

2015

Annual Review of Labour Relations and Social Dialogue Montenegro

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- The European Council granted the status of candidate country to Montenegro in 2010. The accession negotiations were opened in 2012 and set up a new and intensive phase for the country on its path to EU membership. Besides EU accession, Montenegro's leading foreign policy priority was to secure an invitation to join NATO, which Montenegro received in December 2015. Both priorities are linked by the focus on the rule of law, a key condition in the accession process.
- The new electoral legislation (adopted in 2014) needs to be fully implemented including electronic identification of voters for the forthcoming elections in late spring 2016. Certain opposition parties embarked on a boycott of the Parliament in September and organized a series of protests. The protests eventually led to confrontation between the police and protesters, resulting in injuries and damage to property. These incidents of violence and allegations of excessive use of police force are currently in process of investigation and prosecution.
- The economy started recovering in 2013 from the double-dip recession of 2009 and 2012. After a mild slowdown in 2014, economic growth improved in 2015, boosted by investments. The assumption is that highway construction and other investments in energy, transport and tourism will support economic growth. However, the cost of the highway brings a high risk for fiscal sustainability so reduction of the high public debt is an imperative. The budget deficit remained high, at 5.6 per cent of GDP due to lower growth rates, activation of state guarantees (12 per cent of GDP) and accumulated tax arrears.
- Despite a small improvement, labour market performance remains unsatisfactory with a persistently high unemployment rate of 18 per cent. Ad hoc early retirement measures for redundant workers and new social transfers continued imposing additional burdens on the public finances. Compared to the previous period, there were no large-scale strikes or workers' protests.



Content

- Socio-economic developments
- State policies
- Industrial relations
- Tripartite social dialogue
- Forecasts

Annex - Information about:

- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



1. SOCIO-ECONOMIC DEVELOPMENTS

Economic growth slowed to around 1.5 per cent in 2014 reflecting declining exports and weak domestic demand. Public spending in third quarter 2015 was 30.4 per cent of estimated GDP or 2.6 per cent higher than the year before. Although labour market indicators improved and the unemployment rate declined to 18 per cent, it remains high. Substantial external imbalances remained, with the trade deficit widening as exports declined and external debt rose. While fiscal consolidation efforts led to a deficit reduction, the country's highway construction (about 23 per cent of GDP) will burden public finances in 2015-18, worsen debt sustainability and increase financing risks. For 2015, real GDP growth is projected to reach 3.4 per cent due to the public investments in highways and it is expected to lead to a decline in unemployment.

There has been no significant improvement in Montenegro's trade deficit in the last four years. After a substantial decline in 2009 and higher exports in 2010 and 2011, the trade deficit since then has remained flat (at 40 per cent of GDP). The current account deficit widened in 2014 to 15.4 per cent GDP and to 16.1 per cent GDP in June 2015 due to the larger trade deficit and lower transfers from abroad. Net financial inflows consisted mainly of foreign direct investment, which remains above 10 per cent of GDP¹.

Over the last few years the budget deficits have been around 5 per cent of GDP. Overall public debt has doubled since 2008 and reached 60.3 per cent of GDP in June 2015 (or 68.9 per cent of GDP when state guarantees are included). Fiscal consolidation, by tax increases and expenditure restraint, brought the budget deficit to 1.3 per cent of GDP in 2014. Improvements were largely concentrated on the revenue side, expanding to 46 per cent of GDP following increases in excise duties, vehicle registration fees, insurance taxes and real estate tax, incentives to facilitate repayment of tax arrears and tightening sanctions against tax debtors. Total spending stands at 47.3 per cent of GDP compared with 47.7 per cent the year before.

The 2015 budget provided for a substantial increase in capital spending to 9.2 per cent of GDP, most of it intended for the construction of highways and the budget deficit is planned to rise to 5.3 per cent of GDP. The Law on Budget and Fiscal Responsibility introduced upper limits for the annual budget deficit of 3 per cent of GDP and total public debt of 60 per cent of GDP, effective as of 2015, but investments of national importance (such as highway construction) are excluded from the deficit calculation. In the first half of 2015, the headline deficit reached 6 per cent of GDP due to start of the highway construction. In September 2015, the Government raised the limit for state guarantees to allow municipalities to clear arrears to the Tax Administration and suppliers.

The privatization process is almost completed. KAP (an aluminium smelter) was sold in August 2015 and the same local investor purchased the bankrupt bauxite mine. Disagreements in the ruling coalition over the long-term concession of the tourism resorts ended their sale. The Commercial Court launched bankruptcy proceeding for the Adriatic shipyard Bijela to facilitate the sale and restructuring of the company. Institute Simo Milosevic in Igalo was privatized while the privatization of the bankrupt Salt-Works Bajo Sekulic.

Inflation is mainly driven by global commodity prices. In 2014, lower import prices for energy and food contributed to an overall fall in prices. As a result, average consumer price inflation contracted by 0.5 per cent in 2014, compared with a moderate increase of 1.8 per cent a year earlier. Overall prices grew by 1.1 per cent on average in the first seven months of 2015. Wages are at the same level as the year before and the minimum net wage is set at 193 €.

The labour market situation improved somewhat in 2014, as the number of employed increased by 7.1 per cent but the high unemployment rate was little changed at 17.7 per cent. Employment and activity rates remained low, at 55.6 per cent and 67.6 per cent respectively. Regional differences are significant; the unemployment rate in the coastal region was

¹ World Bank, MACRO MONITORING REPORT Montenegro, 2015.



6.7 per cent, in the central region it was 13.4 per cent and in the north it was 39 per cent. The absolute poverty line in 2013 was 186.45 € per equivalent adult (the formula is reduced for each additional family member) and on this basis 8.6 per cent of the population were below this threshold of this absolute poverty line.

2. STATE POLICIES

The Government remains committed to pursuing market-based reforms, attracting FDI, and enhancing the private sector. A new Economic Reform Programme (ERP), covering the period 2015-2017 was adopted to pursue policies of: current expenditure restraints; staffing rationalization; combating the grey economy and collecting tax arrears; increasing public finance transparency; and introducing the ESA2010 reporting. The Government maintained a favourable investment policy including a flat tax regime with low tax rates. The cost of establishing new businesses was reduced through the introduction of lower fees for public utility connections on building land and tax exemptions for companies in strategic sectors (tourism, energy and food production). The tax rate on gross personal income over 720 € per month was reduced. Regulation of tax on petrol fuel for highway construction has been abandoned for the time being due to legal impediments.

Eight negotiating chapters have been opened and line closing benchmarks have been set by the EU. Progress has been made in chapters such as Agriculture and rural development, Energy, Employment and social policy, Regional policy and preparation for structural instruments. Particular attention needs to be paid now to the chapters like Competition policy and Environment and climate change, which are challenging. The European Progress Report (ERP) recommendations regarding labour legislation are to: "Amend labour legislation to introduce further market flexibility. Reinforce sanctions to discourage undeclared work. Better target active policies for workers at risk of losing their employments and enhance labour market participation in view of an ageing population."²

The "Social Card – Social Welfare Information System" was successfully introduced and proved to be a backbone for enforcement of social welfare reform and reduced spending on social transfers.

On the other hand, the Social Protection law was amended, provisioning new life-long social benefits/transfers for: mothers of three and more children who have been unemployed for more than 15 years or have at least 25 years of service, equalling 40 per cent and 70 per cent respectively of net salary in Montenegro; and for parents with children with disabilities (40 per cent net salary) regardless of the years of service or pension status. No analysis has been prepared yet but implementation of these provisions surely imposes a significant increase in the social budget allowances (minimum 20 per cent) and creates wrong incentives, as many working women and low-income pensioners are choosing these transfers over employment or pension benefits. There has been isolated criticism that the provisions are discriminatory towards working women, low-income pensioners and fathers but thus far the revision of the law has not been raised with the Constitutional Court. The Law on Pensions and Disability Insurance was also amended, introducing more favourable conditions for pension rights despite recommendations for introduction of measures restricting early retirement and options for funded pension schemes based on mandatory savings.

A new law on foreign employees was adopted that imposes additional limitations on their employment but its enforcement was put on hold due to administrative constraints. The Labour Code is being revised but in the opinion of the EC opinion it needs to be further aligned with the *acquis*³. Five by-laws were adopted on health and safety at work. The Employment and Social Reform Programme (ESRP) was adopted as well as the 2015 Employment Action Plan and the 2015 Action Plan for the Grey Economy. An agreement for participation in the EU Programme for Employment and Social Innovation (EaSI) 2014-2020 was signed. Montenegro is currently implementing its first Operational Programme for human resources development as a precursor to the European Social Fund (ESF).

² Montenegro 2015 Report, EC, Brussels, 10.11.2015.

³ Montenegro 2015 Report, EC, Brussels, 10.11.2015.



The Union of Free Trade Unions of Montenegro (UFTUM) has taken many initiatives, including addressing the Parliament with proposals for amending the Law on Bankruptcy in order to have the rights of employees embedded in that law. UFTUM also initiated a new constitutional right to decent housing, an initiative for accumulated loan debt termination for some citizens, a campaign against discontinuation of employment contracts and an offer of legal support to these employees, and the amendments to the Social Protection Law providing the new life-long social benefits/transfers for mothers of three and more children.

3. INDUSTRIAL RELATIONS

A Memorandum of Understanding (MoU) was signed in April between the Government, the Social Partners and the International Labour Organisation (ILO) on the 2015-2017 Programme on Decent Work. A new Law on Strikes entered into force. Social dialogue needs to be improved, particularly in the private sector, and the Social Council needs to be consulted for new regulations related to social partner competence – this is explicitly recommended in the EU 2015 Progress Report. The Ministry of Finance and the Public Administration and Judiciary Trade Union signed a first branch collective agreement that covers 29,000 employees. Branch collective agreements have also been signed for the sectors of telecommunication, construction and social welfare. However, the Association of Banks unilaterally cancelled its collective agreement with the trade union.

Compared to some previous years there were no large-scale strikes or workers' protests in 2015. But the intensity and frequency of strikes is still considerable and there were strikes in the following companies: the Bijela shipyard, the Podgorica tobacco company, the Boxite mine, Metalac, Kolasin local self-government as well as others. The Agency for Labour Disputes Resolution has continued to operate successfully and it was involved in 7,804 disputes (7,792 individual and 12 collective).

Two nationally representative trade union confederations – the Union of Free Trade Unions of Montenegro (UFTUM) and the Confederation of Trade Unions of Montenegro (CTUM) – were granted full membership in the European Trade Union Confederation (ETUC) on 11 March 2015. Both confederations expect strong support from the ETUC. However, the CTUM has been shaken by internal conflicts and serious accusations and even criminal charges in 2015. After an extraordinary congress in late 2014, disputes and even physical conflicts reached a peak in June 2015. Eventually, the Ministry of Labour and Social Welfare registered the new leadership led by Duško Zarubica and the former leader Marko Nikčević and his supporters withdrew. But then the ETUC Executive Committee announced that the ETUC recognized only the CTUM leadership elected at the last ordinary congress in 2013 (Marko Nikčević)⁴. CTUM has had problems for years over unpaid salaries and social contributions for its own employees as well as other debts and low membership payment rates. The ex-leadership of CTUM, led by Nikčević, registered a new trade union confederation called "Reform Trade Union of Montenegro". Nikčević claims that new confederation gathers "thousands" of members coming from CTUM.

Both union confederations, UFTUM and CTUM, jointly opposed the announced amendments to the Labour Code initiated by local employers and foreign investors led by the American Chamber of Commerce, which argued that the existing Labour Code is a barrier to business barrier. As mentioned previously, UFTUM has undertaken many legislative initiatives this year. (See the section on State polices). UFTUM registered an increase in membership due to the establishment of a new Railway union.

Svetlana Vuksanović was elected the new President of the Montenegrin Employers Federation (MEF). MEF registered an increase in membership (see table provided in the annex). Employers, as well as trade unions, strongly opposed the law on wages in the public sector,

⁴ <https://www.etuc.org/documents/etuc-declaration-montenegro>



stating that it is not in line with the national legislation, collective agreements at all levels or with international conventions. MEF also opposed the provisions that imply that companies, regardless of the ownership structure, could be classified and treated as public sector as well as provisions referring to a decrease in salaries to the minimum wage level (193 euro monthly) for non-performing entities. MEF provided initiative regarding the laws on competition and social insurance and MEF signed a MoU with the Directorate for Human Resources and the association of persons with disabilities, and provided awards for socially-responsible employers, among other activities.

4. TRIPARTITE SOCIAL DIALOGUE

The Social Council has been re-established and is chaired by the new Labour Minister, Zorica Kovacevic. The Council tasked working groups to prepare amendments to the Social Council law and to the Trade Union Representation law. In its extraordinary November session, the Social Council hosted the Ministers of Finance, Health and Education and they jointly discussed the following important agenda for 2016: the draft Law on the 2016 Budget, the Law on Earnings in Public Sector, a draft decision on working permits for migrant workers working permits. Throughout 2015, the following issues have also been discussed in the Social Council: the Law on Strikes (defining minimum process requirements), problems with enforcement of the Law on State

and Other Holidays (issuing work permits), among others.

In November, the founding session of the Social Council of the capital city Podgorica was held. This local council is constituted on a tripartite parity basis with the representative social partners: officials of the capital city, members of the Employer's Federation and local level representatives from trade unions. The Agency for Labour Disputes Resolution continued to operate successfully. In 2014 alone, the agency handled 7,804 disputes (7,792 individual disputes and 12 collective disputes).

5. FORECASTS

Regardless of the outcome of the national parliamentary elections outcome in late spring 2016, EU accession will remain a priority and the country needs to intensify its efforts to overcome its inherited structural weaknesses. Government policy is expected to continue focusing on strengthening fiscal and financial stability, as a prerequisite for sustainable economic growth. The slow pace of economic recovery, high levels of the informal economy and unfavourable labour market trends are likely to continue and issues like regional disparities, dismissals, low employment and activity rates, high participation of migrant workers in seasonal jobs, new social transfers and early retirement entitlements will remain important challenges.



ANNEX OF DATA

• **Collective bargaining system**

The collective bargaining system in Montenegro takes place on the national level, on the sector/branch level and at the enterprise level. The most advanced is national, tripartite-based collective bargaining that is conducted institutionally in the tripartite Social Council that was established by law as an independent entity. In addition to the national Social Council, there are municipality level Social Councils; however there is limited information on their operation. Bipartite bargaining systems at the local and enterprise level are rather underdeveloped and coverage of workers in the non-public business sector remains an issue and there are no data on the coverage of these agreements.

The National Collective Agreement further elaborates the provisions of the Labour Code. It regulates elements for determining salaries, wage compensation, employees' other compensation entitlements, and it determines the scope of labour rights and obligations in accordance with the Labour Code. After over two years of delay, the national Collective Agreement was adopted in 2014.

• **System of tripartite social dialogue**

Nationally recognized social partners are the Union of Employers of Montenegro, the Confederation of Trade Unions of Montenegro, the Union of Free Trade Unions of Montenegro and the Government. According to the Law on Social Council, the Social Council is an independent entity, founded on a tripartite basis. The Social Council is a legal entity, constituted by the nationally-recognized social partners on the basis of equal membership. Social dialogue at the national level mostly takes place in the Social Council and in its task-force groups. The Social Council met regularly throughout 2015 and it provided opinions and recommendations on a number of pieces of legislation: The Council tasked working groups to prepare amendments to the Social Council Law and the Trade Union Representation law. In its extraordinary November session, the Social Council hosted the Ministers of Finance, Health and Education and they jointly discussed the following important agenda for 2016: the draft Law on the 2016 Budget, the Law on Earnings in Public Sector, a draft decision on working permits for migrant workers working permits. Throughout 2015, the following issues have also been discussed in the Social Council: the Law on Strikes (defining minimum process requirements), problems with enforcement of the Law on State and Other Holidays (issuing work permits), among others.

• **Social security system**

Pensions - No. of beneficiaries	2011	2012	2014	Oct. 2015
Old-age pensions	53,550	53,188	58,027	60,619
Disability pensions	24,762	23,758	22,806	22,643
Family pensions	29,688	28,529	28,714	28,762
Disability benefit	6,209	6,764	5,302	5,111
Care & assistance benefit	1,323	1,552	1,039	980

Source: Pension and Disability Fund Montenegro <http://www.fondpio.me/>

The Law on Pensions and Disability Insurance was amended, inter alia, introducing more favourable conditions for pension rights in certain cases. The average monthly pension in October 2015 was 270.78 €.

• **Education and vocational training**

A mismatch of skills in the labour market remains a serious issue that needs to be addressed in the long run and there is also a con-

stant increase in the number of highly-educated unemployed. The social partners are participating in the process of strategic development of education and are engaged in the decision-making process through sectoral commissions, the council for qualifications, the National Education Council, and others. Social partners also are participating in defining and accreditation of educational and training programmes for standard occupations. The Gov-



ernment's nine-month programme of professional development traineeships for young unemployed professionals without working experience is now being implemented for its third consecutive year. An evaluation survey of employers shows that each year 20-25 per cent of the trainees were employed upon completion of the programme.

The National Qualifications Framework (NQF) has been adopted and is harmonised with the European Qualifications Framework. In line with the NQF, outcome-based curricula should be revised and implemented at all levels of the education system. The annual budget for education remains just above 4 per cent of GDP. Statistics for 2013 show that participation in life-long learning programmes (persons aged 25-64) remains quite limited at 3.1 per cent. The figure for early school leavers (age 18-24) in 2013 was 5.7 per cent and it is in line with the EU 2020 goal of less than 10 per cent. The rate of unemployment among youth with tertiary education in 2014 was 28.2 per cent. There was investment in training of teachers to address the low 2012 PISA results.

• **Employment rate**

Year	Total
2012	46.1%
2013 (2 nd quarter)	48.2%
2014	52.6%
2015	52.4%

Source: Labour Force Survey for Q3 2015, MONSTAT

• **Unemployment rate**

Year	Unemployment rate	Youth unemployment rate (age 15-24) %
2012	19.7%	43.7%
2013	19.7%	41.6%
2014	18%	35.8%
2015 Oct.	17.7%	

Source: Labour Force Survey for Q3 2015, MONSTAT

• **Average monthly salaries**

Year	Net salary, in €
2011	473.00
2012	477.00
2014	479.00
2015(October)	478.00

Source: Labour Force Survey for Q3 2015, MONSTAT

• **Gender pay gap**

Though women are better educated, the average earnings of women compared to the average earnings of men was 86.1 per cent in 2013, according to the latest data available (Men and Women in Montenegro, MONSTAT 2014). Provisions of the Labour Code prescribe equal pay for equal work or for work of the same value done for an employer⁵. When this right is violated, an employee may request compensation in the amount of the underpaid part of the salary. The decision of an employer or an agreement with an employee that is not in accordance with this provision is to be considered void under the law. The gender pay gap is partly caused by the structure of occupations taken mostly by women in certain sectors and higher number of women employed in less profitable and less well-paid sectors while management positions and entrepreneurial activities are dominated by men.

• **Monthly minimum wage**

Employees are entitled to a minimum wage for standard performance and full-time working hours, or working hours that are equal to the full-time working hours. The minimum monthly net wage of 193 € (288 € gross) was set in April 2013. According to the Tax Administration data, 14,376 employees received the minimum wage in 2015.

• **Actual weekly working hours**

The Labour Code defines full-time working hours as extending to 40 working hours per week. An employment contract can be concluded with less than full-time working hours depending on the nature and organization of the work, but not less than ¼ (10 hours) of full-time working hours. The Labour Code also provides part-time employment for workers in

⁵ The work of same value hereby implies the work that requires the same level of education, or qualification of level of education, or professional qualification, responsibility, skills, conditions of work and work results.



particularly difficult and/or unhealthy occupations, but not less than 36 hours. These employees enjoy the same labour rights as full-time employees but they cannot work overtime hours nor have employment with another employer. Overtime hours for the full-time employed are limited to ten. The vast majority of employees work full-time (93.8 per cent) while the average working hours per week are 42.7. The agricultural sector has the lowest average weekly working hours (37.2) compared to 43.1 in the non-agriculture production sector 43.2 in the services sector.⁶

• **Normal work/atypical work**

According to the Labour Force Survey for Q3 2015, indefinite (permanent) employment contracts cover 69.4 per cent of employees while 30.6 per cent are on fixed-term contracts. The Law on Amendments to the Labour Code (2011) favours indefinite employment contracts in order to prevent the practice of issuing continuous fixed/definite term contracts as was the case previously under the 2008 Labour Code. Definite term employment contracts are limited to up to two years and can be either extended in the form of an indefinite contract or terminated in the case of a substitute for an absent employee or for work on a

• **HDI (Human Development Index)**

According to the UNDP's global Human Development Report titled Work for Human Development Montenegro ranked 49 of 188 countries in 2014 in the Human Development Index, placing Montenegro among the group of countries with a very high Human Development Index.

Year	2011	2012	2013	2014
HDI value	0.771	0.791	0.789	0.802

Source: UNDP <http://report.hdr.undp.org/>

• **Gini-coefficient**

Year	2011	2012	2013	2014
GC value	25.9	26.5	26.2	n.a.

MONSTAT, *Poverty Analysis (World Bank methodology)*
<http://www.monstat.org/eng/page.php?id=340&pageid=73>.

particular time-limited project. Estimates on irregular/unregistered employment figures are still very high and this remains an issue of concern.

Type of employment contract	3 rd quarter 2015 % total employees
Full-time, permanent contract employees	69.4%
Fixed-term contract employees	30.6%

Source: Labour Force Survey for Q3 2015, MONSTAT

• **Migration**

Type of employment contract	3 rd quarter 2015 % total employees
Workers in their place of residence	90.1%
Workers outside their place of residence	8,5
Workers abroad	1.4%

Source: Labour Force Survey for Q3 2015, MONSTAT

• **Collective agreement coverage**

The General Collective Agreement has national coverage and the process of branch-level collective bargaining is ongoing. There are no reliable data on coverage but it is estimated that these cover about 50 per cent of the total number of employees.

• **Ongoing important collective bargaining agreements**

Collective bargaining is ongoing for health-care workers. The Ministry of Finance and the Public Administration and Judiciary Trade Union signed a first branch collective agreement that covers 29,000 employees. Branch collective agreements have also been signed for the telecommunication, construction and social welfare sectors; the Association of Banks unilaterally cancelled the branch collective agreement with the trade union. Signed branch collective agreements can be downloaded from

⁶ Labour Market Survey for 3rd quarter 2015, MONSTAT.



the link: <http://www.amrrs.gov.me/biblioteka/kolektivni-ugovori> but information on their current validity is not updated.

- **Trade union density**

Based on the Law on Representation of Trade Unions two trade unions are representative at the state level: the Confederation of Trade Unions of Montenegro (CTUM) and the Union of Free Trade Unions of Montenegro (UFTUM). UFTUM has new branch unions as well as new individual members (refer to the table below) but it also lost over 2,000 members over the last two years mainly at large companies (an aluminium plant, steel company, and Telekom) in the metal and telecommunication sectors due to redundancies and restructuring in these companies. UFTUM has around 20,000 members (approximately 18,000 paying affiliation fees), which is close to 12 per cent of the total number of employees. A very positive trend is members from the private sector. However, as with coverage of collective agreements, no precise data on trade union density are available. CTUM also recorded a similar loss of members but there are no precise figures. Membership could be close to 15 per cent of total employees.

- **Employer's organizations density**

The national representative employers' organization is Montenegrin Employers Federation (MEF), whose members are entrepreneurs, small and medium-sized enterprises and large companies. Member companies of MEF account for around 80 per cent of the total GDP of the Montenegrin economy and employ more than 50 per cent of the workforce. The MEF is affiliated with the International Organisation of Employers (IOE), the largest global network of employers that affiliates employers' organisations from over 140 countries.

- **Workplace representation**

The Labour Code defines employee representation in the form a trade union with membership of at least 20 per cent of the employees at an enterprise level. A representative trade union is entitled to: the right of collective bargaining and to conclude collective agreements; the right to participate in collective labour dispute resolution; the right to participate in the work of the Social Council and other tripartite and multipartite bodies at the appropriate level; and other rights that are granted by specific laws intended for an authorized union organization. It is an undisputed exclusive right of a representative union to bargain collectively, to conclude collective agreements and to participate in tripartite-based groups. Somewhat disputable is the exclusive right of representative trade unions resolution procedures for collective labour disputes. The Labour Code allows establishment of Works Councils but there is no evidence of progress in regard to the establishment or functioning of Works Councils. Amendments to the Law on Trade Union Representation (2013) were adopted to increase transparency of trade union pluralism. Based on these amendments, there were 470 registered representative trade union organisations (at the enterprise level) and 1,655 trade union organisations. The Labour Code and the Law on Occupational Health and Safety at the Workplace provide that in the absence of a union at the enterprise level, entitlement to information and consultation and coordination of occupational health and safety and training provisions can be exercised by "employees' representatives" but the law does not specify what the procedures are to do so.

- **Trade unions**

- **National Trade Union Confederations**

Two nationally-representative Trade Union Confederations, UFTUM and CTUM, were granted full membership in the European Trade Union Confederation (ETUC) at its Executive Board meeting held on 11 March 2015.



Name	English	No. of members	International affiliation
Savez sindikata Crne Gore	Confederation of Trade Unions of Montenegro	46,878	International Trade Union Confederation (ITUC) European Trade Union Federation (ETUC)
Unija slobodnih sindikata Crne Gore	Union of Free Trade Unions of Montenegro	20,000	European Trade Union Confederation (ETUC) International Trade Union Confederation (ITUC)

o Trade Union Confederations – breakdown by Branches

Name	English	No. of members	National confederation	International affiliation
Sindikata Metalaca	Trade Union of Metalworkers	2,250	Confederation of Trade Unions of Montenegro	Industrial Global Union, Industrial European Trade Union
Sindikata građevinarstva i IGM	Trade Union of Construction and Industry of Construction Materials	1,100	Confederation of Trade Unions of Montenegro	Building and Wood Workers International - BWI
Sindikata poljoprivrede, prehrambene i duvanske industrije	Trade Union of Agriculture, Food and Tobacco Industries	1,080	Confederation of Trade Unions of Montenegro	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association – IUF European Federation of Food, Agriculture and Tourism – EF-FAT
Sindikata saobraćaja	Trade Union of Road Transport	1,520	Confederation of Trade Unions of Montenegro	-
Sindikata sporta	Trade Union of Athletes	520	Confederation of Trade Unions of Montenegro	FIFPro
Sindikata finansijskih organizacija	Trade Union of Financial Organizations	1,580	Confederation of Trade Unions of Montenegro	International Christian Union
Sindikata kulture Crne Gore	Trade Union of Culture	1,300	Confederation of Trade Unions of Montenegro	-
Sindikata energetike Crne Gore	Trade Union of Energy	2,500	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikata uprave i pravosuđa	Trade Union of Public Administration and Judiciary	4,650	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikata Vojske Crne Gore	Trade Union of the Army of Montenegro	513	Confederation of Trade Unions of Montenegro	-
Sindikata turizma i ugostiteljstva	Trade Union of Tourism and Catering	6,500	Confederation of Trade Unions of Montenegro	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association - IUF



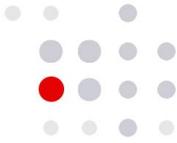
				European Federation of Food, Agriculture and Tourism - EFFAT
Sindikrat Uprave policije	Trade Union of Police	4,680	Confederation of Trade Unions of Montenegro	EUROPOL
Sindikrat pomorstva	Trade Union of Seafarers and Dockers	980	Confederation of Trade Unions of Montenegro	International Transport Federation –ITF; European Transport Federation - ETF
Sindikrat trgovine	Trade Union of Commerce	1,870	Confederation of Trade Unions of Montenegro	-
Sindikrat MUP-a	Trade Union of Ministry of Internal Affairs	360	Confederation of Trade Unions of Montenegro	-
Sindikrat infor.,graf. i izdav. djelatnosti	Trade Union of Informative, Graphical and Publishing Professions	1,750	Confederation of Trade Unions of Montenegro	-
Sindikrat tekst., kože, obuće i hem.ind.	Trade Union of Textile, Leather, Shoes and Chemical Industry	1,420	Confederation of Trade Unions of Montenegro	Industrial Global Union
Sindikrat ANB	Trade Union of Agency for National Security	Not available	Confederation of Trade Unions of Montenegro	-
Sindikrat obrazovanja	Trade Union of Education	1,340	Confederation of Trade Unions of Montenegro	-
Sindikrat željezničara	Trade Union of Railway Workers	940	Confederation of Trade Unions of Montenegro	-
Sindikrat Stambeno komunalne privrede	Trade Union of Housing and Utilities	4,590	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikrat šumarstva i drvoprerade	Trade Union of Forestry	500	Confederation of Trade Unions of Montenegro	Building and Wood Workers International - BWI
Sindikrat zdravstva i socijalne zaštite	Trade Union of Health and Social Protection	4,200	Confederation of Trade Unions of Montenegro	-
Sindikrat pošte	Trade Union of Post	735	Confederation of Trade Unions of Montenegro	-
Sindikrat metalnih radnika Crne Gore	Trade Union of Metal Workers of Montenegro	1,134	Union of Free Trade Unions of Montenegro	-
Sindikrat radnika zdravstva Crne Gore	Health Trade Union of Montenegro	2,936	Union of Free Trade Unions of Montenegro	-
Sindikrat banaka Crne Gore	Trade Union of Banks of Montenegro	772	Union of Free Trade Unions of Montenegro	-
Sindikrat radnika trgovine Crne Gore	Trade Union of Trade Workers of Montenegro	1,302	Union of Free Trade Unions of Montenegro	-
Sindikrat prosvjete Crne Gore	Trade Union of Education of Montenegro	9,900	Union of Free Trade Unions of Montenegro	Education International



Sindikata Univerzitetna Crne Gore	Trade Union of the University of Montenegro	1.125	Union of Free Trade Unions of Montenegro	-
Crnogorski sindikat telekomunikacija	The Montenegrin Telecommunication Union	903	Union of Free Trade Unions of Montenegro	-
Strukovni sindikat vatrogasaca	Trade Union of Firefighters of Montenegro	171	Union of Free Trade Unions of Montenegro	-
Sindikata medija	Trade Union of Media		Union of Free Trade Unions of Montenegro	-
Sindikata vojske	Trade Union of Army		Union of Free Trade Unions of Montenegro	
Ostali clanovi koji nijesu granski organizovani	Other non-branch organized members	3,582	Union of Free Trade Unions of Montenegro	
Sindikata saobraćaja	Trade Union of Transport	in process of organisation	Union of Free Trade Unions of Montenegro	

• **Employer's Organizations**

Name	English	No. of members	International affiliation
Unija poslodavaca Crne Gore (UPCG)	Montenegrin Employers Federation (MEF)	- 1,055 individual members (legal entities); - 50 associations as collective members	- IOE (International Organization of Employers) - BUSINESSEUROPE (The Confederation of European Business) - United Nations Global Compact - BIAC (Business and Industry Advisory Committee to the OECD) - AREC (Adriatic Region Employers' Centre) - ICIE (International Congress of Industrialists and Entrepreneurs)



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