - |
| 17 | Plužine | 0 | 0.00 | 0 | 0.00 | 0 | - |
| 18 | Job Agency Nikšić | 560 | 3.27 | 348 | 2.38 | -212 | 62.14 |
| 19 | Pijavlja | 55 | 0.32 | 51 | 0.35 | -4 | 92.73 |
| 20 | Žabljak | 19 | 0.11 | 10 | 0.07 | -9 | 52.63 |
| 21 | Job Agency Pijavlja | 74 | 0.43 | 61 | 0.42 | -13 | 82.43 |
| 22 | Bijelo Polje | 97 | 0.57 | 98 | 0.67 | 1 | 101.03 |
| 23 | Mojkovac | 16 | 0.09 | 0 | 0.00 | -16 | 0.00 |
| 24 | Job Agency Bijelo Polje | 113 | 0.66 | 98 | 0.67 | -15 | 86.73 |
| 25 | Bar | 1388 | 8.11 | 1322 | 9.06 | -66 | 95.24 |
| 26 | Budva | 4579 | 26.77 | 3909 | 26.78 | -670 | 85.37 |
| 27 | Ulcinj | 452 | 2.64 | 361 | 2.47 | -91 | 79.87 |
| 28 | Job Agency Bar | 6419 | 37.52 | 5592 | 38.31 | -827 | 87.12 |
| 29 | Sector for legal and general operations | 1069 | 6.25 | 987 | 6.76 | -82 | 92.33 |
| 30 | Σ MONTENEGRO | 17108 | 100.00 | 14596 | 100.00 | -2512 | 85.32 |

VIEW: year 2010

| No. | Municipality | Number of unemployed 1.1.2010. | Newly - recorded 1.1 - 31.12. | Total 3+4 | OSRM 1.1 - 31.12. | Employed 1.1 - 31.12. | Number of unemployed 31.12.2010. | INDEX | | | |
|-----|--------------|-----------------------------------|-------------------------------------|--------------|----------------------|--------------------------|--|--------|--------|-------|--------|
| | | | | | | | | 6:5 | 7:4 | 7:5 | 7:6 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | Andrijevica | 360 | 191 | 551 | 47 | 13 | 366 | 8.53 | 6.81 | 2.36 | 27.66 |
| 2 | Berane | 1729 | 1921 | 3650 | 394 | 298 | 1759 | 10.79 | 15.51 | 8.16 | 75.63 |
| 3 | Budva | 598 | 825 | 1423 | 2874 | 569 | 641 | 201.97 | 68.97 | 39.99 | 19.80 |
| 4 | Bijelo Polje | 3820 | 3498 | 7318 | 907 | 989 | 3755 | 12.39 | 28.27 | 13.51 | 109.04 |
| 5 | Bar | 1433 | 2331 | 3764 | 1808 | 1969 | 1406 | 48.03 | 84.47 | 52.31 | 108.90 |
| 6 | Cetinje | 1510 | 1136 | 2646 | 349 | 225 | 1512 | 13.19 | 19.81 | 8.50 | 64.47 |
| 7 | Danilovgrad | 720 | 1272 | 1992 | 172 | 94 | 834 | 8.63 | 7.39 | 4.72 | 54.65 |
| 8 | Herceg Novi | 1052 | 1929 | 2981 | 2229 | 2738 | 1139 | 74.77 | 141.94 | 91.85 | 122.84 |
| 9 | Kotor | 1005 | 1038 | 2043 | 1371 | 1186 | 971 | 67.11 | 114.26 | 58.05 | 86.51 |
| 10 | Kolašin | 580 | 475 | 1055 | 141 | 58 | 621 | 13.36 | 12.21 | 5.50 | 41.13 |
| 11 | Mojkovac | 685 | 647 | 1332 | 127 | 126 | 767 | 9.53 | 19.47 | 9.46 | 99.21 |
| 12 | Nikšić | 3683 | 4560 | 8243 | 1132 | 1225 | 3997 | 13.73 | 26.86 | 14.86 | 108.22 |
| 13 | Podgorica | 6768 | 10985 | 17753 | 6738 | 6722 | 8088 | 37.95 | 61.19 | 37.86 | 99.76 |
| 14 | Plav | 452 | 505 | 957 | 49 | 0 | 431 | 5.12 | 0.00 | 0.00 | 0.00 |
| 15 | Plužine | 132 | 211 | 343 | 29 | 18 | 159 | 8.45 | 8.53 | 5.25 | 62.07 |
| 16 | Pljevlja | 2552 | 1999 | 4551 | 811 | 978 | 2539 | 17.82 | 48.92 | 21.49 | 120.59 |
| 17 | Rožaje | 1241 | 1802 | 3043 | 215 | 65 | 1002 | 7.07 | 3.61 | 2.14 | 30.23 |
| 18 | Šavnik | 141 | 196 | 337 | 24 | 18 | 148 | 7.12 | 9.18 | 5.34 | 75.00 |
| 19 | Tivat | 740 | 859 | 1599 | 888 | 691 | 800 | 55.53 | 80.44 | 43.21 | 77.82 |
| 20 | Ulcinj | 700 | 960 | 1660 | 699 | 666 | 826 | 42.11 | 69.38 | 40.12 | 95.28 |
| 21 | Žabljak | 268 | 141 | 409 | 143 | 118 | 265 | 34.96 | 83.69 | 28.85 | 82.52 |
| 22 | Total: | 30169 | 37481 | 67650 | 21147 | 18766 | 32026 | 31.26 | 50.07 | 27.74 | 88.74 |

VIEW: Year 2009

| No. | Municipality | Number of unemployed 1.1.2009. | Newly recorded 1.1 - 31.12. | Total 3+4 | OSRM 1.1 - 31.12. | Employed 1.1 - 31.12. | Number of unemployed 31.12.2009. | INDEX | | | |
|-----|--------------|-----------------------------------|--------------------------------|--------------|----------------------|--------------------------|-------------------------------------|--------|--------|--------|--------|
| | | | | | | | | 6:5 | 7:4 | 7:5 | 7:6 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | Andrijevica | 363 | 256 | 619 | 55 | 38 | 360 | 8.89 | 14.84 | 6.14 | 69.09 |
| 2 | Berane | 1732 | 2067 | 3799 | 579 | 1725 | 1729 | 15.24 | 83.45 | 45.41 | 297.93 |
| 3 | Budva | 394 | 1043 | 1437 | 8634 | 408 | 598 | 600.84 | 39.12 | 28.39 | 4.73 |
| 4 | Bijelo Polje | 3538 | 3611 | 7149 | 1776 | 1268 | 3820 | 24.84 | 35.11 | 17.74 | 71.40 |
| 5 | Bar | 1305 | 2903 | 4208 | 3560 | 1086 | 1433 | 84.60 | 37.41 | 25.81 | 30.51 |
| 6 | Cetinje | 1639 | 1086 | 2725 | 1006 | 323 | 1510 | 36.92 | 29.74 | 11.85 | 32.11 |
| 7 | Danilovgrad | 759 | 1029 | 1788 | 402 | 154 | 720 | 22.48 | 14.97 | 8.61 | 38.31 |
| 8 | Herceg Novi | 962 | 1648 | 2610 | 3967 | 2688 | 1052 | 151.99 | 163.11 | 102.99 | 67.76 |
| 9 | Kotor | 972 | 1249 | 2221 | 2853 | 213 | 1005 | 128.46 | 17.05 | 9.59 | 7.47 |
| 10 | Kolašin | 690 | 516 | 1206 | 351 | 1694 | 580 | 29.10 | 328.29 | 140.46 | 482.62 |
| 11 | Mojkovac | 628 | 700 | 1328 | 264 | 219 | 685 | 19.88 | 31.29 | 16.49 | 82.95 |
| 12 | Nikšić | 3280 | 4321 | 7601 | 3504 | 1699 | 3683 | 46.10 | 39.32 | 22.35 | 48.49 |
| 13 | Podgorica | 5819 | 9775 | 15594 | 14265 | 19 | 6768 | 91.48 | 0.19 | 0.12 | 0.13 |
| 14 | Plav | 405 | 567 | 972 | 170 | 981 | 452 | 17.49 | 173.02 | 100.93 | 577.06 |
| 15 | Plužine | 122 | 184 | 306 | 49 | 24 | 132 | 16.01 | 13.04 | 7.84 | 48.98 |
| 16 | Pljevlja | 2439 | 1910 | 4349 | 1127 | 6024 | 2552 | 25.91 | 315.39 | 138.51 | 534.52 |
| 17 | Rožaje | 1279 | 1798 | 3077 | 924 | 247 | 1241 | 30.03 | 13.74 | 8.03 | 26.73 |
| 18 | Šavnik | 188 | 181 | 369 | 69 | 37 | 141 | 18.70 | 20.44 | 10.03 | 53.62 |
| 19 | Tivat | 716 | 756 | 1472 | 1666 | 921 | 740 | 113.18 | 121.83 | 62.57 | 55.28 |
| 20 | Ulcinj | 872 | 955 | 1827 | 2131 | 902 | 700 | 116.64 | 94.45 | 49.37 | 42.33 |
| 21 | Žabljak | 292 | 143 | 435 | 199 | 93 | 268 | 45.75 | 65.03 | 21.38 | 46.73 |
| 22 | Total: | 28394 | 36698 | 65092 | 47551 | 20763 | 30169 | 73.05 | 56.58 | 31.90 | 43.66 |

Approved loans by municipalities

| No. | Municipality | Number of loans | Number of workers | Resources (€) |
|-----|---------------------------------|-----------------|-------------------|---------------|
| 1 | Berane | 48 | 59 | 295000 |
| 2 | Andrijevica | 6 | 6 | 28500 |
| 3 | Plav | 11 | 11 | 55000 |
| 4 | Rožaje | 34 | 47 | 235000 |
| 5 | Pljevlja | 38 | 60 | 300000 |
| 6 | Žabljak | 2 | 2 | 10000 |
| 7 | Nikšić | 78 | 93 | 465000 |
| 8 | Šavnik | 6 | 6 | 30000 |
| 9 | Plužine | 5 | 9 | 45000 |
| 10 | Bijelo Polje | 54 | 65 | 325000 |
| 11 | Mojkovac | 16 | 19 | 95000 |
| 12 | Kolašin | 11 | 15 | 75000 |
| 13 | Cetinje | 14 | 23 | 115000 |
| 14 | Job for you (1 to 13) | 323 | 415 | 2073500 |
| 15 | Podgorica | 57 | 105 | 525000 |
| 16 | Danilovgrad | 12 | 12 | 60000 |
| 17 | Bar | 23 | 30 | 148000 |
| 18 | Ulcinj | 11 | 13 | 65000 |
| 19 | Budva | 8 | 12 | 60000 |
| 20 | Herceg Novi | 11 | 12 | 60000 |
| 21 | Tivat | 7 | 7 | 35000 |
| 22 | Kotor | 2 | 4 | 20000 |
| 23 | Other municipalities (15 to 22) | 131 | 195 | 973000 |
| 24 | Total (14 + 23): | 454 | 610 | 3 046 500 |

Review of approved loans by the status of resource users

| No. | Resource user | Number of loans | Number of workers | Resources (€) |
|-----|----------------------|-----------------|-------------------|---------------|
| 1. | Unemployed (total) | 375 | 455 | 2271500 |
| | Unemployed (females) | 158 | 183 | 915000 |
| 2. | Entrepreneurs | 23 | 35 | 175000 |
| 3. | Individuals | 56 | 120 | 600000 |
| 4. | Total: | 454 | 610 | 3046500 |

Review of approved loans by business sectors

| No. | Business sector | Number of loans | Number of workers | Resources (€) |
|-----|---|-----------------|-------------------|---------------|
| 1 | Industry and mining | 15 | 30 | 150000 |
| 2 | Agriculture and fishery | 215 | 252 | 1258500 |
| 3 | Forestry | 1 | 3 | 15000 |
| 4 | Construction | 2 | 3 | 15000 |
| 5 | Traffic and connections | 15 | 20 | 100000 |
| 6 | Sales | 73 | 103 | 515000 |
| 7 | Catering industry and tourism | 35 | 60 | 300000 |
| 8 | Craftsmanship and similar services | 70 | 94 | 468000 |
| 9 | Financial, technical and business services | 14 | 19 | 95000 |
| 10 | Education, science, culture and information | 3 | 5 | 25000 |
| 11 | Health and social security | 11 | 21 | 105000 |
| 12 | Total: | 454 | 610 | 3046500 |

According to the Employment Office of Montenegro Budget for 2010 resources with value of 32 592 968.49 Euros have been forecasted. In the Economic Operations in 2010, there were gains completed equalling 35155763.48 Euros (107.9% of the forecasted) and outputs of 31906605.76 Euros (97.9% of forecasted). A surplus of income was achieved, in respect to expenses, amounting 3249157.72 Euros.

A report on the financial operations of the Employment Office of Montenegro of Montenegro for year 2010 has been issued, which lists the planned and achieved gains by particular assignments during year 2010.

| ACCOUNT | DESCRIPTION | PLANNED | REALIZED | INDEX |
|------------|--|----------------------|----------------------|--------------|
| 7 | A. INCOME (a + b + c) | 32.592.968,49 | 35.155.763,48 | 1,079 |
| | | | | |
| | a. GENERAL INCOME | 17.230.182,50 | 17.213.507,88 | 0,999 |
| | b. EARMARKED INCOME | 14.767.785,99 | 17.942.255,60 | 1,215 |
| 71 | Current income | 12.030.921,90 | 15.168.636,61 | 1,261 |
| 712-3 | Contribution for insurance against unemployment | 8.060.921,90 | 10.148.601,54 | 1,259 |
| 712-4 | Contribution for rehabilitation of disabled persons | 2.000.000,00 | 3.370.516,42 | 1,685 |
| 713-6 | Other taxes (employment of non-residents) | 1.600.000,00 | 1.088.966,90 | 0,681 |
| 715 | Other income | 370.000,00 | 560.551,75 | 1,515 |
| 715-1 | Capital income | 300.000,00 | 191.245,82 | 0,637 |
| 715-2 | Interest rates for untimely payment | | 13,81 | |
| 715-5 | Other income | 70.000,00 | 369.292,12 | 5,276 |
| 72 | Property income | 223.638,40 | 177.101,26 | 0,792 |
| 721-2 | Sale of other equipment | | | |
| 722-1 | Sale of shares | 223.638,40 | 177.101,26 | 0,792 |
| 73 | Income from loan repayment and funds transferred from previous year | 2.513.225,69 | 5.728.604,49 | 1,033 |
| 731 | Income from repayment of loan granted for self-employment | 2.513.225,69 | 2.474.889,02 | 1,033 |
| | Funds transferred from 2009. | | 3.253.715,47 | |
| | c. DONATIONS | 595.000,00 | 10.000,00 | 0,000 |
| 74 | Donations | 595.000,00 | 10.000,00 | 0,000 |
| 741 | EU donations for IPA projects | 595.000,00 | | |
| | | | | |
| 4 | B. EXPENDITURES (a + b + c) | 32.592.968,49 | 31.906.605,76 | 0,979 |
| | | | | |
| | a. FROM GENERAL INCOME | 17.213.507,90 | 17.213.507,88 | 1,000 |
| 422-4 | Allowance for unemployed persons | 15.179.880,00 | 15.179.880,00 | 1,000 |
| 431-3 | Funds for personal income of trainees | 2.033.627,90 | 2.033.627,88 | 1,000 |
| | Funds for IPA projects | | | |
| | b. FROM EARMARKED INCOME | 14.784.460,59 | 14.683.100,64 | 0,993 |
| 41 | Current expenditures | 5.852.203,47 | 5.749.327,24 | 0,982 |
| 411 | Gross earnings and contributions debited to the employer | 3.860.914,27 | 3.853.614,67 | 0,998 |
| 411-1 | Net income | 2.280.094,73 | 2.276.734,58 | 0,999 |
| 411-2 | Income tax | 319.746,79 | 319.655,09 | 1,000 |
| 411-3 | Contributions debited to employee | 852.651,86 | 852.102,58 | 0,999 |

| | | | | |
|------------|---|---------------------|---------------------|--------------|
| 411-4 | Contributions debited to employer | 360.610,66 | 360.603,36 | 1,000 |
| 411-5 | Municipal tax | 47.810,23 | 44.519,06 | 0,931 |
| 412 | Other personal income | 163.242,55 | 148.697,96 | 0,911 |
| 412-1 | Allowance for food during work | 62.952,43 | 62.939,18 | 1,000 |
| 412-2 | Allowance for vacation | 37.290,12 | 37.290,00 | 1,000 |
| 412-5 | Allowance for transport to work | | | |
| 412-6 | Jubilee awards | | | |
| 412-7 | Retirement remuneration | | | |
| 412-9 | Other allowances | 63.000,00 | 48.468,78 | 0,769 |
| 413 | Expenses for material and services | 1.515.469,16 | 1.459.257,19 | 0,963 |
| 413-1 | Expenses for material | 162.886,05 | 150.755,26 | 0,926 |
| 413-2 | Expenses for business trips | 108.147,81 | 102.109,17 | 0,944 |
| 413-3 | Expenses for business entertainment | 53.786,15 | 44.684,50 | 0,831 |
| 413-4 | Expenses for energy | 206.845,65 | 180.292,02 | 0,872 |
| 413-5 | Expenses for telephone services | 248.560,29 | 248.508,08 | 1,000 |
| 413-6 | Expenses for postal services | 144.027,77 | 144.201,70 | 1,001 |
| 413-7 | Bank services | 56.785,80 | 53.889,91 | 0,949 |
| 413-9 | Contracted services | 534.429,64 | 534.816,55 | 1,001 |
| 414 | Current maintenance | 127.749,49 | 116.071,15 | 0,909 |
| 414-2 | Current maintenance of construction objects | 92.998,45 | 81.838,98 | 0,880 |
| 414-3 | Current maintenance of equipment | 34.751,04 | 34.232,17 | 0,985 |
| 415 | Interest rates | 142.028,00 | 142.222,09 | 1,001 |
| 415-1 | Interest rates for residents | 142.028,00 | 142.222,09 | 1,001 |
| 416 | Lease | 22.800,00 | 14.285,34 | 0,627 |
| 416-1 | Lease of objects | 19.500,00 | 14.285,34 | 0,733 |
| 416-2 | Lease of equipment | 3.300,00 | | |
| 418 | Other expenditures | 20.000,00 | 15.178,84 | 0,759 |
| 418-1 | Public utilities allowance | 15.862,07 | 14.561,84 | 0,918 |
| 418-3 | Taxes | 4.137,93 | 617,00 | 0,149 |
| 42 | Allowance for unemployed persons-court orders | | 37,00 | |
| 422-4 | Allowance for unemployed persons-court orders | | 37,00 | |
| 43 | Transfers to institutions, individuals, non-governmental and public sector | 6.261.578,43 | 6.263.057,74 | 1,000 |
| 431 | Transfers to institutions, individuals, non-governmental and public sector | 6.261.578,43 | 6.263.057,74 | 1,000 |
| 431-3 | Transfers to individuals | 6.261.578,43 | 6.263.057,74 | 1,000 |
| 44 | Capital expenditures | 170.678,69 | 170.678,69 | 1,000 |
| 441-3 | Construction objects | 111.119,13 | 111.119,13 | 1,000 |
| 441-5 | Expenditures for equipment | 59.559,56 | 59.559,56 | 1,000 |
| 45 | Loans and credits | 2.500.000,00 | 2.499.999,97 | 1,000 |
| 451 | Loans and credits | 2.500.000,00 | | 1,000 |
| 451-3 | Loans and credits for individuals (for construction of residential objects) | | | |
| 451-5 | Other loans and credits (for self-employment) | 2.500.000,00 | 2.499.999,97 | 1,000 |

| | | | | |
|--|--|-------------------|-----------------|--------------|
| | c. FROM DONATIONS | 595.000,00 | 9.997,24 | 0,017 |
| 431 | Transfers to Institutions-donation of IPA projects | 595.000,00 | 9.997,24 | 0,017 |
| Surplus of income in relation to expenses: A – B = 3.249.157,72 Euros | | | | |

In the observed period, there was a surplus of income in relation to expenses at the amount of 3.249.157,72 Euro. The Employment Office shall not use the above stated funds because the funds are allocated to the budget of Montenegro.

Article 1, Paragraph 2

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any**
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.**
- 3) Submit relevant numbers, statistical data and other relevant information, where appropriate**

Answer:

Within the reform on labour legislation where work standards according to appropriate international regulations, are greatly incorporated into text on Labour Law from 2008, provisions of the Articles 77 to 81 define, among other things, right to earnings according to law, collective agreement and labour agreement.

Right to earnings is one of basic labour rights of constitutional and legal character. Therefore, employee is entitled to adequate earnings that corresponds to the value of performed work activities, and that is determined in accordance with the law, collective agreement, and labour agreement. With respect to that, employees are guaranteed equal earnings for the same work activities or activities of the same value achieved with the employer. Labour of the same value means labour that requires the same education level, the same work capacity and responsibility for physical and intellectual work.

The starting point for determination of employee's earnings is basic earnings for adequate work post, which cannot be lower than the minimal prescribed earnings. Thus, employee has the right to minimal earnings for standard performance and full working hours, that is, working hours equal to full working hours pursuant to the law, collective agreement, and labour agreement, so if employee does not show any performance, i.e. if he/she does not work at all, he/she does not have the right to minimal earnings. That means that this institute uses the same principle - without work there is no earnings. Having in mind the character of minimal earnings, it is important to stress that the method of its determination and time for contracting lies in regulations of the collective and labour agreement.

Minimal earnings in Montenegro is determined by general collective agreement starting with: living costs, average earnings movements in Montenegro, existential and social needs of an employee and his/her family, unemployment rate, employment movements on labour market, work productivity, profit rate in economy and general level of economic development of Montenegro. Minimal earnings is determined by a working hour and cannot be lower than minimal earnings for the period preceding a period for which that earnings is determined, and basis for payment of minimal earnings is labour agreement. The Labour law envisaged that earnings are paid to employee in deadlines and in manner prescribed by the collective agreement and labour agreement, at least once a month.

This article defines contents of collective agreements. Pursuant to the Article 149 of the Labour law, general collective agreement defines minimal earnings in economy, that is, outside economy, elements for definition of basic earnings, compensation pay, other income of employees and scope of rights and pertaining obligations according to the law. The same Article, Paragraph 2 prescribes that collective agreement, in different economic branches, defines all elements significant for determination of minimal

earnings, elements for determination of basic earnings, compensation pay and other income as well as with general collective agreement, but in the type of business activities, group, i.e. sub-group of business activity in which agreement is concluded.

Collective agreement, within the employer's system, defines minimal earnings, elements for determination of basic earnings, compensation pay and other income, greater scope of rights within financial capabilities of the employer according to the law and collective agreement.

Employer shows earnings calculation as a gross amount in the accounting list for every employee, from which employee can view all elements of earnings, such as: time for which earnings is paid, contributions for social insurance and taxes being paid out of earnings and deductions from earnings, if any. Earnings calculation is delivered to the employee upon every payment.

Employer that could not effect payment of earnings or effect single payment on due date, is obliged to hand to employee earnings calculation, by the end of month in which payment is due, and this calculation has the value of a verified document before the competent court in case of protection of rights due to unpaid earnings.

Keeping records on earnings and compensation pay is mandatory; therefore, the employer is obliged to keep these records every month. Record keeping must be made by the day of earnings payment, and if earnings are not paid, by the end of current month at the latest for previous month. Therefore, this record keeping can contain only data on employee such as name, surname, job description and the earnings level, that is, compensation pay.

This provision is mandatory and due to the method and procedure for keeping records on earnings and compensation pay employer is obliged to apply special Law on keeping records in the area of labour.

The Ministry through work inspection does supervision over application of regulations from labour area, collective and labour agreements, which regulate rights, obligations and responsibilities of employees. The employer is obliged to obtain approval for business operations, in business premises, that is, location where work is performed, issued by the competent body and to have concluded labour agreement with every employee

Work inspection records only aggregate data on determined irregularities and shortages within supervised objects and taken actions to remove those, in accordance with its legal obligations and authorisations. Data is shown in monthly and annual work reports. In addition, employees' initiatives are not classified according to the type of breach of labour, but work inspectors record them as figures on monthly level, and then sum them up in a single report of the Work inspection for every month and every calendar year. Due to mentioned reasons, this inspection does not have at disposal data on number of employee's breach of rights to regular payment of earnings and payment of contributions for mandatory types of social insurance, but undoubtedly, in all such cases the Work inspection acted and took actions.

As prescribed by provision of the Article 84 of the Labour law (Official Gazette of Montenegro, No. 49/08): "Earnings is paid in deadlines and in manner determined by collective agreement and labour agreement, and at least once a month"; provision of the Article 28 of the General Collective Agreement (Official Gazette of the Republic of Montenegro, No. 1/04... Official Gazette of Montenegro, No. 65/10) reads: "Employer, during payment of earnings, that is, compensation of pay, at the same time effects payment of taxes and contributions to earnings"; so, Work inspection relatively often intervenes because of payment delays, and in case of longer delays regarding payment of taxes and contributions takes other actions, such as temporary suspension of work until determined irregularities have been corrected.

Therefore, Work inspection acts preventively and repressively in order to achieve better effects and consistent application of regulations from labour legislation, and reports of Work inspection are available to the public on the internet site of the Ministry of Labor and Social Welfare, in monthly, semi-annual and annual intervals, as well as reports connected with the summer tourist season.

Provisions of the Articles 97 to 101 of the Labour law constitute a new body for protection of employees in case of bankruptcy proceedings, that is, protection of persons left without jobs “by the force of law“ because of bankruptcy proceedings, and who by the enactment of this law did not have adequate protection. Therefore, Work fund for protection of workers in case of bankruptcy proceedings is founded and it has the capacity of a guaranteeing institution, which provides payment of receivables to the employee that was employed on the day of bankruptcy proceedings, as well as to the person that was employed in the period for which rights prescribed by the law are exercised. That means that, from foundation of this institution, unsettled receivables because of labour, in case of bankruptcy proceeding, according to the special law (Law on insolvency of companies that are by rule settled from bankruptcy estate) shall be settled through the Work fund.

Article 1, Paragraph 3

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any**
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.**
- 3) Specify all indicators, if required in form of assessments on work and results (functioning and performances) of employment services in practice, including number of vacated work posts registered by the employment services; employment rate (employments contracted through the employment service as a part of announced vacated work posts).**

Answer:

Law on Employment and Exercising Right with respect to Unemployment Insurance, as one of basic principles is based on free services of employment.

The Employment Office of Montenegro, as a state institution, owns and maintains database on vacated work posts on the national level. This database is unified and centralized in the Central sector of the Agency and includes all data obtained and processed in various branch sectors. Database does not contain work posts that are not announced, which is a small percentage, compared to total number of vacated work posts.

Updating database is done in real time, at the moment of information on need for a worker. Basic entry document is Application for vacant work post (form E1) submitted by the employer to corresponding sectors of the Employment Office, at the beginning of employment of workers. According to the employment law in force the employer does not have to announce vacant work post, therefore neither to submit form E1, although Employment Office recommends it.

Database on announced work posts is a basic assumption for analytical-research view of events in employment and unemployment areas and their monitoring at the level of the Republic of Montenegro. Apart from that, online update of database enables simple distribution of quality and timely information on actual demand of labour market to all interested users, by using modern technologies such as Internet and mobile telephony (SMS).

On the portal of the Employment Office of Montenegro, there is electronic version of the labour market in Montenegro. Procedure for announcing vacant work posts on the internet is completely automated, so that information on actual jobs is available immediately upon receipt of the form E1. The employer is in total control over the application and can change it or add a new one.

Placing job application on the web site of the Employment Office is free and available service to all persons looking for or offering job, no matter if they are registered in local employment office or not. The only condition is open access to Internet and registration for usage of this service. Basic level of

service enables search of vacant work posts and/or labour supply in the database and it is available to all users without registration. Search can be done in three methods:

By sending adequate SMS message to one of the numbers of SMS Centre, all users can almost instantaneously get complete information on actual announced work posts or availability and structure of certain occupations stated in the Employment Office. SMS centre is completely automated and makes all information from employment area available to all interested persons non-stop.

Special law regulating this area is the Employment and labour record-keeping law whose basic role is to create a legal framework for record keeping of vacant work posts. Records on vacant work posts contain data on work posts and required occupations and skills, as well as other conditions necessary for specific work post.

Records on vacant work posts contain name and address of employer; employer's business activities; form of property; identification number of single registry of applicant; registry number of application for vacant work post, date of application, number of required persons; name of work post; type of work post (vacant or newly opened), type of labour relationship, i.e. type of labour agreement; envisaged working hours; conditions for employment; working and other conditions for business activities (work in shifts, nocturnal work, field work, provision of boarding, food and transport), place of work, amount of monthly earnings; deadline for applying to job announcement. Data on vacant work post are entered based on application on vacant work post.

The employer is obliged to submit to the Employment Office report on realization of application on vacant work post and copy of application for mandatory social insurance.

Apart from keeping records on vacant work posts, the National Employment Service keeps records on unemployed persons seeking jobs, which among other things, contain occupation, work experience, type and education level, special knowledge, skills and knowledge of a foreign language, length of service and other relevant data for employment of unemployed person.

Rulebook on preparation for employment defines unified procedures and methods of expert work in mediation during employment and work engagements of unemployed persons that actively search for jobs and employed persons that search for change in employment, as well as rights and duties of unemployed persons in mediation process.

Unemployed persons address the Employment Office for mediation in employment and work engagements, and for exercise of other rights based on unemployment. The right to mediation during employment have employed persons seeking for change of employment and persons employed with part-time jobs in order to get employment for the remaining time until full working hours is achieved. Right to mediation have regular pupils and students, in accordance with the law.

People can get data on vacant work posts, educational programmes or vocational training, inclusion into programmes of active employment policies and the like.

Authorised person of the Employment Office is obliged to make an Employment plan with unemployed person. Employment plan contains:

- jobs previously performed by the unemployed person;
- jobs that would unemployed person search for within occupation;
- jobs out of occupation area that would unemployed person accept;
- readiness to accept temporary and occasional jobs;
- programmes of active employment policy;
- additional expert treatments with competent persons employed with or outside the Employment Office;
- guidance for job search;
- scheduled reporting;
- activities of unemployed person in job search.

Announcement of vacant work posts

In 2010 39168 vacant work posts were announced, based on 21147 applications on vacant work posts, which is by 8383 or 17,63% less than in 2009 (47551).

Out of total number of announced vacant work posts 4785 or 12,22% make permanent employment, 23950 or 61.14% make temporary employment, 1974 or 5.03% make trainees and 8459 or 21.61% make other types of labour relations (trainee – volunteer, supplementary work, occasional and temporary jobs, seasonal jobs, temporary employment, employment of disabled persons).

According to the type of work post 17756 or 45.33% are newly opened work posts, and 21412 or 54.67% are vacated work posts.

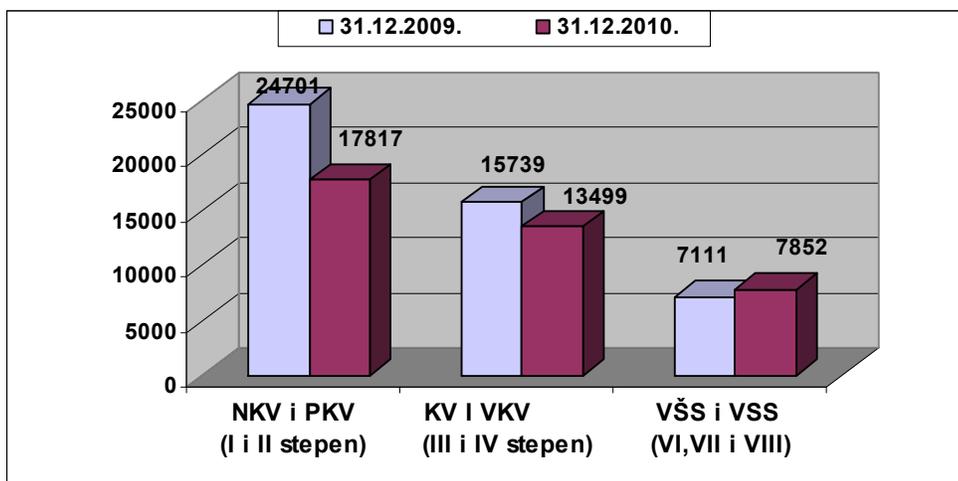
Out of totally announced free work posts 37194 or 94.97% make demand for workers, and 1974 or 5.03% make demand for trainees.

The following table shows unemployment movements in 2010, according to qualifications structure and by comparing two conditions (at the beginning 31.12.2009. and at the end of observed period 31.12.2010.). The table contains data on relative changes.

Announced vacant work posts - according to qualification structure -

| No. | Length of service | 31.12.2009. | | 31.12.2010. | | Relations 4:2 | |
|-----|--|-------------|--------|-------------|--------|--------------------|--------|
| | | Total | % | Total | % | Nominal difference | Index |
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | Unqualified and semi-qualified (I and II level) | 24.701 | 51,95 | 17.817 | 37,47 | 9.139 | 72,13 |
| 2 | Skilled and highly skilled (III, IV and V level) | 15.739 | 33,10 | 13.499 | 28,39 | -24.863 | 85,77 |
| 3 | College and university degree (VI, VII and VIII level) | 7.111 | 14,95 | 7.852 | 16,51 | -1.579 | 110,42 |
| 4 | Total: | 47.551 | 100,00 | 39.168 | 100,00 | -17.303 | 82,37 |

Announced vacant work posts - according to qualification structure -



The most announced vacant work posts refer to I level of education - 15.138 or 38,65% out of total number of announced vacant work posts, then follows IV level – 7.887 or 20,14% and VII-1 level – 6.903 or 17,62%.

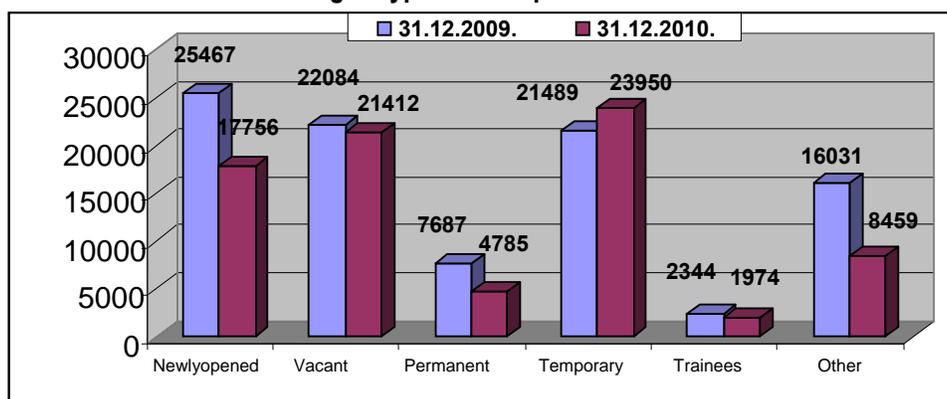
The most vacant work posts are announced in Podgorica – 12.922 or 32,99% out of total number, then in Budva – 6.413 or 16,37% and Herceg Novi – 3.876 or 9,40%.

The next table contains data on announced work posts in 2010 according to type of work post, work relations, and education level.

**Announced vacant work posts
- according to type of work post, work relations and education level -**

| No | Education level | Total | Type of work post | | Type of work relations | | | |
|----|-----------------|--------|-------------------|--------|------------------------|-----------|----------|-------|
| | | | Newly opened | Vacant | Permanent | Temporary | Trainees | Other |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | I level | 15.138 | 8.401 | 6.737 | 1.878 | 8.029 | 5 | 5.226 |
| 2 | II level | 2.679 | 1.558 | 1.121 | 241 | 1.412 | 0 | 1.026 |
| 3 | III level | 5.401 | 2.507 | 2.894 | 702 | 3.548 | 7 | 1.144 |
| 4 | IV level | 7.887 | 2.716 | 5.171 | 1.003 | 5.812 | 229 | 843 |
| 5 | V level | 211 | 55 | 156 | 29 | 110 | 4 | 68 |
| 6 | VI-1 level | 787 | 219 | 568 | 119 | 517 | 69 | 82 |
| 7 | VI-2 level | 6 | 3 | 3 | 2 | 4 | 0 | 0 |
| 8 | VII-1 level | 6.903 | 2.237 | 4.666 | 762 | 4.415 | 1.657 | 69 |
| 9 | VII-2 level | 137 | 49 | 88 | 37 | 96 | 3 | 1 |
| 10 | VIII level | 19 | 11 | 8 | 12 | 7 | 0 | 0 |
| 11 | Total | 39.168 | 17.756 | 21.412 | 4.785 | 23.950 | 1.974 | 8.459 |

**Announced vacant work posts
- according to type of work post and work relations -**



The most announced vacant work posts were found in tourism and catering (7.818 or 21,27%), trade, repair of motor vehicles and household appliances (7.493 or 20,39%) and civil engineering (4.695 or 12,78%).

**Announced vacant work posts
- municipalities -**

| No. | Municipality | 2009. | | 2010. | | Nom. difference (5-3) | Index(5:3) |
|-----|--------------|---|---------------------------|---|---------------------------|-----------------------|------------|
| | | No. of applications for free work posts | Number of free work posts | No. of applications for free work posts | Number of free work posts | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | Andrijevisa | 38 | 55 | 47 | 56 | 1 | 101,82 |
| 2 | Bar | 1.505 | 3.560 | 1.808 | 3.528 | -32 | 99,10 |
| 3 | Berane | 326 | 579 | 394 | 523 | -56 | 90,33 |
| 4 | Bijelo Polje | 922 | 1.776 | 907 | 1.190 | -586 | 67,00 |
| 5 | Budva | 3.184 | 8.634 | 2.874 | 6.413 | -2.221 | 74,28 |
| 6 | Cetinje | 360 | 1.006 | 349 | 544 | -462 | 54,08 |
| 7 | Danilovgrad | 183 | 402 | 172 | 289 | -113 | 71,89 |
| 8 | Herceg Novi | 2.054 | 3.967 | 2.229 | 3.876 | -91 | 97,71 |
| 9 | Kolašin | 249 | 351 | 141 | 174 | -177 | 49,57 |
| 10 | Kotor | 1.503 | 2.853 | 1.371 | 2.172 | -681 | 76,13 |
| 11 | Mojkovac | 175 | 264 | 127 | 170 | -94 | 64,39 |
| 12 | Nikšić | 1.464 | 3.504 | 1.132 | 2.117 | -1.387 | 60,42 |
| 13 | Plav | 63 | 170 | 49 | 56 | -114 | 32,94 |
| 14 | Pljevlja | 634 | 1.127 | 811 | 1.246 | 119 | 110,56 |
| 15 | Plužine | 35 | 49 | 29 | 30 | -19 | 61,22 |
| 16 | Podgorica | 5.775 | 14.265 | 6.738 | 12.922 | -1.343 | 90,59 |
| 17 | Rožaje | 328 | 924 | 215 | 340 | -584 | 36,80 |
| 18 | Šavnik | 40 | 69 | 24 | 25 | -44 | 36,23 |
| 19 | Tivat | 758 | 1.666 | 888 | 1.755 | 89 | 105,34 |
| 20 | Ulcinj | 925 | 2.131 | 699 | 1.494 | -637 | 70,11 |
| 21 | Žabljak | 101 | 199 | 143 | 248 | 49 | 124,62 |

| | | | | | | | |
|----|-----------|--------|--------|--------|--------|--------|-------|
| 22 | Crna Gora | 20.622 | 47.551 | 21.147 | 39.168 | -8.383 | 82,37 |
|----|-----------|--------|--------|--------|--------|--------|-------|

**Announced vacant work posts
- business activities and type of work relations -**

| BUSINESS ACTIVITY | Total: | Newly opened | Vacant | Permanent | Temporary | Trainee | Trainee - volunteer | Supplementary | Temporary jobs | Seasonal jobs | Temporary engage | Disabled |
|--|---------------|---------------|---------------|--------------|---------------|--------------|---------------------|---------------|----------------|---------------|------------------|----------|
| A Agriculture, hunting and forestry | 1.413 | 60 | 1.353 | 32 | 407 | 24 | 0 | 0 | 0 | 950 | 0 | 0 |
| B Fishing | 125 | 74 | 51 | 26 | 53 | 6 | 0 | 1 | 0 | 39 | 0 | 0 |
| D Production and supply of electric energy, gas and water | 148 | 86 | 62 | 32 | 67 | 32 | 0 | 0 | 0 | 17 | 0 | 0 |
| Đ Civil engineering | 4.983 | 3.508 | 1.475 | 587 | 3.305 | 85 | 0 | 1 | 8 | 979 | 18 | 0 |
| E Wholesale and retail trade, repair of motor vehicles, motorcycles and household appliances | 8.008 | 4.021 | 3.987 | 1.204 | 5.854 | 178 | 1 | 2 | 9 | 756 | 4 | 0 |
| G Manufacturing Business | 2.338 | 935 | 1.403 | 263 | 1.775 | 85 | 0 | 2 | 5 | 206 | 1 | 1 |
| I Financial operations | 849 | 202 | 647 | 81 | 714 | 47 | 0 | 0 | 0 | 5 | 0 | 2 |
| J Real estate and rental activities, business activities | 2.785 | 2.099 | 686 | 598 | 1.771 | 246 | 2 | 1 | 0 | 166 | 0 | 1 |
| K Government administration and defence; mandatory social insurance | 1.337 | 291 | 1.046 | 275 | 712 | 342 | 0 | 0 | 0 | 8 | 0 | 0 |
| L Education | 2.924 | 498 | 2.426 | 127 | 2.499 | 288 | 1 | 4 | 0 | 0 | 4 | 1 |
| LJ Health and social work | 1.359 | 371 | 988 | 223 | 731 | 293 | 1 | 4 | 0 | 107 | 0 | 0 |
| M Other public utilities, social and personal services | 2.101 | 821 | 1.280 | 230 | 1.483 | 132 | 8 | 0 | 1 | 247 | 0 | 0 |
| N Private households with employed persons | 14 | 6 | 8 | 6 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NJ Exterritorial organisations and bodies | 2 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| V Ore and stone mining | 688 | 292 | 396 | 43 | 495 | 50 | 0 | 0 | 0 | 100 | 0 | 0 |
| Z Traffic, warehousing and connections | 2.054 | 720 | 1.334 | 301 | 1.344 | 124 | 0 | 0 | 1 | 282 | 2 | 0 |
| Ž Hotels and restaurants | 8.040 | 3.771 | 4.269 | 757 | 2.731 | 41 | 0 | 3 | 0 | 4.501 | 7 | 0 |
| TOTAL: | 39.168 | 17.756 | 21.412 | 4.785 | 23.950 | 1.974 | 13 | 18 | 24 | 8.363 | 36 | 5 |

Article 1, Paragraph 4¹

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any.**

¹ Compliance of the situation in the state with this provision is estimated by considering Articles 9, 10 and 15 of the Charter because they are interlinked. Therefore, if the Signatory accepted these articles, in report they can refer to the information given regarding these articles. If the Signatory rejected some of the stated articles, the European Committee of Social Rights shall estimate compliance with the situation in the Signatory under the Article 1, Paragraph 4.

- 2) **Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.**
- 3) **Submit relevant numbers, statistical data and other relevant information, if appropriate.**

Answer:

The Constitution of Montenegro, as the main legal act, starts with principle that citizens of Montenegro should live in a state where basic values - freedom, peace, tolerance, respect of human rights and freedoms, multiculturalism, democracy and rule of law exist.

Apart from the constitution, our legislation contains several laws on prohibition of discrimination and with aid from numerous friends from the international community, that provide us necessary *know how*, we try to manage to make implementation of regulations in practice a success.

Example of the most important legislation is the Law on minority rights and civil freedoms, that, apart from rights provided for by the generally accepted international rules and ratified international treaties, ensures full exercise of rights of minorities and their members that cannot be less than the achieved ones, under the same conditions in order to provide their real equality with other citizens. Law on Gender Equality regulates method of exercising rights based on gender equality and measures for elimination of discrimination based on gender and creation of equal opportunities for both men and women to participate in all areas of social life. The Labour Law of Montenegro prohibits direct and indirect discrimination of persons seeking jobs, as well as employed persons, regarding gender, birth, language, race, religion, skin colour, age, pregnancy, health condition, that is, disability, nationality, marital status, family obligations, sexual orientation, political or other belief, social background, material status, membership in political and trade unions or any other personal capacity. According to the law hereof discrimination is prohibited in relation to employment conditions and selection of candidates for performing specific jobs; work conditions and all rights from work relations; education, vocational training and training, promotion at work, termination of labour agreement.

Starting with the significance of this issue, Montenegro enacted Law on the Prohibition of Discrimination on 14 July 2010, which prohibits every form of discrimination based on race, skin colour, nationality, social or ethnical background, in connection with minorities or minority national community, religion or belief, political or other opinion, gender, birth, sexual orientation, health condition, disability, age, material status, marital or family status, membership of a group or assumption on membership of group, political party or any other organization, as well as other personal capacities.

According to the law hereof, work discrimination means payment of unequal earnings, that is, compensation for work of equal value, and right to protection have persons under temporary and occasional labour agreements or any special agreements, students and pupils in practical training, as well as other persons that are engaged by the employer upon any grounds.

The Law on professional rehabilitation and employment of persons with disabilities presents an example of active policy of Montenegro in order to include disabled persons in main social flows. The Law prescribes specific and tangible measures and mechanisms whose aim is to stimulate employers to hire disabled persons. According to the Law hereof, employers are obliged to employ disabled persons, and if they fail to employ disabled persons, they pay contributions to the Fund for professional rehabilitation. Fund's assets are used for development and promotion of professional rehabilitation and employment of disabled persons, by co-financing special organisations, payment of subsidies to employers that are in such manner stimulated to employ disabled persons, by co-financing programmes for maintenance of employment of disabled persons and financing other activities relating to professional rehabilitation.

In order to protect disabled persons there is a proposal of law against discrimination of disabled persons that prohibits any form of direct and indirect discrimination regarding equal rights and obligations, proceedings, usage of objects and surfaces in public use, provision of public services, health protection, in area of education, employment, social and child welfare and other types of discrimination.

Numerous examples from practice show that labour market policy is focused on provision of assistance to persons in unfavourable position in society and is completely based on anti-discrimination principles. However, this area requires continuous work on raising society awareness.

Law on Employment and Exercising Right with respect to Unemployment Insurance regulates professional orientation and additional education and training, and the Law on professional rehabilitation and employment of disabled persons regulates measures and activities of professional rehabilitation. Detailed information are provided in answers relating to application of Articles 9, 10 and 15.

Article 9 – Right to professional orientation

In order to ensure efficient exercise of rights to professional orientation, Contracting parties are obliged to provide or promote, where necessary, sector that would assist all persons, including disabled persons, solve problems relating to professional choice and progress, with due respect to persons' character and their attitude towards professional circumstances: this assistance should be free and available to adults and youth, including school children.

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.**
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.**
- 3) Submit relevant numbers, statistical data and other relevant information on public expenditure for services/sectors of professional orientation, their territorial arrangement and institutions providing those services, employment level (number of employees) and education level in institutions, number of persons provided with services and their characteristics such as age, gender, education level and occupation.**

Answer:

Montenegro recognised the need for changes in education in 1990s of the 20th century. Reform of educational system in Montenegro started with determination of main principles, defined in the document »Book of changes« (2001), which served as basis for creation of long-term vision of the future educational system. *Those principles are* principle of decentralisation of system, principle of equal opportunities, principle of choice according to individual capabilities, principle of introduction of European standards, principle of applying quality system, principle of human resources development, principle of permanent education, principle of flexibility, principle of free flow (vertical and horizontal system connectivity), principle of compliance of programme with the education level, principle of interculturalization and principle of gradual introduction of changes. Therefore, main assumptions of the system reform refer to forming conditions that would take into consideration individual needs of every child.

Law on compulsory education, amended in 2010, prescribes that career orientation is one of the goals of education in primary schools (Goal 14 reads: "development of professional orientation with pupils"). This is basis for further development of career orientation in primary schools.

Law on vocational education from 2002 does not mention directly professional orientation, but defines goal for whose realization professional orientation is necessary: "... provision of knowledge and

skills necessary for life and work, personal interests, professional development of personality and for further education".

New Law on national professional qualifications defines several institutions that within their jurisdiction monitor and analyze market needs and inform and advise interested parties and employers. Law on Employment and Exercising Right with respect to Unemployment Insurance of Montenegro from 2010 defines professional orientation and counselling on career planning as one of activities in employment process.

Professional orientation in schools is mostly realized through work of school counsellors and psychologists. The most important document, which regulates work of competent services in area of professional orientation, is *Programme of work of competent services in school and pre-school institutions* (school counsellor, psychologist, speech-language pathologist and defectologist), issued by the Bureau for Education Services in 2008. Schools with more than 400 pupils can hire a school counsellor, whereas schools with more than 800 pupils can hire a psychologist as well. If a school has a psychologist, he/she is involved in professional orientation. Work programme of competent services defines that "professional orientation of children and youth" is one of goals of the school psychologist. Psychologist supports children and youth individually in the next areas of career orientation:

- 'in cooperation with teachers identifies gifted children, assessing their special skills and develops programmes for stimulation of their skills',
- 'develops and participates in realization of programmes for professional orientation of children and youth',

When we talk about relations with parents, role of school psychologist is in accordance with Programme limited to provide only the following information:

- 'to inform parents on programme of professional orientation for children and youth',
- 'to inform parents on necessary and existing resources in school and community, which serve and professional orientation'.

Schools have different possibilities to conduct programme of career orientation so in practice we have different scope and quality of certain activities of career orientation.

Certain number of schools (gymnasiums and vocational schools) informs pupils in final year of primary school on educational programmes they have, school conditions, possibilities for further education and employment. Leaflets containing educational offer of the school, visits to primary schools, organizing open days in schools and the like, carry out those activities. They published an information magazine for primary schools and a brochure "Where to go after primary school", and also a similar brochure for pupils in final year of secondary schools. Those brochures are done by the Employment Office of Montenegro that conducts other activities regarding professional informing in primary and secondary schools (workshops for future secondary school pupils on the subject of occupation, workshops for secondary school pupils that go to labour market, group and individual professional informing pupils of primary and secondary schools, group and individual counselling regarding occupation for secondary school pupils, psychological tests, informing and counselling parents on occupation, and the like).

In educational institutions there are competent services, a counsellor and a psychologist, whose job description contains, among other things, professional orientation of pupils. By IPA programme 2008, there is ongoing Project on reform of labour market and workforce 2, within which the Ministry of education and sport is a user of the third component. Within the stated component, promotion of life-long learning is carried out, National Strategy for life-long career orientation (2011-2015) with Action plan for 2011 (Proposal was submitted to the Government) and development of curriculum for career management.

Priorities in the Strategy for life-long career orientation are as follows:

- Raising awareness on the need for life-long learning and career development,
- Promotion of legal and institutional framework,

- Strengthening career orientation in educational system of Montenegro,
- Strengthening services of career orientation for unemployed and employed persons,
- Provision of quality in career orientation,
- Coordination of policies and running services for career orientation.

Within programme IPA 2008, and with aim to promote career orientation programme in secondary schools, there was a training held for teachers and representatives of counsellor-psychologist's services from 10 vocational and combined schools and gymnasiums in Montenegro, as well as for representatives of Bureau for Education Services, Employment Office and Centre for Vocational Education, that lasted seven working days and included three seminars with subjects: Programme for career development. So far, 43 teachers and representatives of the mentioned institutions have been trained. We plan to make a curriculum for career orientation at all education levels.

- Promotion of existing professional orientation in Montenegro and informing youth on significance of adequate selection of secondary school is realized within regional pilot project *"Thinking of a way for young people to enter working world in Southwest Balkans"* organized by German society for international cooperation. Training was organized for five local experts-trainers from Montenegro for execution and making training programmes for teachers and making handbook for professional orientation.
- Skilled trainers have made training programmes and worked on initial training of teachers, representatives of school counsellor-psychologist's services in 9 primary schools in Montenegro. So far training was held for 50 teachers and 12 school counsellors, psychologists and representatives of school management and the Employment Office. Training lasted for ten working days with 4 modules on subjects: Self-knowledge (recognition of own capabilities, interests, valued orientations, personality profiles); Informing and searching/possibilities of education and career, Real encounters (youth encounter working world and occupations) and Decision (re-examining and final decision-making on future occupation). As a result of previous education of trainers for making handbook and conducting training of teachers, two handbooks were made for professional orientation in primary schools: Professional orientation-five steps to reach decision on school and occupation (handbook for trainers) and Professional orientation-five steps to reach decision on school and occupation (handbook for teachers). This year we continued training of teachers in 15 primary schools in Montenegro, with about 70 participants.

Law on Employment and Exercising Right with respect to Unemployment Insurance prescribes that professional orientation is one of measures of active employment policies.

The term professional orientation means:

- assisting unemployed, employed and other person to more objectively view, plan and realize own professional career;
- harmonisation of individual needs and capabilities of an unemployed person with needs and requirements of labour market.

Within the Employment Office, there is a special service – Centre for informing and professional counselling (CIPS) whose main role is to establish a connection between employment and education, then to prepare and provide information that could be useful when planning a career. Professional orientation is based on assisting young people and adults when making decision on further education, occupation, employment and other career-related issues.

Professional orientation includes professional counselling, workshops and professional informing.

1. Professional counselling is done as individual, group and parents' counselling. Introductory interview determines focus of professional problem, after which, if necessary, follows psychological

testing in order to obtain necessary data regarding choice of occupation. Interview consists of several steps that gradually lead to solution.

Professional counselling of unemployed persons, through process of individual professional counselling, was organized for 246 unemployed persons.

During 2010, 403 pupils used services of professional counsellor:

- Process of individual professional counselling - 215 pupils,
- Process of complete psychological profile - 188 pupils.

2. Workshops are organized so that young people could learn their value orientations, interests and capabilities.

During 2010 in the Employment Office workshops were held for 2.359 persons, out of which 1.414 were unemployed persons, 89 students and 856 pupils from primary and secondary schools.

Seminars for category of directly employable persons that lasted for several hours and workshops that lasted three days are realized in all bureaus and offices of the Employment Office, since March 2010, depending on spatial and HR capacities.

Seminars for directly employable persons attended totally 1.120 unemployed persons. In total, 103 seminars were held:

- Three-day seminars attended totally 640 unemployed persons, 59 seminars,
- Two-day seminars attended totally 246 unemployed persons, 19 seminars,
- Daily seminars - 234 unemployed persons, 25 daily seminars.

Professional orientation counsellors participated in realization of 19 seminars for training of future entrepreneurs.

Two-day seminars focused on active and efficient inclusion of students to labour market, attended 89 students.

Workshops for selection of occupation attended 716 pupils from primary schools and 140 pupils from secondary schools.

3. Professional informing

This activity provides objective and right information on education and training, occupations, employment possibilities, scholarships, etc.

Conditionally it is possible to divide professional informing to informing pupils and unemployed persons.

When we talk about professional informing of unemployed persons, it is done by cooperation with counsellors for record keeping and by informative seminars and media and brochures.

Professional orientation counsellors included 342 unemployed persons by direct individual professional informing in 2010.

When we talk about pupils, the following activities have been carried out:

- Group informing of parents at parent's meetings of pupils that are in final years of primary schools – 249 parents,
- Preparation of information magazine for selection of secondary school;
- Competitions for the best art and literary work on the topic »Selection of occupation«.

Professional orientation counsellors included 1.620 pupils, out of which 872 primary school pupils and 748 secondary school pupils by direct individual professional informing in 2010.

Therefore, in 2010 professional informing encompassed 2.211 clients, out of which 342 make unemployed persons, 249 make parents of final-year pupils in primary school and 1.620 make pupils of primary and secondary schools.

Professional selection

Professional selection included about 236 unemployed persons. Complete psychological evaluation was carried out on 77 unemployed persons, while about 313 unemployed persons took an interview.

Other activities

During the project of GTZ (German society for international cooperation) »*Thinking of a way for young people to enter working world in the west Balkans*« professional orientation counsellors completed a training for work with final year pupils in primary schools regarding selection of occupation that lasted 12 working days, total of 60 classes. Thematic parts processed in modules were (totally five modules) significance and role of professional orientation, informing, self-knowledge, real encounters and decision-making.

In cooperation with representatives of the Ministry of Education and Science, Centre for vocational education and school representatives, we made a training plan for professional orientation of primary school teachers.

In April 2010, in cooperation with the Youth Office of the Ministry of Culture, media and sport, we started a project »Preparation of students for labour market«. Project's aim was to support graduate students through seminars and practice in development of knowledge and skills that can be of great significance in future professional development. In addition, one of the project's goals was to train students for modern and creative market courses of business. Project was realized in Podgorica, Bijelo Polje, Bar and Nikšić. The project encompassed 70 students, out of which 23 were employed.

In May 2010, we applied for accreditation of training programmes for teachers in professional orientation. Then we completed a handbook for training teachers in that area, which was part of the stated project of German society for international cooperation.

In the national employment service, through the Centre for informing and professional counselling one can find information on educational programmes in secondary, two-year post-secondary schools and universities; requirements on inclusion into specific programmes; conditions for entry into schools and universities, pupils' and students' standard in dormitories; occupations and their requirements; employment possibilities; state of labour market and potential employers; advice for future secondary schools pupils; advice for future students; advice for parents; information on possibilities to study in Montenegro and the surrounding countries; information on training agencies in Montenegro (foreign languages, computers, various occupations); information on labour market.

Article 10-Right to professional training

In order to provide efficient exercise of rights to professional training, Contracting parties shall:

- 1 provide or promote, if necessary, expert and professional training for all persons, including persons with disability, in cooperation with organizations of employers and workers, and make available higher vocational and university education, which would be based solely on individual capabilities;**
- 2 provide apprenticeship and other systematic training methods for young men and women in different types of employment;**
- 3 provide or promote, if necessary;**
 - a adequate and available possibilities to train adult workers;**
 - b special possibilities for re-training of adult workers, which is necessary because of technological development or new employment trends;**

4 provide or promote, if necessary, special measures for re-training and re-integration of persons that are unemployed for a long period of time;

Article 10, Paragraph 1

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information showing application of this provision in practice. The main indicators of compliance with this provision are total amount of public expenditure intended for professional training, that is, vocational training; number of institutions providing professional and technical training and types of education and trainings; number of teachers and pupils.

Article 10, Paragraph 2

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information showing application of this provision in practice. The main indicators of compliance with this provision are existence of institution of apprenticeship and other systematic methods for training youth; number of young people that benefit from the training system; division of systems (engagements) of professional training according to various types of vocational/professional activities; length of apprenticeship; total public expenditure (from private funds, if possible) provided for such types of training and availability of places where people can seek training; equality of availability, that is, equal availability to get apprenticeship through training (internship) for all interested persons, including citizens of other member countries.

Article 10, Paragraph 3

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information showing application of this provision in practice. The main indicators of compliance with this provision are existence of objects/benefits/capacity for training and re-training of adult workers, especially arrangements (systems) for re-training workers that are declared as redundant and workers affected by economic and technological changes; approximate number of adult workers that participate/participated in training and re-training activities; activation rate – coefficient, that is, ratio between annual average number of participants, previously unemployed, who participate in active measures according to the number of recorded unemployed persons and those participating in active measures; equal treatment of non-residents regarding availability/access to vocational training for adults.

Article 10, Paragraph 4

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information showing application of this provision in practice. The main indicators of compliance with this provision are number of persons attending this type of training and influence of measures to reduction of long-term unemployment; equal treatment of non-residents regarding availability of training and re-training for long-term unemployed persons.

Answer:

Law on Employment and Exercising Right with respect to Unemployment Insurance, as a measure of active employment policy, prescribes education and training of adults. Educational and training programmes provide possibility for unemployed and employed persons, whose work posts had been cancelled with employer, to gain new skills and knowledge by theoretical and practical training in order to get a job, that is, possibility for employment and self-employment.

This measure refers to unemployed persons, employed persons who have part-time jobs, employed persons whose work posts had been cancelled due to technological, economical and organizational changes, persons younger than 50 years (man), that is, 45 years of life (woman). The procedure includes training for independent work; vocational training for jobs of the I and II level of education and compulsory education; re-training in order to gain other occupation of the same or lower education level; additional training in order to acquire knowledge that present difference between programmes within occupation and education level; specialization in order to gain and innovate knowledge within educational level.

Preparation for employment

Upon proposal of the Committee for selection and monitoring programmes of active employment policy, the Managing Board of the Employment Office approved funds amounting to 1.801.157,16 Euros for realization of 288 programmes of preparation for employment with 4.518 attendants, which presents 141% of the planned number of participants in 2010.

In the reporting period, we realized 240 programmes of education and training of unemployed persons that included 3.930 attendants, which is by 1.719 persons more compared to the same period last year.

Out of total number of realized programmes, 41 programme was realized for training to work at specific work post that provided permanent employment for the attendant with the known employer, which included 214 persons and 199 programmes for education and training for labour market with 3.716 attendants, out of which 830 are attendants of the programme for training for occupation, and 2.886 attendants of programme for gaining skills.

Programmes were realized in accordance with nationally valid programmes that include contents defined by knowledge standards for specific occupations, along with continuous monitoring of methods and quality of their realization and testing of acquired skills and knowledge by experts engaged by the Employment Office.

For realization of the stated programmes we allocated 1.509.599,89 €.

Programmes of education and training for occupation

Programmes for occupation are organized in cooperation with organizers of education and employers for 1.044 unemployed persons and persons whose work posts had been cancelled, out of which 214 persons were in training programmes for work at a specific work post, and 830 persons were in educational programmes with purpose of training for occupation, according to labour market needs.

By attending programmes of training, additional training and re-training unemployed persons and persons whose work posts had been cancelled gained knowledge and skills to get employed in manufacturing industry, civil engineering, tourism and catering, service and other businesses.

Total number of persons trained for manufacturing industry is 231, out of which 45 was trained for wood processing, 43 for metal processing and electrical engineering, 143 for agriculture, production and food processing and 260 for civil engineering.

Programmes for tourist and catering occupations included 199 unemployed persons.

Programmes for work in catering industry included 306 persons and other business activities included 48 persons.

By observing the types of programmes, 20% make attendants of programmes for vocational training, 2,2% make additional training and 77,8% make re-training.

Programmes of acquiring skills

Programmes of acquiring skills that were realized in cooperation with organizers of education included 2.886 persons looking for job.

Programmes of computer literacy were organized for 1.247 persons, and programmes of learning foreign language were organized for 798 persons.

Programmes for drivers of category »C«, »D« and »E« were organized for 356 persons registered with the Employment Office.

Education of unemployed persons for jobs of accountants, managers, personal assistants and yacht-masters was organized for 485 attendants.

Programme attendants

Programme attendants are persons that completed primary school – I and II education level – 12,5%, secondary school – III, IV and V education level – 60% and university – VI and VII education level – 27,5%. Percentage of women that participated in the stated programmes is 59,3%. When we talk about age structure of attendants, young people - 35,4%, persons from 25 to 45 years - 55,1% and older than 45 years – 9,5%.

Participation of long-term unemployed persons is 31%, and persons without years of service is 2,2%.

Number of attendants of programmes for occupations and skills

| | Occupations and skills | Employment office | | | | | | | | Total | % of plan |
|----|---|-------------------|-----------|------------|------------|------------|-----------|-----------|--------------|-------------|-----------|
| | | Podgorica | Nišić | B. Polje | Berane | Bar | H. Novi | Pijevlja | | | |
| No | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | |
| 1 | I for known employer | 19 | 1 | 87 | 33 | 23 | 26 | 25 | 214 | 30,6 | |
| 2 | II for labour market | 261 | 78 | 124 | 246 | 78 | 15 | 28 | 830 | 164 | |
| 3 | Total – occupations | 280 | 79 | 211 | 279 | 101 | 41 | 53 | 1.044 | 86,2 | |
| 4 | Agriculture and food processing | 1 | / | 61 | 46 | / | 10 | 25 | 143 | 158,9 | |
| 5 | Wood processing | / | / | / | 44 | / | 1 | / | 45 | 45 | |
| 6 | Civil engineering | 85 | 33 | 69 | 73 | / | / | / | 260 | 86,7 | |
| 7 | Metal processing and electrical engineering | / | 5 | 8 | / | 19 | 1 | 10 | 43 | 45,3 | |
| 8 | Tourism and catering | 41 | 25 | 53 | 23 | 21 | 18 | 18 | 199 | 63 | |
| 9 | Services | 138 | 15 | 16 | 83 | 47 | 7 | / | 306 | 204 | |
| 10 | Other business activities | 15 | 1 | 4 | 10 | 14 | 4 | / | 48 | 29 | |

| | | | | | | | | | | |
|----|------------------------------------|--------------|-------------|-------------|--------------|--------------|------------|-------------|--------------|--------------|
| 11 | Total - skills | 1.210 | 260 | 376 | 298 | 220 | 323 | 199 | 2.886 | 144,3 |
| 12 | Computer literacy | 427 | 168 | 193 | 90 | 120 | 115 | 134 | 1.247 | 100,5 |
| 13 | Foreign languages | 338 | 70 | 92 | 50 | 57 | 127 | 64 | 798 | 199,5 |
| 14 | Drivers "C", "D", "E" category | 155 | / | 40 | 140 | / | 21 | / | 356 | 197,7 |
| 15 | Accountants | 131 | 21 | 14 | 8 | 13 | 40 | 1 | 228 | |
| 16 | Managers | 90 | 1 | / | / | 14 | / | / | 105 | |
| 17 | Personal assistants | 40 | / | 23 | 10 | / | 10 | / | 83 | |
| 18 | Other skills | 29 | / | 14 | / | 16 | 10 | / | 69 | |
| 19 | Total number of attendants | 1.490 | 339 | 587 | 577 | 321 | 364 | 252 | 3.930 | 122 |
| 20 | Percentage of realized plan | 175,3 | 84,7 | 99,5 | 118,2 | 110,7 | 140 | 76,4 | 122 | |

The existing programme for employment of trainees with university degree, as a measure of active employment policy, is continuously realized for about 20 years.

Programme adopted by the Government in October 1992, envisaged co-financing of earnings of trainees with university degree. Funds for that purpose were provided by the state budget of Montenegro, and the Employment Office conducted operational realization of programme.

In addition, since 2003 the Agency's funds were used to co-finance earnings of trainees with secondary school degree, two-year post secondary degree and university degree with average mark over 8,5.

Apart from the stated "regular" programme, in 2006 we realized a programme "Chance for young people" through which we co-financed employment of 360 trainees with university degree.

Preparation of this programme is mandatory according to the Work Programme of the Government for 2011, with aim to achieve, with certain changes of current programmes and conditions of limited funds, better results in employment of university degree persons.

Despite the need to conceptually set in programmes long-term solving of employment problems of university degree persons without work experience, it is necessary to have a broader approach in terms of statutory regulations and policies, such as career counselling, entry policy, introduction of practical training during studying and the like. Therefore, it is not possible, except in short-term, to propose a comprehensive and new solution.

The programme still suggests promotion of current model for employment of trainees and they reflect the following: introduction of criteria for selection of programme users, introduction of system for monitoring and evaluation of effects of programme and higher degree of respect regarding regional differences at the unemployment level.

Also, the programme is focused on employment of trainees with university degree just because in the last several years there has been a critical increase of unemployment of that population.

Having this in mind, this programme stimulates faster entry of university graduates into labour market although Work Programme of the Government envisaged that this programme stimulated employers to keep trainees permanently employed after completed internship. This type of stimulation is a possibility prescribed by the Handbook on preparation for employment, and employers are compensated for all contributions for social insurance in period of two years.

Relatively successful employment of trainees was significantly slowed down by global crisis, which particularly showed starting from the last quarter of 2009 and continued throughout 2010. During this period, except for seasonal reduction of unemployment, total unemployment increased. Compared to 2008, unemployment was higher by 12,8% at the end of 2010.

However, number of unemployed university graduates without work experience in that period increased by 181,3%, that is, from 490 to 1.710. Annual influx of university graduates in the Employment Office increased from 1.595 in 2008 to 2.615 in 2010 or by 63,9%. Total number of university graduates without work experience increased from 2.085 in 2008 to 3.924 in 2010 or by 88,2%. On the other hand, number of employed persons as trainees decreased from 1.522 in 2008 to 1.169 in 2010 or by 23,2%.

If this is compared with trend of unemployed secondary school graduates without work experience, it can be noticed a more favourable trend in this population. Namely, number of unemployed secondary school graduates without work experience decreased from 4.071 in 2008 to 3.841 in 2010 or by 5,6%. Annual influx of secondary school graduates decreased from 7.262 in 2008 to 6.723 in 2010 or by 7,4%.

In order to view circumstances in which programme for employment of trainees will be realized it is important to show annual influx of university graduates for certain number of occupations (Table 1.).

Overview of influx of university graduates for certain number of occupations

| Occupations | 2006 | | | 2007 | | | 2008 | | | 2009 | | | 2010 | | |
|------------------------------------|------------|------------|-------------|-------------|------------|-------------|------------|------------|-------------|-------------|------------|-------------|-------------|------------|-------------|
| | Other | B.Sc | Total | Other | B.Sc | Total | Other | B.Sc | Total | Other | B.Sc | Total | Other | B.Sc | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Economists | 153 | 2 | 155 | 207 | 6 | 213 | 221 | 16 | 237 | 284 | 27 | 311 | 312 | 25 | 337 |
| Lawyers | 284 | 5 | 289 | 308 | 9 | 317 | 134 | 25 | 159 | 149 | 163 | 312 | 158 | 254 | 412 |
| Managers | 42 | 48 | 90 | 34 | 76 | 110 | 41 | 144 | 185 | 177 | 36 | 213 | 42 | 244 | 286 |
| Professors and teachers | 228 | 10 | 238 | 311 | 18 | 329 | 322 | 56 | 434 | 487 | 110 | 597 | 552 | 151 | 703 |
| Tourism and catering | 15 | - | 15 | 17 | - | 17 | 18 | - | 18 | 24 | - | 24 | 48 | - | 48 |
| Traffic and maritime affairs | 33 | 3 | 36 | 31 | 4 | 35 | 20 | 10 | 30 | 23 | 19 | 42 | 17 | 50 | 47 |
| Mechanical engineering | 20 | - | 20 | 17 | - | 17 | 12 | 4 | 16 | 15 | 8 | 23 | 22 | 8 | 30 |
| Civil engineering and architecture | 34 | 3 | 37 | 35 | 1 | 36 | 50 | - | 50 | 61 | 5 | 66 | 95 | 11 | 106 |
| Electrical engineering | 80 | 27 | 107 | 68 | 59 | 127 | 15 | 55 | 120 | 62 | 71 | 133 | 83 | 67 | 150 |
| Agriculture | 16 | 1 | 17 | 16 | - | 16 | 17 | 2 | 19 | 44 | 9 | 53 | 54 | 8 | 62 |
| Forestry | 4 | - | 4 | 3 | - | 3 | - | - | 4 | - | - | 1 | 5 | - | 5 |
| Medicine | 52 | - | 52 | 62 | - | 62 | 65 | - | 65 | 66 | - | 66 | 128 | - | 128 |
| B.Sc medicine | - | 4 | 4 | - | 8 | 8 | - | 17 | 17 | - | 30 | 30 | - | 57 | 57 |
| Total | 961 | 103 | 1064 | 1109 | 181 | 1290 | 915 | 329 | 1354 | 1392 | 478 | 1871 | 1516 | 875 | 2371 |

Source: Data from the Employment Office of Montenegro

The table shows that with certain occupations in the last five years there is a high trend of growth of university graduates registered in the Employment Office. In the structure of occupations there was relatively biggest growth with B.Sc., from 90 in 2006 to 286 in 2010 or by 217,7%, in educational occupations the number of registered persons increased from 238 to 703 or by 195,45%, lawyers by 117,4%, graduate economists by 42,6%, etc.

The table also shows extremely big increase of influx of university graduates having B.Sc., meaning that number of registered persons in 2010 was eight times higher than the number registered in 2008.

It is important to stress that data on number of students only at the state university support the fact that it is real to expect further increase of university graduates in the following period. According to those data in school year 2010/2011, universities of Montenegro have totally 17.756 students, out of which 5.156 is in final years.

Therefore, unemployment growth of persons with university degree is above all conditioned by significant increase of students and effects of global economic crisis to total trends of the labour market. Limited employment in the public sector is also affected.

Apart from decreased employment of trainees, based on relation of their employment on annual basis and number of re-registered persons after completed internship and according to data from the Employment Office, it can be concluded that this active measure of the labour market had relatively good effects from the point of view of being employed after completed internship (Table 2).

Certain indicators of employment of trainees on annual basis

| | Name | 2007 | 2008 | 2009 | 2010 |
|----|--|-------|-------|-------|-------|
| 1 | Status of unemployed without service length experience at the beginning of year with university degree | 476 | 490 | 608 | 1.309 |
| 2 | Yearly influx from educational system | 1.373 | 1.595 | 2.122 | 2.615 |
| 3 | Total annual supply 1 + 2 | 1.849 | 2.085 | 2.730 | 3.924 |
| 4 | Employed as trainees during year | 1.141 | 1.522 | 1.185 | 1.169 |
| 5 | Returned during year to Employment Office registry | | 305 | 354 | 320 |
| 6 | Kept employment after internship | | 836 | 1.168 | 865 |
| 7 | % of those who kept employment after internship 6 : 4 | | 73,2 | 76,7 | 72,9 |
| 8 | % of employed trainees compared to total supply 4 :3 | 61,7 | 73,0 | 43,4 | 29,8 |
| 9 | Number of financed employment of trainees through the Employment Office | | 800 | 999 | 458 |
| 10 | % of financing compared to total supply 9 : 3 | | 38,4 | 36,6 | 11,7 |
| 11 | % of financing compared to total number of employed trainees 9 : 4 | | 52,6 | 84,3 | 39,2 |

Source: Data from the Employment Office of Montenegro

The table also shows that percentage of employed trainees compared to total annual supply decreased from 73,0% in 2008 to 29,8% in 2010. Also percentage of financing employment of trainees decreased from 38,4% to 11,7%, which affected total employment of trainees since it decreased from 1.522 in 2008 to 1.169 in 2010.

In previous period, Programmes for employment of trainees, depending on scope of available funds, annually included from 500 to 1.250 trainees (on average about 1.000) and mainly trainees with university degree.

Intended funds were allocated from the budget of Montenegro as follows: from 2,3 million Euros in 2010 up to 4,7 million Euros in 2007.

As you can see from the following table in the period 2008-2010, we financed employment of 2.257 trainees with university degree. Out of that number, 1.586 or 70,4% refers to public sector (education - 35,8%, management - 15,6%, public enterprises and institutions - 8,0%, etc.).

From the regional point of view: out of total number of financed employment of trainees, 43,6% related to undeveloped municipalities.

Financing employment of trainees in period 2008-2010 according to business activity

| | Business activity | 2008 | 2009 | 2010 | Total 2008-2010 |
|----|-------------------------------------|------|------|------|-----------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | Govt. Administration | 138 | 149 | 64 | 351 |
| 2 | Education | 292 | 441 | 76 | 809 |
| 3 | Health | 47 | 36 | 45 | 128 |
| 4 | Justice | 47 | 64 | 5 | 116 |
| 5 | Lawyers | 36 | 40 | 47 | 123 |
| 6 | Limited liability company | 115 | 143 | 121 | 379 |
| 7 | Banks | 4 | 0 | 6 | 10 |
| 8 | Joint stock companies | 57 | 46 | 25 | 128 |
| 9 | Public enterprises and institutions | 59 | 60 | 63 | 182 |
| 10 | NGO sector | 5 | 20 | 6 | 31 |
| 11 | Total | 800 | 999 | 458 | 2.257 |

Source: Data from the Employment Office of Montenegro

General Law on Education (“Official Gazette of the Republic of Montenegro” No. 64/02, 31/05; and “Official Gazette of Montenegro” No. 49/07 and 45/10), Law on Education of Children with Special educational needs (“Official Gazette of the Republic of Montenegro” No. 80/04 and “Official Gazette of Montenegro” No. 45/10), and Law on vocational education (“Official Gazette of the Republic of Montenegro” No. 64/02, and “Official Gazette of Montenegro” No. 49/07 and 45/10), Law on education of adults (“Official Gazette of Montenegro” No. 20/11”), Law on National Professional Qualifications (“Official Gazette of Montenegro” No. 80/08, 14/09, 80/10, 18/11, 40/11).

Pursuant to the provisions of the Article 21 of the General law on education, educational programme consists of general and special part. General part contains, among other things, teaching plan with subjects.

Article 33 of the Law on vocational education prescribed that teaching plan for vocational education contains mandatory and optional part. Mandatory part contains basic subjects or modules compulsory for all students of a particular educational programme. Practical education is mandatory in the teaching plan for all educational programmes. It is realized in school and at employer’s, whereat the Law on vocational education provides possibility that practical classes can be entirely executed at employer’s, if there are material and personnel conditions and interest of employer and students. Scope of practical classes is from 20 to 50% of total annual teaching load.

Pursuant to the Articles 13 and 14 of the Law on education of adults educational programmes are adjusted to adults and they are given possibility to acquire education informally. Article 13 of the law hereof stated precisely that publicly valid educational programmes for primary, secondary general education and vocational education are adjusted to adults regarding scope, organization and duration. Article 14 highlighted that informal education is acquired according to programmes for education of adults (hereinafter: educational programme). Educational programmes are: 1) for training, re-training,

additional training, specialization and professional development; 2) acquiring and promotion of key skills and competences (foreign languages; Montenegrin language for foreigners, usage of information-communication technologies; entrepreneurship and the like); and 3) acquiring knowledge and skills for civil democracy, protection of environment, sustainable development, family life, successful social integration, increase of life quality, health education, social skills, third age life and the like. Educational programmes from the Paragraph 2, Item 1 of the Article hereof are passed by a body of the state administration competent for work activities, upon proposal of the competent council, in accordance with special regulation. Educational programmes from the Paragraph 2 Items 2 and 3 of the Article hereof, upon proposal of the Centre for vocational education, that is, organizer of education, are passed by the competent council, in accordance with special regulation. Before determination of proposal for educational programme, the competent council obtains opinion of competent bodies of state administration, Employment Office of Montenegro, Chamber of Commerce of Montenegro and representative association of employers and representative association of trade unions.

Pursuant to Article 6 of the Law on national professional qualifications, method of acquiring education levels is specified: by completion of publicly valid educational programme from the Article 3, Paragraph 1, Indent 1 of the Law hereof, one can acquire education level and one or more professional qualifications, which is proved by a public document – diploma, in accordance with a special regulation. By completion of all modules of publicly valid educational programme and by taking examination prescribed for obtaining a diploma, one can get a certain education level. By completing study programme from the Article 3, Paragraph 2, Indent 1 of the Law hereof, one can acquire university degree and adequate professional qualification, which is proved by a diploma and supplement to diploma, in accordance with a special regulation. Professional qualification from the Article 3, Paragraph 1, Indents 2, 3, 4 and 5 does not provide education level, and it is recognized in process of acquiring education level, in accordance with a special regulation. Professional qualification from the Article 3, Paragraph 2, Indent 2 does not provide education level.

Place of acquiring education and training of a candidate for obtaining professional qualification is specified in the Article 17 of the Law hereof: education and training of candidate for obtaining professional qualification is done by the organizer of such education that has a licence for work issued by the Ministry, in accordance with special regulations. University with a licence from the Paragraph 1 of the article hereof is obliged to accredit a special training programme in area of high education with the competent council.

Development Strategy for Vocational Education in Montenegro (2010-2014), Action plan of execution of professional education in Montenegro (2010-2011), Strategy of national framework of qualifications, Action plan for fight against corruption in education for period 1.12.2010. – 31.12.2012., Strategy for education of adults 2005-2015, Plan of education of adults 2010-2014, Annual plan for education of adults 2011, Strategy for inclusive education in Montenegro, Strategy for minority policy in Montenegro, Strategy for life-long entrepreneurial learning 2008-2013.

Bureau for Education Services of Montenegro planned 40.700 Euros for professional development of teachers as a special category in 2010 (which is different from training and acquiring qualifications).

Centre for vocational education is also one of institutions dealing with professional and technical education. In addition to planned activities on making and enacting 19 educational programmes in three-year (8) and four-year (11) programme for higher vocational education, apart from adopted 11 educational programmes for adults for occupations, and accredited 6 educational programmes for promotion of key competences, the Centre performed a range of activities in 2010 in accordance with Strategic orientations.

Within project "Promotion of employment by vocational education", under the auspices of German society for international cooperation, in 2010 seminars of the second cycle of training teachers in electrical engineering were held, especially modules: "Teaching oriented towards activities: analysis of conditions and situations for learning", "Modern teaching tools in vocational education: usage of applied software", "Digital electronics and programmed logic management with LOGO! system in teaching", "Digital electronics and programmed logic management with logo! System in teaching". Five-day workshops attended 50 teachers from secondary school of electrical engineering "Vaso Aligrudić" from Podgorica, vocational secondary school from Pljevlja and Secondary electrical-economic school from Bijelo Polje. Teachers were domestic experts who underwent the same training earlier.

Within project GTZ-VET, relating to execution of a component dealing with promotion of management quality in four secondary vocational schools, foreign experts held seminars in 2010. After two-years training, from September 2008 to September 2010, management and teachers from secondary vocational school Nikšić, secondary combined school "Mladost"-Tivat, secondary vocational school-Pljevlja and secondary combined school "Ivan Uskoković"-Podgorica, were given certificates from an authorised evaluator for EFQM, which verify that those schools successfully established a school management system based on elements of this model. In September 2010 the first seminar of the second phase of this project was held, which included the remaining three secondary vocational schools: secondary combined school "Danilo Kiš"- Budva, secondary school for civil engineering and geodesy "ing. Marko Radević"-Podgorica and secondary vocational school "Sergije Stanić"-Podgorica.

Within project "Eco Net", under the auspices of Austrian organization *KulturKontakt*, two seminars were held in 2010 for training teachers for subject "Company for practice" with topics: term of company for practice, business idea and business plan, registration of company for practice, teacher's role, work in sectors, marketing, preparation for fair. Training was organized for 14 teachers from seven secondary vocational schools, and trainers were domestic experts. In addition, we organized a kick-off seminar for 32 teachers already teaching this subject in order to acquire and exchange experience in working with company for practice.

Within project "Promotion of employment by vocational education", under the auspices of GIZ, seminars of the second cycle of training teachers from mechanical engineering were held in 2010: "Teaching oriented towards activities: analysis of conditions and situations for learning", "Modern teaching tools in vocational education: usage of applied software", "Pneumatics! System in teaching", "Hydraulics! System in teaching". Workshops attended about 40 teachers from Podgorica, Bijelo Polje, Berane, Bar and Nikšić. Lecturers were domestic experts who underwent the same training earlier.

Within project "Promotion of employment by vocational education", under the auspices of GIZ, two seminars for teachers from mechanical engineering and electrical engineering from automechanics were held in 2010: "Teaching oriented towards activities: problem learning". Workshops attended about 30 teachers from Podgorica, Pljevlja, Tivat and Nikšić. Lecturers were foreign experts that underwent the same training earlier.

Within project "Promotion of employment by vocational education", under the auspices of GIZ, seminar of the second cycle of training teachers from civil engineering was held in 2010: "Teaching oriented towards activities: analysis of conditions and situations for learning ". Workshops attended about 10 teachers from Plav, Berane and Nikšić. Lecturers were domestic experts who underwent the same training earlier.

Within project "Promotion of employment by vocational education", under the auspices of GIZ, three seminars for teachers of civil engineering, field of energetic efficiency were held in 2010. Workshops attended 10 teachers from Podgorica. Lecturers were foreign experts.

Centre for vocational education and Bureau for Education Services participated in making Programme for primary schools adapted for adults, which was adopted in November 2010.

Centre for vocational education participated in monitoring of realization of educational programmes for adults and realization of seminar Introductory adult education realized by Programme of elementary functional spread of literacy in 2010.

Seminar attended teachers and Roma assistants who work on realization of Programme of elementary functional spread of literacy among displaced Roma from Kosovo.

Project "*Intersectoral initiative on prevention of illnesses and special education for displaced Roma on Konik*" is realized by Danish and Montenegrin Red Cross and Centre for vocational education as a partner in part of the project relating to spread of literacy and education of attendants for the first qualification.

Centre for vocational education, as a partner, participated in creation, organization and realization of several projects on education of adults in 2010.

In cooperation with the Montenegrin and Danish Red Cross, Department of adult education participated in realization of part of project relating to *elementary functional spread of literacy and vocational education for the first qualification of 30 displaced Roma from Kosovo*.

Project is realized according to programme of elementary functional spread of literacy, adopted by the Council for adult education in 2005. Part of a project relating to vocational education for the first qualification will be realized in the first half of 2011, under educational programmes at the II complexity level, which was prepared by the Centre and adopted by the Council for adult education.

Project "*IX Festival of adult education*" was prepared by representatives of Department of adult education. The Project planned and realized 30 various educational activities in 20 municipalities in Montenegro. Project was financed by *Dvv*, GTZ and *Kultur Kontakt* (ECO NET). Project lasted for 7 months with all preparatory activities.

Project "*Andragogic education of teachers working on adult education*" is realized by the Centre for vocational education with financial support of *Dvv Interantional* (Society for adult education from Germany). Two seminars for teachers from the central region, as well as two seminars for teachers from southern region were held in the last quarter of 2010.

Project "*Safety culture of youth in Montenegro*", prepared by the Centre for vocational education, approved and financed by the Government Committee for allocation of proceeds from games of chance in the last quarter of 2010. The project included eight secondary schools in eight cities of Montenegro (Podgorica, Nikšić, Cetinje, Budva, Bar, Tivat, Bijelo Polje and Kolašin). Project was intended for pupils of II and III class in secondary schools in the stated municipalities, their parents and teachers.

After adoption of Strategy of Introducing ICT into the education of Montenegro in 2003, we started realization of *Project MEIS* in 2004 (Montenegro Education Information System), which provided main guidelines of ICT in educational system of Montenegro. Project is currently in final realization phase, since only MIES users have to be trained in order to use applications. We started with training of teachers and administrative staff in 2010 within project *MNE/011 – Training for use of MEIS applications in secondary schools in 6 municipalities of the northern region of Montenegro*. Then we trained totally 644 teachers and non-teaching staff.

Data on introducing ICT:

So far 511 candidates were trained for ICT coordinators. It was an eight-day course containing basic work on computer, with administration of computer systems and specific details of computer systems in school.

Two specialized courses for secondary school teachers were also held as a training for optional subjects Web design and Algorithms and programming. Both courses attended 15 teachers.

Centre for vocational education closely cooperates with over 40 licensed organizations for adult education in Montenegro, as well as with numerous institutions of the system that offer educational activities in order to develop human resources in public and private sector.

In order to promote five priority areas in adult education (vocational education, professional development, compulsory education, development of key competences, education of staff working on adult education, education of vulnerable groups), which were specified in the Plan for adult education (2010-2014), for 2010 we envisaged financial resources at the amount of 2.156,500 Euros (for vocational education 1.204,00 Euros, compulsory education 103.500 Euros, development of key competences 615.00 Euros, education of staff working on adult education 31.500 Euros, education of vulnerable groups 202.500 Euros).

Article 15-Right of persons with disability to independence, social integration and participation in community life

In order to provide efficient exercise of rights of persons with disability, regardless of age or nature of disability, to independence, social integration and participation in community life, Contracting parties specially agree:

1. To take necessary measures in order to provide disabled persons with necessary guidance, education and professional training, within general mechanisms whenever possible or in case it is impossible by specialized institutions, either public or private;
2. To promote access of these persons to employment by all measures that somehow encourage employers to hire and keep as their employees persons with disability in usual working environment and to adapt working conditions to persons with disability or, when such things are impossible due to disability, by organizing or creating a special type of employment adjusted to the disability degree. In certain situations such measures can include specialized services for placement and support;
3. To promote their full social integration and participation in community life especially by such measures, including technical assistance, which aim to overcome communication and mobility barriers and to enable access to transport, housing, cultural activities and entertainment.

Article 15, Paragraph 1

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information based on which can be seen that there is an efficient approach to education and vocational training of persons with disability (total number of disabled persons, number of disabled persons from 0-18 years, number of disabled persons in regular education system, special education and vocational education, including university; number of integrated classes and special educational institutes, basic and trainings for teachers at work post).

Answer:

The Law on education of children with special needs is passed in 2004 and enables to formally include in regular schools children with special needs. Law on changes and amendments to the Law on education of children with special needs ("Official Gazette of Montenegro" No. 45/10) considers full integration into regular system as the first option in all cases with provision of adequate educational technology, technical support to children with special educational needs.

The leading principle of the Strategy for inclusive education, adopted in 2008, is quality and available education for children and youth with special educational needs, according to their interests, capabilities and needs. In this manner we apply and promote inclusive model based on the next main principles: respect the right of a child to live and grow in basic environment, that is, primary family; preserved child's capabilities, emotional and social features are basis for making individual developing and educational plan; parents are partners to school/kindergarten and actively participate in planning and monitoring their child's development; positive ethos of school/kindergarten based on team work and responsibility of every employee, and the like.

The Government of Montenegro adopted a Strategy for early and pre-school education (2010-2015) in September 2010, with aim to meet all conditions in order to provide available, highly quality, comprehensive, culturally adapted, inclusive services to all children in Montenegro from their birth to beginning of primary school, with special highlight to the most sensitive children. By using Specific aim no. 4, Strategy tends to provide interdisciplinary, coordinated and sustainable cooperation of complete system in order to promote social inclusion of children until their departure to primary school.

Currently, changes are being made in the Rulebook on criteria for determination of form and degree of deficiency, handicap, that is, disorder of children and youth with special needs and methods to include them in educational programmes («Official Gazette of the Republic of Montenegro» No. 80/04), that is, Rulebook on method, conditions and procedures for guidance of children with special educational needs. Working group (consisted of representatives of the Ministry of education and sport, the Ministry of health, the Ministry of Labor and Social Welfare, Community of municipalities, NGO sector) so far re-defined handicaps and difficulties in development, harmonized them with the Law and latest trends. Newly defined terminology is condition for guiding children with special educational needs into educational system. Working versions of terminology were sent to paediatricians, defectologists of various orientations depending on handicap or difficulty in development as well as interested NGOs for consultation purposes.

Since the beginning of the reform of educational system in Montenegro, a great number of seminars was organized for teachers, expert services and directors of pre-school institutions and primary schools in order to support children with special educational needs and their inclusion in regular educational system. Bureau for Education Services organized trainings for application of reforms. These trainings included 5375 teachers and 202 primary school directors (number of seminars - 270). All these trainings involved one module relating to inclusive education. Then, through trainings for inclusive education in cooperation with *Save the Children UK*, we trained 1719 teachers and expert associates of pre-school institutions and primary schools. We also organized a training for work with autistic children, in cooperation with *Save the children UK* and university in Edinburgh. Also, the Government of Finland supported development of inclusive education in Montenegro through project »Towards inclusive education«. This project, which was realized in period 2006-2008, provided training for 40 directors and assistant directors of primary schools, 38 counsellors from the Bureau for Education Services, 39 teachers and other professionals from primary schools in Montenegro, while 27 expert associates and teachers attended specialist studies in area of inclusive education at the Teaching college in Nikšić.

The first-instance committees were formed since the second half of 2008 in 18 Montenegrin municipalities that guided children with special educational needs into educational system. Committees suggested adequate educational programme, pre-school institution, school or special institution, depending on degree and type of handicap and difficulty in development. This proposal on guidance defines programme, scope and method of additional expert assistance, staff, spatial, material and other

conditions that must be provided. In cooperation with UNICEF, we completed training of committee members, finished work instruments and printed the Handbook for work of committees. Afterwards we realized Education for bodies from the Network of professional support for children and youth with special educational needs – education of representatives of social work centres in Montenegro, centres for support of children with special needs and day-care centres in Montenegro. We prepared information magazine containing procedures, duties and responsibilities regarding guidance of children with special educational needs into educational system.

Every educational institution makes individual programme for development and education of every child with special educational needs by using recommendations of the guidance committee. The programme defines types of educational activities regarding subjects, additional professional assistance, and adaptation in organization, method for testing and evaluation of knowledge, achievements and progress of children. A team consisting of teachers and professional associates from the institute, along with participation of parents, has to be formed in order to make individual programme for development and education.

The Bureau for Education Services organized mobile services that assist in education of children with special educational needs. There are four mobile teams in Montenegro (Podgorica, Nikšić, northern part of Montenegro and coastal part). A professional associate is engaged – defectologist, psychologist or pedagogue, depending on the type of handicap or difficulty in child's development. Work methods they apply are individual work with a child in order to fulfil educational goals; instructions for teachers for achieving teaching goals, etc.

So far, regarding technical support in teaching process with children and youth with handicaps and difficulties in development we have examples of good practice. Namely, we stress projects "Assistants for children with handicaps and difficulties in development that are educated in regular schools under inclusive model". These activities are, so far, supported by "Programme of public work" from the Employment Office. Teaching assistants in kindergartens and schools in Montenegro: Podgorica - 27 assistants in schools and 22 assistants in pre-school institutions, Bijelo Polje – 11 assistants in schools and 4 assistants in pre-school institution, Pljevlja - 4 assistants in schools and 2 assistants in pre-school institutions, Nikšić - 19 assistants in schools and 5 assistants in pre-school institutions, Herceg Novi - 5 assistants in schools. Therefore, total number of assistants in previous period was 99. During public competition for programme of Public works for 2011, the Ministry of education and sport gave its consent to still support programmes of technical support to children in education process within the programme.

The first-instance committees were formed since the second half of 2008 in 18 Montenegrin municipalities that guided children with special educational needs into education system. Committees suggested adequate educational programme, pre-school institution, school or special institution, depending on degree and type of handicap and difficulty in development. This proposal defines programme, scope and methods of conduct of additional professional assistance, staff, spatial, material and other conditions that must be provided. Based on proposal of guidance committees at the local level (18), Ministry of education and sport regularly updated database on children with special educational needs. Based on such data Ministry of education and sport identified required technical support and services – at this moment 783 children in Montenegro have solution regarding guidance.

In cooperation with UNICEF, we completed training of committee members, finished work instruments and printed the Handbook for work of committees. We prepared information magazine containing procedures, duties and responsibilities regarding guidance of children with special educational needs into educational system.

Every educational institution makes individual programme for development and education of every child with special educational needs by using recommendations of the guidance committee. The programme defines types of educational activities regarding subjects, additional professional assistance, adaptation in organization, method for testing and evaluation of knowledge, achievements and progress of children. A team consisting of teachers and professional associates from the institute,

along with participation of parents, has to be formed in order to make individual programme for development and education.

Ministry of education and sport is included in project "Reform of system of social protection and care of children: promotion of social inclusion" through IPA 2010. One of goals refers to transformation of special institutions into resource centres. Resource centres would direct their educational function towards children with severe and combined handicaps, for whom institutions are the only and the best solution. Resource centres would expand their activities and provide staff, professional and advisory assistance to children with handicaps and difficulties in development at early age. Resource centres would become support for the regular system, and their professionals would train teachers and staff in regular schools on how to work with children with handicaps and difficulties in development. Therefore, *every resource centre would be responsible for certain type of handicap and difficulty in development. The following resource centres are projected: resource centre for hearing handicaps and speech disorders (currently Bureau for education and rehabilitation of persons with hearing disorders - Kotor), resource centre for all levels of intellectual disorders and autism (currently Centre for education and training "1. Jun"), resource centre for bodily and visual disorders (currently Bureau for education and professional rehabilitation of children and youth with disabilities – Podgorica), resource centre for behavioural disorders, that is, social, emotional and culturological deprivation (currently Centre for children and youth "Ljubović").* This project would establish standards and methodology of external testing of knowledge of children with handicaps and difficulties in development. Namely, it is necessary that Examination centre in Montenegro completely meets educational needs of children with handicaps and difficulties in development and for every child create individual testing of accomplishments. By realizing this Project we aim to increase total number of children belonging to RAE (the Roma, the Ashkali and Egyptians) population in educational system.

In further education of children with special educational needs, focus should be on secondary vocational education. Children with special educational needs can most adequately prepare for independent life by attending secondary vocational schools because in those schools classes have lesser number of pupils, possibilities for individual approach to children with special educational needs are greater, they can acquire practical knowledge, skills and competences. With that respect we work on promotion of inclusive education and trainings for teaching and professional staff in secondary schools, which is realized in cooperation with Centre for education and Austrian organization *KulturKontakt*. The main aim is to form teams for training and support to inclusive education in secondary schools. Roundtable discussion and meeting of the focus group were held with topic "Conditions for social inclusion in secondary schools" with directors, representatives of pedagogic and psychological services and teaching staff. Afterwards a seminar was held for representatives of pedagogic and psychological services. Programme for support of inclusive education in secondary schools was made. Education is scheduled for 20.06., 21.06. and 22.06. and focused on the next areas: inclusive movement and affirmative terminology, Legal and strategic framework of inclusive education, characteristics of development phase in adolescence and adolescent's personality, experiences and recommendations for work with pupils with disorders and difficulties in development, process of incurrance of disorders and difficulties in development (DCP model), instruments for evaluation of capabilities, quality of environment and life style, prejudices and acceptance of differences, team work, individual programme for development and education (IROP), organization of dual education (cooperation with private sector where practical training is done in secondary schools).

Centre for vocational education coordinated creation of special educational programmes with adjusted performance and additional professional assistance in education of children with disorders in development of speech and hearing and for children with learning difficulties. Four such programmes were made and upon their completion children gain valid professional qualification with which they can actively and equally participate in the labour market.

Standards for the next occupations were made - Associate for social inclusion and Organizer of work of social inclusion, which should connect individuals from marginalized groups with official system institutions in order to provide exercise of human and civil rights.

Ministry of education and sport fully aided adaptation of a room in students' dormitory in Nikšić, for needs of studying at Faculty of Philosophy in Nikšić, department of psychology. All schools are obliged to provide wheelchair ramps, so 17 primary schools and 4 secondary schools in Podgorica installed wheelchair ramps. All new schools are built according to standards and are available to children and youth with special educational needs (e.g. economic school and School of Medicine in Podgorica, JU OŠ "21. maj", JU OŠ "Mahmut Lekić, Tuzi, JU OŠ "Druga škola" in Budva": wheelchair ramp, hydraulic vertical lift, adapted toilet). Access and entry to primary school "Jugoslavija" was adapted in Bar. Faculty of Law in Podgorica was fully adjusted to needs of disabled persons: they installed a vertical hydraulic lift for needs of disabled persons under European standards in force, toilet for needs of disabled persons, and they made a concrete wheelchair ramp and curbed pavements. Lift connects Faculty of political sciences with the Faculty of Law. Entry to the Dental Policlinic, within Clinical Centre Podgorica, is adjusted and it would serve to Faculty of Medicine.

Article 15, Paragraph 2

- 1) Describe general legislative framework. Be specific about the nature, reasons for and scope of reforms, if any.**
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.**
- 3) Submit relevant numbers, statistical data and other relevant information on number of persons with disabilities that are of working age, commonly or protectively employed (evaluations if necessary). In addition, specify if basic working and legal provisions apply to persons working in protected working relationship where production is the main activity.**

Answer:

New relationship towards persons with disabilities is increasingly promoted and developed in Montenegro. European integrations and many international documents influence raising awareness and strengthening of positive thinking on possibilities, capabilities and problems of those persons, in a manner that they strongly promote human rights of disabled persons and insist on taking decisive measures that would create equal conditions for their active participation in all areas of society (Convention of International Labour Organization (ILO) No. 159, Recommendation of ILO No.168, UN Universal Declaration on human rights, UN Standard rules on equality of possibilities for persons with disability, Millennium development goals, European social charter, UN Convention on children's rights, International UN Convention on rights and dignity of persons with disability, and the like).

The Constitution of Montenegro, as the highest act, prescribed equality of all citizens, that is, everyone is equal before the law, regardless of special features and personal capacity.

The Government of Montenegro passed the National Strategy of employment and human resources for period 2007 – 2011, which is essentially and methodologically similar to strategies of the EU members, and which requires, among other things, that set of actions and measures are taken for establishment and functioning of system of professional rehabilitation and employment of disabled persons and other persons having obstacles in employment until 2011. Strategy goals were realized by two-year action plans for employment.

Strategy for integration of disabled persons in Montenegro in period 2008-2016 was passed, with aim to promote position of persons with disabilities and their equal inclusion in all areas of society. In the area

of professional rehabilitation and employment we envisaged establishment of legal framework for employment of persons with disabilities, which should create conditions for their adaptation to the labour market through education, trainings and professional training as well as adaptation of the labour market to the persons with disabilities.

Based on goals and measures set by the Strategy we make action plans for period of two years.

Bureau for Education Services of Montenegro has conducted three studies, in accordance with EU recommendations:

- *Labour market and employment* study presents the main document on participation of vocation in solving unemployment problems and providing services to the unemployed, employed persons and employers. New work technology for users is introduced. Within the process, the unemployed have to actively search for jobs, whereas employment service must provide efficient assistance, taking care of the basic principle when working with the unemployed, which is guidance according to their needs and capabilities. Modern concept of mediation is introduced – passive mediation is replaced by active connecting and compliance of supply and demand;
- *Doctrine of work and technology* of work with harder-to-employ persons is an integral part of general doctrine of service provision, which defines goals, process and technology of work, application of various methods and techniques, standards, code and other issues. This study is foundation of starting points, suggestions and proposals for legal regulations of Montenegro, according to EU regulations in this area; it stressed significance of creation and development of specialized organizations for providing services to harder-to-employ persons in area of professional rehabilitation, employment and social care, as well as establishment of continuous cooperation of organizations and institutions in employment, health, disability and pension insurance, social care, NGOs, with adequate coordination by related ministries and other state bodies.
- *Social economy in Montenegro* is expression of need to highlight the role of *social economy and social entrepreneurship in market economy of developed countries, and based on that, view its role* in increase of employment of harder-to-employ groups in Montenegro. Conclusion of the study is that establishment of social cooperatives presents efficient instrument against social isolation and that it is necessary to enable development of social enterprises in areas that are not interesting for private sector, and where public sector is not efficient enough. That solution will balance social and market part.

Law on professional rehabilitation and employment of disabled persons was passed in July 2008, with aim to create conditions for successful professional rehabilitation, increase number of employed disabled persons and their equal participation in labour market, along with removal of barriers and creation of equal opportunities.

Enactment of a special Law on Employment and Exercising Right with respect to Unemployment Insurance in March 2010, together with bylaws for execution of a special law, a legal framework was created to realize programmes of professional rehabilitation and employment of disabled persons, as well as other harder-to-employ persons.

The Law on professional rehabilitation and employment of disabled persons defines that employment is realized in the open labour market and under special conditions, depending on other work capacity of those persons.

Open labour market uses quota employment system for disabled persons: employer with 20-50 employees is obliged to hire at least one disabled person, and employer with over 50 employees should hire at least 5% of disabled persons compared to the total number of employees.

Employer that hires a disabled person, according to this law, is entitled to subsidies relating to:

- non-repayable funds for adaptations of work posts and conditions for employment of disabled persons;
- credit instruments under favourable conditions for purchase of machinery, equipment and tools necessary for employment of disabled persons;
- participation in financing of personal expenses of assistant (work assistant) of disabled person;
- subsidies for earnings of disabled persons hired by the employer.

Right to subsidies has a self-employed disabled person, who runs a private business or registers a company, who is employed in family household and performs agriculture activities as only, main or additional occupation.

The employer gets subsidy of earnings: in the first year 80%, in the second year 60% and in the third and every following year 50% of paid gross earnings of employed disabled person.

Employer who does not meet the quota is obliged to, for every person he did not hire, pay a special contribution for professional rehabilitation and employment of disabled persons when paying monthly earnings and compensation pays to a special account of the budget of Montenegro – Fund for professional rehabilitation within the Employment Office of Montenegro. Fund's assets are used for programmes of professional rehabilitation, employment of disabled persons, payment of subsidies, co-financing of special organizations that employ persons who, due to working and health limits, cannot be employed in the open labour market, as well as other activities.

In order to monitor realization of measures and activities of professional rehabilitation, and earmarked assets of the Fund, the Fund Council was formed consisting of nine members, out of which four are appointed by associations that represent disabled persons (Association of the Blind of Montenegro, Association of Deaf and Hard of Hearing of Montenegro, Association of people with paraplegia of Montenegro and Association of youth with handicap of Montenegro), and one is appointed by the Ministry of Labor and Social Welfare, the Ministry of finance, the Employment Office of Montenegro, Associations of Unions of Montenegro and Union of employers of Montenegro.

Employment under special conditions is employment in special organizations:

- in protective workshop – a form of business activities, under condition that it hires at least 51% of disabled persons out of total number of employees. It can be founded by local government, company, entrepreneur, Employment Office, NGO, disabled persons, association of employers, union and other legal entity and natural person;
- protective facility – employer is obliged to, if there are hard working conditions that increase occurrence of disability, organize special protective facility. Facility is organized if employer has defined places for employment of disabled persons in adapted premises and depending on needs of disabled persons. It can be founded under condition that has at least 50% work posts for employment of disabled persons;
- working centre – institution for protection of disabled persons, especially those with severe disabilities that cannot be employed nor keep employment under general or special conditions; serves for employment and therapeutic working activities within habitation (system of measures and activities for enabling children with congenital or acquired impairment for better functioning in everyday life) and rehabilitation. Working centre can employ persons not achieving performance higher than 50% compared to persons of the same age, education level and under the same work conditions. Working centre must have at least 80% of employed disabled persons compared to total number of employees. Disabled person has status as a service user.

In order to apply Law on professional rehabilitation and employment of disabled persons it is necessary to establish adequate institutional network, educate staff – various experts that would be one of the main conditions for functioning of new system in this area.

The Employment Office, as main mediator in employment of unemployed persons, brings initiatives and in the initial phase supports formation of specialized organizations for professional rehabilitation and

employment of disabled persons, since they require special professional treatment because of obstacles affecting their employment such as prejudices, loss of confidence, no motivation, decrease of work capacity, obsolete and inadequate knowledge and the like.

Realization of programme of professional rehabilitation and training of future experts in area began in the end of 2009 and continued in 2010.

In terms of the Law on professional rehabilitation and employment of disabled persons, professional rehabilitation includes numerous activities such as professional informing, counselling and evaluation of professional capabilities, implementation of procedures and methods for determination of work capacity and skills, providing psychosocial and motivational support when guiding persons to adequate rehabilitation programmes, realization of training of disabled persons for adequate occupations and inclusion in labour market, adaptation of work posts for disabled persons, providing professional assistance and monitoring of disabled persons in order to efficiently include them in working environment, and analysis of labour market for determination of employment possibilities and inclusion of disabled persons in work for, evaluations of performance, development and improvement of professional rehabilitation programme, work training, additional training, re-training and programme for maintenance and improvement of work and social skills and capabilities functioning as preparation for employment, etc.

Professional rehabilitation does not only include disabled persons, but has a much broader dimension of work and social integration for more independent and successful integration in life and work.

The most important components of professional rehabilitation are recognition of a problem, that is, obstacle in employment, evaluation of remaining work capacity, guidance and training for productive work and employment, psycho-social support throughout the process and, of course, employment, keeping of employment and progress.

Determination of remaining work capacity was recognized as the most important segment of professional rehabilitation.

Experts from various areas are engaged in evaluation of the remaining work capacity such as social worker, physician from industrial medicine, technologist, work therapist, psychologist and other, who use individual approach, based on certain testing, simulation of work environment and medicinal documents, define work capacity of disabled person.

Professional rehabilitation is a very complex process and continuity is important. Therefore, we should bear in mind long-term solutions, combination of education and rehabilitation with aim to include and keep the person in labour market as long as possible.

By realization of measures and activities of professional rehabilitation, unemployed persons have quality preparation for labour market, since it is the only way to satisfy both disabled persons and employers.

Pilot programme »Application of law on professional rehabilitation and employment of disabled persons in practice«

The Employment Office of Montenegro in cooperation with private Agency »Pamark« from Podgorica and experts from Agency »Papilot« from Ljubljana, the Republic of Slovenia, initiated a professional rehabilitation programme in 2009 by realization of pilot project, which at the same time meant beginning of application of the Law on professional rehabilitation and employment of disabled persons in practice.

So far 110 persons registered in employment offices in Podgorica, Nikšić and Bar participated in professional rehabilitation programmes.

Professional rehabilitation programmes are intended for unemployed persons with problems and obstacles in employment caused mainly by combination of bigger number of factors (some of risky factors relate to health problems, some are social, etc.). In order for the Employment Office to be capable to mediate successfully during their employment, it is necessary to prepare them for labour market and evaluate their remaining work capacity.

We should have in mind that evaluation of remaining work capacity and inclusion in rehabilitation programmes are preconditions for getting status of a disabled person, for persons that could not achieve that status upon other grounds. In that way they are enabled to work in conditions and in manner that fully corresponds their remaining work capacity, as well as use of benefits under the Law on professional rehabilitation and employment of disabled persons.

With respect to modular approach in professional rehabilitation, the first step for inclusion of unemployed persons is triage with motivation, when a rehabilitant for the first time meets rehabilitation counsellor, psychologist and industrial medicine physician.

Triage aims to recognize disorders, capabilities and potential, as well as understanding of social environment of the rehabilitant. Based on that, and in cooperation with rehabilitant, we make an individual Rehabilitation plan that defines next rehabilitation phases.

The second module evaluates remaining work capacity, where expert team works with rehabilitants individually through conversation, psychological and technological testing, simulation of work environment and the like. The aim of module is determination of work capacity, knowledge, existing working habits and finally a mutual opinion on possibility to include rehabilitant in work process, education or decision that rehabilitant cannot be employed, which means that rehabilitant is guided into some form of employment under special conditions. Aim of evaluating remaining work capacity for individual is also a need to recognize own obstacles in employment and their overcoming.

Based on defined remaining work capacity rehabilitants are included in the following modules such as psychosocial rehabilitation (that affects motivation, communication skills are renewed and acquired, boost undermined confidence and the like), inclusion in programmes for acquiring new knowledge and skills in order to get a job (intended to persons that want to look for job but do not know how); search for adequate work post by mediation of the Employment Office, analysis and adaptation of work post, acquiring working skills at specific work post or in case that rehabilitant cannot be included in open labour market he/she is guided to module of social inclusion (work as occupation, work centre and the like).

Final opinion on evaluation is given by a team of various experts: rehabilitation counsellor, social worker, psychologist, industrial medicine physician, work therapist, work technologist, as well as other experts if necessary (tiflopedagogue –pedagogue for the blind and persons with low vision). Opinion is based on statements and opinions of all team members, stated in regular team meetings. Based on opinion they prepare evaluation of person's capabilities to get a job in open labour market, under special conditions or they determine that person cannot be employed. Thus, the Employment Office provides expert opinion with proposal for guidance of unemployed person.

Professional monitoring is prescribed for every rehabilitant, for six months in which they monitor realization of set goals. Without monitoring all rehabilitation programmes do not have any effect.

During evaluation of work capacity, many rehabilitants are discovered to have health problems and they are directed to further medicinal treatment. Team executing professional rehabilitation measures, with recommendation for continuation of treatment, provides assistance, if necessary, in mediation with health institutions.

Based on conversation with rehabilitant we create a draft for monitoring. Response of rehabilitant is monitored and fulfilment of assigned tasks. In that period, depending on rehabilitant's activities, rehabilitant is monitored and mediation is done with educational institutions and employers, realization of module for preparation at specific or simulated work post is monitored. Monitoring is done in the programme of social and work inclusion. It can also be preparation of a work post, after which rehabilitant is monitored in new work environment.

If persons are determined to have less than 30% of remaining work capacity, proposal is to include them in programme "Social inclusion of disabled persons".

Contents of programme for social inclusion refers to psychosocial support, promotion of work and social skills of unemployed persons through simple occupations such as making souvenirs (workshop for creating clay objects, workshop for creating knitted products made of natural materials, such as mats, baskets, bottle holders and the like, making new year greetings and decorations, painting on fabric). Individual activities are adapted to participant's capabilities.

Inclusion of harder-to-employ persons and disabled persons in labour market presents one of the most demanding jobs in area of employment. Therefore, it is necessary to provide high level of quality in all elements of professional treatment.

Recognizing the need to create experts that would conduct professional rehabilitation programmes, under modular principle and defined standards, the Employment Office started training within pilot project for 12 unemployed university graduates, registered in employment office in Podgorica. Among them are social workers, psychologists, defectologists, physiotherapists (trained to be work therapists), and technologists (trained to be work technologists). Training is theoretical and practical because it is realized parallel with realization of professional rehabilitation programmes.

The training includes eight employees of the Employment Office who will work as rehabilitation counsellor and be in charge of monitoring realization of professional rehabilitation programme for unemployed persons and cooperation with performers. Mutual training was started due to significant future cooperation between the Employment Office and Centre for work integration, where professional staff would conduct professional rehabilitation programmes.

Theoretical training includes complete process of professional rehabilitation, from recognition of obstacles, guidance and treatment for disabled persons and other harder-to-employ persons to elaborate execution of every programme individually.

Some of processed areas relate to types, special features, characteristics of some target groups from the psychological, pedagogic, medicinal, work-therapeutic and technological point of view; understanding and recognition of difficulties and obstacles with their inclusion in labour market; importance of introducing quality system in work with harder-to-employ categories of unemployed persons; application of ethical code in rehabilitation, work technology in professional rehabilitation from the medicinal point of view; work methods in professional rehabilitation (interdisciplinary, individual, group, team); work technology in rehabilitation from the work-therapeutic point of view; modular approach in professional rehabilitation with analysis and conduct of every module individually; evaluation in professional rehabilitation.

Topics were processed by involving experts dealing with professional rehabilitation, like social workers, psychologists, industrial medicine physicians, work therapists, work technologists, experts for introduction of quality system, standards and ethical code.

The Employment Office initiated construction of Centre for work integration of harder-to-employ persons in Podgorica. Centre was intended for harder-to-employ persons that cannot find jobs without support and adequate expert treatments.

Centre would be an institution, which would accept persons who need comprehensive processing, after long-term unemployment, weakened confidence or undefined health problems.

The Centre would conduct professional rehabilitation programmes adjusted to needs of harder-to-employ persons, with various experts that meet staff standards.

After realization of some programmes, they will prepare evaluation of employment possibility of attendants in the open labour market, employment under special conditions or they will determine inability to be employed. In that manner, the Employment Office will provide expert opinion with proposal for guidance of unemployed person.

Within the future Centre, it will be possible to organize social cooperatives and smaller protective workshops, which would employ disabled persons.

Montenegro is building a new system in this area, and that is lasting process. It is a very complex, specific and new subject that requires a serious and very careful work because, as it is known, path to employment of disabled persons is much longer, more complex and harder. In that sense, process of

professional rehabilitation in Montenegro requires multidisciplinary approach, support and active participation of social partners.

Professional rehabilitation of disabled persons and other harder-to-employ persons

The Employment Office registered, as at 31.12.2010., 2.225 disabled persons (708 women or 31,47%), which presents 7,02% of total number of the unemployed on the same day (32.026 unemployed persons). Out of the stated number, 1.668 make disabled workers (477 women or 28,59%) and 522 make persons of categorised youth (231 women or 39,69%).

Pilot programme »Application of Law on professional rehabilitation and employment of disabled persons in practice« that started in the end of 2009 and was completed in 2010. Programme lasted for six months and was realized with Agency »Pa Mark« and included two groups of attendants: rehabilitants, 32 unemployed persons with difficulties in employment and 12 unemployed persons with university degree in various occupations, required to work on professional rehabilitation in Montenegro, that in future should realize professional rehabilitation programmes of harder-to-employ persons according to international standards.

A multidisciplinary team of experts from Slovenia worked with rehabilitants for one month: rehabilitation counsellor, psychologist, industrial medicine physician, work therapist, work technologist, as well as other experts if necessary (tiflopedagogue –pedagogue for the blind and persons with low vision, psychiatrist). Work was based on individual treatments, where every team member determined main problems and obstacles for every person individually. Afterwards they brought a mutual decision, with recommendation on the needs of person and what has to be done in order to include him/her in labour market. Many health problems were discovered by insight into rehabilitant's condition, which were crucial for further guidance: continuation of professional rehabilitation or inclusion in active employment policy.

After evaluation of remaining work capacity all rehabilitants were monitored by experts for six months. During that period, six persons were employed on temporary basis.

In February we started realization of the second pilot project under title »Application of Law on professional rehabilitation and employment of disabled persons in practice – blind and visually impaired persons«. The programme lasted for seven months and included seven blind and visually impaired persons. Aim of the programme was to overcome blindness, that is, impaired vision as a communication and mobility obstacle, to reorganize life after incurred disorder, to increase possibility for later inclusion in training programmes, education and employment, to adopt basic social and life skills and to recognize own obstacles in employment.

In the stated pilot projects we determined that 14 persons have remaining work capacity below 30%, so they were included in programme »Social inclusion of disabled persons«, which started in the middle of December 2009 and was completed in 2010. Aim of the programme realized in six months, through making various souvenirs (clay objects), was focused on promotion of work skills and raising of confidence and self-respect of attendants.

In the second half of the year, Agency »Pa Mark« was the highest bidder and continued with realization of professional rehabilitation programme and training of future experts in this area. Apart from 12 unemployed university graduates registered in employment office in Podgorica, of various profiles, occupations required for professional rehabilitation (psychologists, technologists, social workers, defectologists) that were included in previous project, we included eight persons employed with the Employment Office (one person from seven employment agencies and one person from the Central service of the Employment Office). Employees of the Employment Office will work as counsellors for professional rehabilitation and be in charge of monitoring and execution of rehabilitation in the Employment Office and outside it. The Employment Office initiated mutual training of staff having in mind significance of future cooperation between the Employment Office and Centre for work integration, where professionals would conduct professional rehabilitation programmes. Apart from theoretical part (five days a month, six months) we planned practical work with rehabilitants. During

training, persons registered with the Employment Office, were employed with Agency „Pa Mark“ from Podgorica.

In April and June 2010 we included 32 unemployed persons (two groups of 16 persons), registered with the Employment Office, in professional rehabilitation (two programmes: triage with motivation and evaluation of remaining work capacity).

Upon evaluation we determined that 21 attendants had remaining work capacity below 30%, so from the September 1 they continued in the programme »Social inclusion« that lasted four months.

In the second half of September 2010, we included in professional rehabilitation two more groups of rehabilitants: 13 persons registered with the employment office in Podgorica and 15 persons registered with the employment office in Nikšić, while at the beginning of November we included 12 persons registered with the employment office in Bar. Thus, professional rehabilitation programmes started to be realized in other employment offices.

Observing the period from the beginning of realization of pilot project (November 2009), we noted that totally 110 persons registered with the employment office in Podgorica, Nikšić and Bar were included in professional rehabilitation programmes. Those 110 persons include persons that attended programme for blind and visionally impaired persons. Out of that number, nine persons were temporary employed.

Apart from stated seminars, in September we initiated a seminar for long-term unemployed persons with impairment of hearing and speech. We included 13 persons registered with the employment office in Podgorica. That seminar should last four weeks and participants would be monitored for six months. The programme was conducted by the Agency for adult education "Logo prima". A professional person would work with attendants – defectologist (sign language interpreter), who is specialized for work with long-term and harder-to-employ persons. Intention was that persons with hearing and speech impairment by professional work, counselling and guidance learn possibilities to independently manage their career, recognize their skills and capabilities and flaws.

Public works for disabled persons

Three public works were organized in 2010 for disabled persons.

a) Sunny workshop

In cooperation with social partners, the Employment Office organized seven public works of "Sunny workshop" (making souvenirs, greetings, decorations and paper) in Herceg Novi, Kotor, Bar, Nikšić, Bijelo Polje, Mojkovac and Pljevlja. These public works included 69 disabled persons. These persons were temporarily employed – from one month to one year. Number of participants is given in the following table.

Sunny workshops

- in 2010 -

| No. | Public works | Number | Engaged persons |
|-----|--------------|--------|-----------------|
| 1 | 2 | 3 | 4 |
| 1 | Herceg Novi | 1 | 7 |
| 2 | Kotor | 1 | 14 |
| 3 | Bar | 1 | 8 |
| 4 | Nikšić | 1 | 7 |
| 5 | Bijelo Polje | 1 | 10 |
| 6 | Mojkovac | 1 | 12 |
| 7 | Pljevlja | 1 | 11 |

| | | | |
|---|-------|---|----|
| 8 | TOTAL | 7 | 69 |
|---|-------|---|----|

Project »Sunny workshop« has aims: exercise of social and work skills of disabled persons (communication, hand agility, working habits, concentration); earnings of these persons; promotion of these programmes to gain support by public; nurture and maintenance of optimism necessary for inclusion of disabled persons in social and working environment and creation of beginnings of social economy in Montenegro.

b) Our ID card

Public work "Our ID card", which is realized in Herceg Novi, achieved temporary employment of seven persons in graphic industry in duration of 12 months.

c) Personal assistant

When selecting public works programmes, advantage is given to those programmes that aim at improvement of life quality of children with disorders and difficulties in development and their families. Programme Personal assistant refers to additional support to children at home, outside home and in regular schools, if there is inclusive model. This support is realized through 16 programmes of public works, in duration of three to nine months in Podgorica, Bijelo Polje, Pljevlja, Nikšić, Mojkovac, Rožaje and Herceg Novi. Performers of these programmes are NGOs dealing with issues of disabled persons, especially associations of parents having children with difficulties in development and their schools, and partners in realization of programme, apart from the Employment Office, are local governments, health institutes, social institutions and the like. They included 114 persons working as personal assistant. The Employment Office finances their earnings.

Personal assistant

- in 2010 -

| No. | Municipality | No. of works | No. of engaged persons |
|-----|--------------|--------------|------------------------|
| 1 | 2 | 3 | 4 |
| 1 | Podgorica | 4 | 43 |
| 2 | Nikšić | 7 | 31 |
| 3 | Herceg Novi | 1 | 3 |
| 4 | Bijelo Polje | 1 | 16 |
| 5 | Mojkovac | 1 | 1 |
| 6 | Rožaje | 1 | 10 |
| 7 | Pljevlja | 1 | 10 |
| 8 | TOTAL | 16 | 114 |

Personal assistants are previously trained in order to provide quality support to children in learning, as well as to teacher to equally treat all pupils. In addition, they provide support in form of education or psychosocial treatments to parents who need them.

These programmes are very important because, on one hand children participate more in life activities, they show better results in school, they feel more successful with their peers, and on the other hand, they develop preserved capabilities and improve working potential, which is done to prevent problems with future employment.

In eleven months, we realized seven public works relating to assistance to children and youth with disorders in development at home and day-care centres, which included 26 persons. This support is realized in three to nine months in Podgorica, Bijelo Polje, Nikšić, Bar and Berane. Number of participants is shown in the next table.

Assistance to children and youth with disorders in development
- in 2010 -

| No. | Municipality | No. of works | No. of engaged persons |
|-----|--------------|--------------|------------------------|
| 1 | 2 | 3 | 4 |
| 1 | Podgorica | 1 | 5 |
| 2 | Nikšić | 1 | 4 |
| 3 | Bar | 2 | 6 |
| 4 | Bijelo Polje | 2 | 5 |
| 5 | Berane | 1 | 6 |
| 6 | TOTAL | 7 | 26 |

Loans for disabled persons

In the beginning of 2010, we announced a public competition for granting loans in order to stimulate employment and entrepreneurship of disabled persons, under more favourable conditions, regarding amounts and repayment schedule. Competition was announced for indefinite period. Four loan applications and six employment applications were submitted, out of which four were from disabled persons. All applications were approved.

Financing of space and equipment

In the reporting period, we financed space and equipment for work at specific work post for two disabled persons that were permanently employed.

Subsidies to earnings

Eight employers addressed the Employment Office – Fund for professional rehabilitation and employment of disabled persons for granting subsidies to earnings of eight disabled persons in 2010. Subsidies were approved and allocated on monthly basis.

Job fair for disabled persons

The Employment Office organized on May 14, 2010 the first "Job fair for disabled persons", that presents efficient method of mediation in employment. This fair brought several positive effects: the fair connected employers and the unemployed, enabled direct contact and learning statutory regulations. The fair sent message to other employers that in future they should offer work posts to disabled persons. Positive effect is connecting organizations of disabled persons that participated in the fair and presented a part of their activities.

Article 15, Paragraph 3

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.

3) Submit relevant numbers, statistical data and other relevant information on availability of residence, transport, telecommunications and cultural activities and entertainment of disabled persons

Answer:

Law against discrimination of disabled persons was adopted in 2011. The law prescribes prohibition of discrimination in proceedings, usage of objects and surfaces in public use, provision of public services, health protection, education, employment, work, social area, marital and family relations, public transport, voting right, NGOs. It also prohibited discrimination of NGOs for protection of disabled persons.

Article 2 "Prohibits every form of discrimination of disabled persons under any grounds. Consent of disabled person to discrimination does not free of responsibility the person performing discrimination."

Article 8 of the law hereof "Discrimination of disabled persons on grounds of usage of objects and surfaces in public use is considered as unavailability of objects and surfaces in public use and disabling access, movement, stay and work in objects of public use."

Article 15 stated "Discrimination of disabled persons in public transport is:

- 1) refusal to transport the disabled person;
- 2) refusal of employees from the public transport to provide assistance to disabled person, if without such assistance that person cannot use the service and if by providing assistance does not jeopardize traffic safety, and
- 3) determination of unfavourable conditions in transport of disabled persons.

Discrimination of disabled persons is considered to be harassment, insulting and scorn during use of public transport by employees."

Procedure for protection against discrimination of disabled persons is done according to the Law against discrimination – general anti-discrimination law. The stated law prescribes procedure, rights and duties of participants in proceeding. It defines duty of human rights and freedoms protector regarding protection against discrimination. It is important to point that system laws also contain provisions relating to protection against discrimination of disabled persons, so that this law would fully provide protection of disabled persons against discrimination.

The Ministry of transport and maritime affairs, as one of bodies to conduct activities from the Action plan for implementation of Strategy for integration of disabled persons, is in charge of availability area, which relates to rights of disabled persons in transport. Chamber of Commerce has passed Rules on general conditions in transport in line road traffic that envisage certain privileges for disabled persons, with consent of the Ministry of transport and maritime affairs in 2007.

The Law on traffic safety that is under construction regulates issuance of the sticker for vehicles used by disabled persons. Favourable regime for import of vehicles for disabled persons is envisaged meaning that those vehicles do not have to meet EURO 3 standards.

Regulation (EC) No. 1371/2007 of the European Parliament and of the Council on rail passengers' rights and obligations and disabled persons is applied in the Law on contractual relations in rail traffic (Official Gazette of Montenegro No. 41/2010).

Regulation (EC) No. 1107/2006 of the European Parliament and of the Council concerning the rights of disabled persons and persons with reduced mobility when travelling by air is applied in the Law on changes and amendments to the Law on ratification of multilateral agreement between the EC and its member states (Official Gazette of Montenegro No. 1/11).

The Ministry of transport and maritime affairs proposed, and the Government of Montenegro adopted, at session held on September 9, 2010, Decision of minimal set of services including Universal service that provides certain privileges for disabled persons. This Decision regulates minimal set of services of

Universal service that must be available to all end users at favourable price, regardless of their geographic position in the territory of Montenegro.

Special privileges for disabled persons are stated in the Article 7:

Service of public telephone booths for disabled persons means that:

- 1) all public telephone booths, apart from regular numeration, contain symbols of Braille alphabet, which enables use of public telephone booths by users with impaired vision;
- 2) there is at least one telephone booth, at locations where public telephone booths are situated, built in a way that enables access to wheelchair user, that is, it must be opened (without doors) and have telephone terminals installed at adequate height;
- 3) if usage of public telephone booths is based on mobile network, functionality of short message system (SMS) must be provided to users with hearing difficulties."

The Ministry for economic development passed a Rulebook on detailed conditions and methods of adapting the objects for access and movement of disabled persons in 2009. This Rulebook prescribes conditions and methods of providing unobstructed access, movement, stay and work of disabled persons in publicly used objects, residential and residential-business objects and conditions and methods of simple adaptation of access to residential and residential-business objects.

Article 6 of the Rulebook hereof defines conditions for usage of aids of disabled persons and reads:

"Conditions for usage of aids of disabled persons mean:

- the space needed for movement of persons in wheelchair, as shown in the picture 2 of the Attachment in the rulebook,
- the space needed for usage of cane, crutches, walker frame, as shown in the picture 3 of attachment in the rulebook, and
- the space needed for usage of white cane and guide dog, as shown in picture 4 of attachment in the rulebook.

If by this rulebook mandatory access element is not defined, for some object, technical documentation must contain solutions that will satisfy conditions for usage of aids.

Article 7 prescribes mandatory access elements

"Mandatory access elements are:

- A. access elements for overcoming height differences,
- B. access elements for independent living and
- C. access elements for public transport.

Mandatory access elements are applied by selecting the most favourable solution compared to intended use and other features of object."

Pursuant to the Law on privilege during travel of disabled persons ("Official Gazette of the Republic of Montenegro No. 80/08), a disabled person is entitled to privilege during travel by road and rail traffic on the territory of Montenegro. Right to privilege in travel has a disabled person's escort.

The next table shows number of users entitled to privileged travel in period January-December 2010.

OVERVIEW OF NUMBER OF USERS WITH PRIVILEGE DURING TRAVEL IN PERIOD JANUARY- JUNE 2010

| month | January | February | March | April | May | June |
|---|---------|----------|-------|-------|-------|-------|
| No. of users with privilege during travel | 1.977 | 1.981 | 2.006 | 2.195 | 2.244 | 2.210 |
| No. of users that used their right to privilege during travel | 351 | 468 | 520 | 532 | 649 | 590 |

OVERVIEW OF NUMBER OF USERS WITH PRIVILEGE DURING TRAVEL IN PERIOD JULY- DECEMBER 2010

| month | July | August | September | October | November | December |
|---|-------|--------|-----------|---------|----------|----------|
| No. of users with privilege during travel | 2.218 | 1.955 | 1.979 | 2.036 | 2.091 | 2.095 |
| No. of users that used their right to privilege during travel | 399 | 363 | 661 | 545 | 611 | 549 |

Pursuant to the Law on movement of disabled persons with assistance of guide dog ("Official Gazette of Montenegro No. 76/09, dated 18.11.2009) it is prescribed right of disabled person to use public transport and have access to public places with the guide dog, that is, assistant.

In order to achieve guaranteed rights to be informed, the Ministry of culture, sport and media, within their jurisdiction and as prescribed by law, regularly provides funds for co-financing programmes of the national public service RTCG, which are significant for informing persons with impaired hearing and vision.

Radio-Television of Montenegro, as public broadcasting service, in accordance with the Law on broadcasting services in Montenegro (Official Gazette of Montenegro No. 79/08), has a lot of programme schemes significant for informing persons with impaired hearing and vision. Radio of Montenegro has thirty-minute shows under title "World of equal opportunities" which are broadcasted every fifteen days. Also, Television of Montenegro broadcasted regular thirty-minute programme for disabled persons under title "Paths of life" that had re-runs. TV programme is still partially available to persons with hearing impairment, which is shown by data that out of totally 31 TV shows 8 of them are broadcasted by sign language. In addition, Television of Montenegro broadcasts news in sign language three times a week (TV news at 15:30). Limiting factor in simultaneous translation of news and specialized TV shows for persons with impaired hearing is lack of adequate professionals speaking sign language in Montenegro.

When we talk about local public service, Radio Bar, in cooperation with Organization of the blind in Bar and Ulcinj, continued one-month show for persons with impaired vision "Right to word" in duration of 60 minutes, then they recorded the audio magazine for the blind and audio books for the Audio library in Bar.

Radio "Antena M" has a special show for the blind once a week in duration of one hour and editor and speaker is a blind person. The show deals with all issues relating to the blind, new statutory regulations and activities of the Association of the blind in Montenegro.

Radio Kotor has once a week a special show for the blind that, apart from problems of the blind persons, deals with other issues regarding disabled persons in Montenegro.

Radio Bar once a week has a special show on problems of disabled persons in Montenegro – editor and speaker is a blind person.

Radio Panorama – Pljevlja occasionally broadcasts a special show on problems of disabled persons.

Radio Tivat periodically broadcasts a special show on life and problems of disabled persons.

Television MBC from Podgorica, broadcasts in sign language its own news under title "Front page". Broadcast of the stated programme in sign language was financed by the Ministry of culture, sport and media, as a contribution to promotion of informing persons with impaired hearing.

The Ministry of culture and Association of the blind of Montenegro signed an Agreement on co-financing a magazine for the blind called "Audio review" (12 issues) in 2010. By signing this agreement, we continued years-long cooperation with Association of the blind of Montenegro for regular, monthly issuing of the audio magazine for the blind, which, within available budget funds, contributed to exercise of right of persons with impaired vision to be informed, in accordance with the European standards.

In the part relating to sport it is important to stress that we are currently working on Rulebook on sport competitions of disabled persons, which is under jurisdiction of the Paralympics Committee.

Compared to Co-financing of sport activities of disabled persons in 2010, out of Competition for allocation of one part of funds from games of chance – area of sport, we allocated funds for the next projects: 1.500,00 Euros to Sport-recreational society of deaf persons “Budućnost” – Podgorica, for project “Development of supreme sport of disabled persons”; 3.200,00 Euros to Basketball Club of disabled persons “Paramont” – Podgorica for project “Affirmation of basketball in wheelchairs”.

Basketball Club of disabled persons “Paramont” (whose founder is Association of paraplegics of Montenegro) conducted a programme that included disabled persons from entire Montenegro (north, central and south region). Basketball Club of disabled persons “Paramont” organized in August and September 2010 preparation for basketball players with disability in Igalo. Within preparation they had a promotional game with Basketball Club of disabled persons “Vrbas” from Banjaluka. In this way, Basketball Club of disabled persons “Paramont” promotes sport of disabled persons.

Article 20-Right to equal opportunities and treatment regarding employment issues and jobs without discrimination regarding gender

In order to provide efficient exercise of rights to equal opportunities and treatment regarding employment issues and jobs without discrimination regarding gender, Contracting parties agree to recognize right to take adequate measures to ensure or promote its application in the next areas:

- a access to employment, protection against firing and re-employment;
- b professional guidance, training, re-training and rehabilitation;
- c employment and work conditions, including compensation;
- d career development including promotions.

Supplement to Article 20

1. It is understood that issues of social safety, as well as provision of payment in case of unemployment, age and for surviving member of the family (family retirement allowance), can be exempted from this article.

1. Provisions regarding protection of women, especially regarding pregnancy, birth and postnatal period are not deemed as discriminatory in terms of this article.
2. The article hereof does not prevent adoption of special measures whose aim is to remove de facto inequalities.
3. Professional activities that, by their nature or context, can be assigned only to persons of specific gender can be exempted from the article hereof or any provision hereto. Provision hereof is not interpreted as requiring from the signatories to enlist in laws and regulations all occupations that, due to their nature and circumstances of occurrence, can be reserved only for persons of specific gender.

Article 20, Paragraph 1

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information, especially employment and unemployment rates according to gender and percentage of difference in earnings.

Answer:

Employment in Montenegro is regulated by Law on Employment and Exercising Right with respect to Unemployment Insurance, Law on professional rehabilitation and employment of disabled persons, Law on the Employment and Work of Foreign Citizens.

The stated laws are based on principles of freedom of choice of occupation and work post, prohibition of discrimination and gender equality.

Employment activities mean information on possibilities and conditions for employment, mediation in employment, professional orientation and counselling regarding career planning, education and training of adults, professional rehabilitation of harder-to-employ persons and other measures of active employment policy.

Unemployed persons are entitled to get information at the Employment Office and agencies on possibilities and conditions for employment, and those services are free of charge. The Employment Office and agencies define individual employment plan for every unemployed person. The unemployed participate in programmes and measures of active employment policy, according to the individual employment plan. During unemployment, they receive unemployment compensation in accordance with the law. At the same time during education, training and professional rehabilitation the unemployed are entitled to financial aid in accordance with bylaws of the national Employment Office. Harder-to-employ persons have the advantage regarding certain measures of active employment policy.

Professional orientation means assistance to unemployed person, employed persons and other person to more objectively view, plan and achieve professional career, as well as harmonization of individual needs and possibilities of unemployed person with needs and market demands.

The stated activities are realized through education and training of persons searching for employment so that they can obtain qualification for the first occupation, innovate knowledge within the same occupation and education level or re-train to obtain key skills. Activities of employment organizer include preparation and selection of unemployed persons, selection of education organizer, guidance of candidate to education and training programmes, monitoring and evaluation, financing, that is, co-financing education and training programmes. Education and training are conducted at organizer's premises for needs of employer and labour market.

Professional rehabilitation of harder-to-employ persons includes measures and actions realized for adequate training of harder-to-employ person to work, to keep employment and make progress. Procedure for exercise of rights to professional rehabilitation is initiated by the unemployed person, that is, counsellor for professional rehabilitation with consent from the unemployed person.

A performer of professional rehabilitation in accordance with prescribed standards organizes measures and activities of professional rehabilitation of harder-to-employ persons.

Professional rehabilitation of disabled persons is done in accordance with the Law on professional rehabilitation and employment of disabled persons, which includes measures and activities realized in order to adequately train disabled person to work, to keep employment and make progress or change professional career.

Disabled person is a person with permanent consequences to bodily, sensory, mental or psychological disorder or illness, which cannot be removed by treatment or medicinal rehabilitation, who is faced with social and other limits significant for work capacity and possibility to get employment, keep it and progress in employment and who does not have possibilities or has reduced possibilities for inclusion in labour market, under equal conditions.

Rights prescribed by this law are exercised by persons with status of disabled worker in terms of regulations on retirement and disability insurance, persons with disorders in development, who were placed in certain category and completed education in special or regular school. The stated law includes persons that completed education, with adjusted educational programme and additional professional assistance or special educational programme, according to a special law, as well as other persons with status of disabled person.

Professional rehabilitation of disabled persons include the next measures and activities:

- 1) counselling, incentive and motivation of disabled persons to actively search for employment;
- 2) determination of remaining work capacity;
- 3) assistance in acceptance of own disability and learning possibilities of inclusion in training and work;
- 4) assistance when choosing adequate professional goals;
- 5) development of social skills and capabilities;
- 6) assistance when searching for adequate work post;
- 7) analysis of specific work post and environment for disabled persons;
- 8) plan for adaptation of work post and environment for disabled persons;
- 9) plan of necessary equipment and tools for work of disabled person at specific work post;
- 10) training for work at a specific work post;
- 11) monitoring and professional assistance during training and education;
- 12) monitoring of disabled persons at work post, after employment;
- 13) evaluation of success of rehabilitation for every disabled person;
- 14) evaluation of work results of employed disabled person.

The Ministry of Labor and Social Welfare is currently working on several bylaws for execution of the stated law, and determination of standards for execution of measures and actions of professional rehabilitation. Professional rehabilitation of disabled persons is organized and performed by institute for professional rehabilitation, special school or other legal entity that fulfilled conditions for execution of measures and actions of professional rehabilitation.

EMPLOYED PERSONS ACCORDING TO BUSINESS SECTORS AND GENDER

| | 1000 | | | % | | | %Women |
|---|-------|-------|-------|-------|-------|-------|----------|
| | Total | Men | Women | Total | Men | Women | |
| TOTAL | 209,4 | 119,1 | 90,3 | 100,0 | 100,0 | 100,0 | 43,1 |
| AGRICULTURE | 12,9 | 8,4 | (4,5) | 6,2 | 7,1 | (5,0) | 35,0 |
| NON-AGRICULTURE | 41,8 | 32,9 | (8,9) | 20,0 | 27,6 | (9,8) | 21,2 |
| Ore and stone mining | 23,5 | 17,3 | (6,2) | 11,2 | 14,5 | (6,8) | 26,3 |
| Manufacturing industry | | | | | | | |
| Production of el. energy, gas and water | 5,6 | 4,0 | 1,6 | 2,7 | 3,4 | (1,8) | 28,2 |
| Civil engineering | 12,7 | 11,6 | 1,1 | 6,1 | 9,7 | (1,2) | (8,8) |
| Services | 154,7 | 77,8 | 76,9 | 73,9 | 65,3 | 85,2 | 49,7 |
| Wholesale and retail trade, repair | 47,1 | 22,3 | 24,8 | 22,5 | 18,7 | 27,5 | 52,7 |
| Hotels and restaurants | 17,9 | 8,7 | 9,2 | 8,5 | 7,3 | 10,2 | 51,5 |
| Traffic, warehousing and connections | 17,5 | 13,6 | (3,9) | 8,4 | 11,5 | (4,3) | ((22,1)) |
| Financial mediation | (3,9) | (1,3) | (2,6) | (1,9) | (1,1) | (2,9) | 67,4 |
| Real estate and rental activities | 7,8 | 5,0 | 2,8 | 3,7 | 4,2 | 3,1 | 36,4 |

| | | | | | | | |
|--|------|------|------|-----|-----|------|------|
| Government administration and social insurance | 19,5 | 11,1 | 8,4 | 9,3 | 9,4 | 9,3 | 42,9 |
| Education | 13,2 | 4,6 | 8,6 | 6,3 | 3,8 | 9,6 | 65,4 |
| Health and social work | 12,6 | 2,4 | 10,2 | 6,0 | 2,0 | 11,3 | 81,2 |
| Other public utilities, social and personal services | 15,1 | 8,9 | 6,3 | 7,2 | 7,4 | 7,0 | 41,5 |

(Source: Statistical Office of Montenegro-MONSTAT: Survey on workforce -2010)

ACTIVITY RATES OF POPULATION PER AGE GROUPS AND GENDER

| | | Total % | Men % | Women % |
|---|-------------------------|---------|-------|---------|
| 1 | Activity rate 15+ | 50,1 | 58,1 | 42,6 |
| 2 | Activity rate 15-64 | 59,3 | 67,1 | 51,7 |
| 3 | Employment rate 15-64 | 47,6 | 54,3 | 41,0 |
| 4 | Employment rate 15-24 | 13,7 | 16,2 | 11,0 |
| 5 | Unemployment rate 15+ | 19,7 | 18,9 | 20,6 |
| 6 | Unemployment rate 15-64 | 19,8 | 19,1 | 20,7 |
| 7 | Unemployment rate 15-24 | 45,5 | 44,1 | 47,1 |

(Source: Statistical Office of Montenegro-MONSTAT: Survey on workforce -2010)

Article 24 – Right to protection in case of termination of employment

In order to provide efficient exercise of rights of workers to protection in case of termination of employment, Contracting parties agree to recognize:

- a right of all workers not to terminate their employment without valid reasons that relate to their capabilities or behaviour or are based on operational requests of the company, institute or service;
- b right of worker, whose employment was terminated without adequate reason to appropriate compensation or other assistance.

With that respect, Contracting parties oblige to enable workers, who believe that their employment had been terminated without valid reasons, to lodge a complaint to an independent body.

Supplement to Article 24

1. It is considered, for purpose of this Article, that term «employment termination» or «termination» means termination of employment by the employer.
2. It is considered that subject of the Article hereof are all workers, but that Contracting parties can exempt a part or complete protection of the next categories of employed persons:
 - a. workers engaged by temporary labour agreement or for certain assignment (temporary service agreement)
 - b. workers who are trainees or on trial work, under condition that this is predefined and with reasonable deadlines;
 - c. workers engaged for temporary jobs for short period of time.
3. For purpose of the Article hereof, the next reasons do not present valid reasons for employment termination:
 - a. membership in trade union or participation in union activities after working hours or with consent of employer during working hours;
 - b. request of appointment to position of workers' representative, current or former actions in that capacity;
 - c. filing a complaint or participation in court proceedings against employer in which they state breach of law or regulations or addressing competent governmental authorities;

- d. race, colour, gender, marital status, family duties, pregnancy, religion, political attitude, nationality or social background;
- e. maternity or parental leave;
- f. temporary absence from work due to illness or injury.

4. It is considered that compensation or any other adequate assistance in case of termination of employment without valid reasons is defined by national laws or regulations, collective agreements or any other way suitable for national conditions.

- 1) Describe general legislative framework. Be specific about the character, reasons for and scope of reforms, if any
- 2) Specify taken actions (administrative (managerial) engagements, programmes, action plans, projects, etc.) for application of legislative framework.
- 3) Submit relevant numbers, statistical data and other relevant information, where appropriate

Answer:

Article 138 of the Labour law defines that employment can be terminated:

- 1) by the force of law;
- 2) by agreement between employer and the employee;
- 3) by termination of employment by employer or employee.

We should have in mind that by force of law labour relation is terminated independently of the will of employee and employer in cases determined by the Article 139 of the Law hereof.

Termination of employment by consent can happen if there is consent of contracting parties whether initiative came from the employer or employee. Termination of employment by consent is usually done in writing and it is dual, so it should be distinguished from termination of employment upon employee's request, that is, parent or guardian of employee younger than 18 years and employer (when reasons are justified) which is unilateral.

Termination of employment can be requested by employee and employer, pursuant to the Article 142 and 143 of the law hereof.

Termination of employment by employer, and this institute is new in labour legislation of Montenegro (from 2003 when they introduced contractual labour relationship).

Article 143 of the stated law prescribes that employer can terminate employment of employee if there is a justified reason for it relating to work capacity of employee, his behaviour and employer's needs as follows:

- 1) if employee refused to work at assigned work post or to perform work activities under labour agreement;
- 2) if employee does not abide to work discipline prescribed by the laws of the employer and labour agreement, that is, if his behaviour is such that he cannot longer be employed with the employer;
- 3) by expiry of temporary labour agreement, that is, by expiry labour agreement concluded for definite period;
- 4) if employee comes to work intoxicated by alcohol or drugs, consumes alcohol or drugs during working hours;
- 5) if employee was unreasonably absent from work for five consecutive working days, that is, seven working days with breaks, within three months;
- 6) if employee does not state opinion regarding offer or refuses offer to conclude annex to the agreement in terms of Article 40, Paragraph 1, Item 1 and 2 within deadline from the Article 41, Paragraph 2 of the law hereof;
- 7) if employee does not show adequate results in trial period;
- 8) if employee is provided with one of the rights upon redundancy under Article 93, Paragraph 2, Item 5 of the law hereof;

- 9) if employee refuses one of the rights offered by employer upon redundancy;
- 10) when employee receives severance pay due to redundancy;
- 11) if employee does not return to work within 30 days, in terms of Article 76, Paragraph 3 of the Law hereof;
- 12) if during taking duties, that is, starting to work and during working relationship, employee provided false data for contracted activities;
- 13) if employee is fined for breach of work duties two or three consecutive times during one year;
- 14) if employee works for another employer, in terms of Article 58, Paragraph 1 of the law hereof, without consent of employer with whom is employed with full working hours;
- 15) if employee in own name or on behalf of someone else, without consent of employer, contracts business deals (disloyal competition);
- 16) and in other cases determined by the collective agreement.

(2) In cases under Paragraph 1, Item 1 to 6 of the Article hereof, employer is obliged to, before employment termination, inform employee in writing of existence of reasons for termination of employment and provide at least five working days from the day of sending the notice, for employee to reply to notice.

(3) Decision on employment termination is passed by the competent sector of the employer, that is, employer, in form of order and delivers it to the employee pursuant to the law.

(4) Order from Paragraph 3 of the Article hereof must contain grounds for termination, explanation and legal remedy.

(5) Order from Paragraph 3 of the Article hereof is final.

(6) Employee who is not satisfied with order from Paragraph 5 of the Article hereof is entitled to bring an action before competent court in order to protect his rights within 15 days from receipt of decision.

The Article 146 of the Labour law defines employer's duty to, in case of termination of employment, pay employee all unpaid earnings, compensation pay and other income realized by employee until the day of termination of employment, as well as to pay contributions for social insurance according to law, collective agreement and labour agreement. The stated payment of receivables the employer is obliged to effect before reaching decision on termination of employment.

Provisions of the Article hereof are mandatory and for failure under the Article hereof sanctions are prescribed (Article 172 Paragraph 1 Item 31). If employer fails to effect payment of remaining earnings, the employee can bring action before competent court for exercise of his rights.

Labour relationship can terminate if, due to technological, economic and restructuring changes within employer, there is no need for employee's position (redundancy), pursuant to provisions of the Article 92 to 96 of the Labour law.

Programme for exercise of employees' rights, whose work posts had been cancelled, is defined by the Article 93 of the Labour law. This article defines methods for passing Programme for exercise of employees' rights, whose work posts had been cancelled. Namely, after obtained opinion from the union, that is, representative of employees and the Employment Office, the employer is obliged to make a programme of measures for solving redundancy issues, which contains especially: reasons for cancelling work posts; criteria for determination of employees whose work posts had been cancelled; total number of employees whose work posts had been cancelled; number, qualification structure, age, insurance length and jobs of employees whose work posts had been cancelled; employment measures. It is important to stress that employment measures, according to Paragraph 2, Item 5 of the law hereof, contain: assignment to other jobs with the same employer according to education level of employee with full or part-time working hours, assignment to other employer according to education level of employee with full or part-time working hours, professional training, re-training or additional training for work at other work post with the same or other employer, and other measures in accordance with collective agreement or labour agreement.

We should bear in mind that pursuant to the provision of the Article 43, Paragraph 1 of the law hereof, employee can be by consent, based on agreement of employer, temporarily sent to work with other

employer at adequate work post if his current work post is cancelled or business premises had been leased while reasons for his assignment last at the longest for one year, provided that conditions under Article 42, Paragraph 1, Item 2 of the law hereof are met, regarding temporary directing to work at other place of work. However, once it is determined that employee's work post had been cancelled, employer is not obliged to require consent from employee to assign him to other adequate work post with other employer based on agreement of employers, provided that in this case also conditions under Article 42, Paragraph 1, Item 2 of the law hereof must be met, regarding assignment to other work post with other employer.

So, difference between temporary and permanent cancellation of work post of employee is that with permanent cancellation and provision of one of rights under the Article 93, Paragraph 2, Item 5 of the law hereof is mandatory, therefore non-acceptance of some offered measures by employee, who is declared redundant, results in termination of employment pursuant to the Article 143, Paragraph 1, Item 8 of the law hereof.

Paragraph 3 of the article hereof defines that criteria for determination of employees whose work posts had been cancelled cannot be contrary to provisions of the law hereof, which relate to prohibition of discrimination of employees (articles 5 to 10 of the law hereof).

Under Paragraph 4 of the article hereof, Programme of exercise of employees' rights whose work posts had been cancelled (social programme) is passed by competent body of the employer, that is, employer taking into consideration opinion of the union and the Employment Office, making sure that termination of agreement of employees whose work posts had been cancelled is reduced to minimum.

According to provisions of the Article 94 in connection with the Article 96 of the Labour law: employee who has been declared redundant, and none of the rights envisaged by the programme under Article 93, Paragraph 2, Item 5 of the law hereof was not provided, the employer is obliged to effect severance pay at amount of at least six average earnings in Montenegro.

Employer is obliged to pay severance to employed disabled person, who has been declared redundant, and none of the rights envisaged by the programme under Article 93, Paragraph 2, Item 5 of the law hereof was not provided:

- 1) at least at the amount of 24 average earnings, if disability was caused by injury outside work or illness;
- 2) at least at amount of 36 average earnings, if disability was caused by injury at work or professional illness.

Earnings, in terms of Paragraph 1 and 2 of the Article hereof, mean average earnings in Montenegro, reduced by taxes and contributions paid out of those earnings, realized in month which preceded the month of termination of employment.

Amount of severance under the Paragraph 2 of the Article hereof for employed disabled person is determined according to average employer's earnings, if it is more favourable for him.

Article 96 of the law defines that employment of the employee, who realized right to severance, in terms of the Article 94 of the law hereof, is terminated on day of effected payment.

Employee, whose employment is terminated, that is, who terminates labour agreement, in terms of the Paragraph 1 of the Article hereof, exercises the right to monetary compensation and right to pension and disability insurance and health care, pursuant to special regulations.

That would mean that employee who had been paid severance is entitled to, within 30 days from date of employment termination, register to the Employment Office and submit application for exercise of right to monetary compensation, pursuant to employment regulations, and exercise right to pension and disability insurance while receiving monetary compensation against unemployment, and employee is entitled to health care after termination of that right, if not insured under other grounds.

