

2017

MONTENEGRO

By Vesna Simović-Zvicer

Socio-economic developments

Industrial relations

Forecasts

Annual Review

of Labour Relations and Social Dialogue

State policies

Tripartite social dialogue



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- Montenegro continued during 2017 to meet the obligations required in the Action Plan for EU accession. In the previous course of negotiations 30 out of 33 negotiating chapters were opened including Chapter 19: Social Policy and Employment. In December 2017, Montenegro opened two new negotiating chapters: 2 - Freedom of movement for workers; and 3 - The right to establish a company and the freedom to provide services.
- Also, during 2017 Montenegro became a full member of the NATO alliance.
- The economic context in this year was characterized by steady economic growth, a large inflow, but also large outflow of foreign investments, a low rate of import coverage by exports and the growth of government debt as well as a by a slight decrease in the unemployment rate compared to 2016.

Contents

- [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

Socio-economic developments

According to the government's document: "Projections of macroeconomic and fiscal indicators for the period 2017-2020", real economic growth in this year was projected at four 4 per cent and three per cent in 2018.

According to the final data of the Monstat GDP of Montenegro, in the second quarter of 2017, growth was 3.2 per cent, a 5.1 per cent increase compared to the same period in 2016. The annual inflation rate in August amounted to 2.8 per cent. The gross domestic product of Montenegro in the second quarter of 2017 amounted to €947 million while in the same period last year it amounted to €871 million.

In the first eight months of 2017 compared to the same period in 2016, industrial production fell by 6.7 per cent. The average number of employees in August 2017 was 188,161 persons, which is 2.1 per cent more than in August 2016. The number of unemployed persons in Montenegro in August 2017 amounted to 49,058, which was an increase of 19.4 per cent compared to August 2016.

The average earnings (gross) in September 2017 in Montenegro amounted to €767 per month while the average salary net of taxes and contributions (net) amounted to €511. Average (net) earnings in September 2017 compared to average (net) earnings in 2016 increased by 2.4 per cent.

The total number of business entities that were active in the Central Register of Business Entities (CRPS), who had active accounts in the Central Registry of Transaction Accounts on 31 August 2017 was 42,575, of which 12,350 were blocked, which is relative to the situation as of 31 July 2017. During the blockade, there were 12,372 economic entities, less by 0.18 per cent. Of the total amount of debt, the business entities accounted for €603,741,495, which is compared to 31.07.2017, when the debt amounted to €598,522,440, or an increase of 0.87 per cent.

As of 31 August 2017 in an uninterrupted blockade of up to one year, there were 1,714 businesses, whose blockade was €24,787,491, accounting for 4.10 per cent of the total blockade of business entities, while for more than a year in the blockade there were 10,636 business entities, with an amount of blockade of €578,954,004 which accounted for 95.89 per cent of the total blockaded business entities.

According to estimates by the Ministry of Finance, in August 2017 the fiscal surplus of Montenegro amounted to €1.2 million. The source revenues of the budget of Montenegro in August amounted to €149.4 million or 3.8 per cent of

the estimated annual GDP, which was 1.2 per cent less than the plan for August. In relation to the realization of the original revenues in August 2016, a decrease of 21.8 per cent was recorded. Budget expenditures amounted to €148.2 million or 3.7 per cent of the estimated annual GDP, which was 4.3 per cent lower than the plan for August 2017, and in relation to the realization of expenditures in August 2016, more by €32.3 million, or 27.9 per cent.

According to the Ministry of Finance, at the end of June 2017, the state debt amounted to €2,483 million or 62.8 per cent of GDP. Of this, €474.1 million or 12 per cent of GDP was on domestic debt, while external debt amounted to €2,008.9 million or 50.8 per cent of GDP. Net state debt amounted to 61.3 per cent of GDP.

According to preliminary data, the total foreign trade of Montenegro for the period January-September 2017 amounted to €1,953.8 million, indicating growth of 9.4 per cent in relation to the same period of the previous year.

Export of goods amounted to €272.7 million and imports of €1,681 million. In the same period of the previous year, exports increased by 17.8 per cent while imports increased by 8.2 per cent.

The coverage of imports by exports was 16.2 per cent and it is higher than in the same period of the previous year (14.9 per cent). The largest foreign trade partners in exports were Serbia (€45.7 million), Bosnia and Herzegovina (€34 million) and Hong Kong (€23.7 million).

The largest foreign trade importers were Serbia (€376.3 million), China (€151.4 million) and Germany (€138.9 million). Foreign trade was mostly with the signatories of CEFTA and the European Union. The total foreign trade of Montenegro in the first seven months, according to the preliminary data of Monstat, amounted to €1.22 billion, which is 2.4 percent more than in the same period last year.

The net inflow of foreign direct investment, that is, the difference between its inflow and outflow, in the first six months amounted to €220 million and was 41.7 percent higher than in the comparative period. The total inflow of foreign direct investments in the first six months of this year amounted to €273.8 million while €53.8 million left the country at the same time, according to the preliminary data of the Central Bank of Montenegro. The inflow of foreign direct investments in the form of equity investments amounted to €163 million, accounting for 59.5 per cent of the total figure. Of this, €72.2 million was invested in real estate and € 90.8 million in companies and banks.

State policies

There were current developments during 2017 in Montenegro regarding the provisions of the Law on Social and Child Protection, which according to the amendments of a number of members of the Montenegrin Parliament, provided the right to a lifetime monthly benefits for mothers with three or more children. The disputable provisions of Article 4 (54a and 54b) of the law stipulated that a woman who gives birth to three children and accomplishes at least 25 years of service, or a woman who gives birth to four or more children and accomplishes at least 15 years of service, is entitled to a lifetime monthly benefit in the amount of 70 per cent of the average net salary in Montenegro, provided that this right cannot be used during an employment relationship or at the same time while exercising the right to a pension and that the woman who gives birth to three or more children and who is registered with the Employment Agency for at least 15 years has the right, if she wishes, to receive lifetime monthly benefits of 40 per cent of the average net salary in Montenegro.

The right to the lifetime benefits based on disputed provisions of the law was exercised by 22,051 women, as follows: 12,981 women based on the register of unemployed persons of the Employment Agency; 4,309 women who have terminated their employment relationship in order to exercise the right to this benefit; and 4,761 women who have terminated the use of a pension in order to exercise the right to this benefit.

Acting on the initiative to review the constitutionality of the above-mentioned provisions, the Constitutional Court issued on 19 April a decision abolishing the disputed provisions of the Law on Social and Child Protection because at the time of validity they were contrary to the Constitution and Article 1 of Protocol No. 12 to the European Convention that established principles for the prohibition of discrimination, gender equality, protection of the family and the protection of mother and child. The explanation of the court's decision states that, among other things, the disputed provisions are discriminatory because the right to a lifetime monthly benefit on the basis of the birth of three or more children is not granted for all other women in a similar, comparable situation because they do not meet some of the legal requirements, for example in terms of the number of born children or the years of service and the years spent in the status of unemployed persons registered at the Employment Agency.

The operative part of the this decision stipulated that enforcement of this decision also includes the regulation of the legal situation arising after the termination of the unconstitutional provisions of the Law on Social and Child Protection and it envisaged that the government of Montenegro should, within three months from the day of publication of this decision of the Constitutional Court in the "Official Gazette of Montenegro", submits to the Parliament of Montenegro a proposal for the enforcement of this decision in order to harmonize the legal status of the beneficiaries of the right to the benefit based on the birth of three or more children, which was granted to them on the basis of unconstitutional provisions of the Law on Amendments to the Law on Social and Child Protection, with the Constitution according to the legal views of the Constitutional Court expressed in this decision.

Acting on the court's decision, the government of Montenegro prepared a special law adopted by Parliament on 29 June. This law provides for the right to the benefit in a fixed amount for beneficiaries who have voluntarily terminated their employment relationship for an indefinite period of time in order to exercise the right to the lifetime benefit, given that the period of exercising this right depends on age so that the beneficiaries who have, until the date of entry into force of this law, had reached the age of 55 to 61 years, who shall be entitled to the benefit until they meet the requirements for acquiring the right to a pension; the beneficiaries who have, until the date of entry into force of this law, reached the age of 45 to 55 years, shall be entitled to the benefit for a period of five years from the date of entry into force of this law; and beneficiaries who have, until the date of entry into force of this law, reached the age of 33 to 45 years, shall be entitled to the benefit for a period of three years from the date of entry into force of this law. In addition, it is envisaged that beneficiaries who have been suspended a pension for the purpose of exercising their right to a lifetime benefit have the right to continue with the use of pension rights as well as beneficiaries who have exercised the right to unemployment benefits.

Industrial Relations

2017 was marked by protests for the reduction, and then the abolition, of the benefits for mothers with three or more children. These protests were supported by representatives of the Union of Free Trade Unions of Montenegro.

In addition, during the month of September, a protest was organized by the Trade Union of the Defence and the Army of Montenegro in connection with the dismissal of 22 soldiers who were hired for a definite time, after which they did not get extended service contracts.

In March, a Protocol on Cooperation was concluded between the social partners (Union of Employers, Union of Free Trade Unions and Union of Trade Unions) and the Inspection Affairs Directorate, with the basic goal of establishing and developing mutual cooperation in order to achieve a joint interest in the realization and protection of participants' rights in the labour market. By signing the protocol, its signatories have committed themselves to

cooperating in order to effectively apply and abide by laws, collective agreements and other regulations that regulate rights and obligations arising from labour relations, as well as for raising the level of information among business entities and employees in the field of application of labour relations regulations. In the interest of implementing the protocol, these institutions have committed themselves to forming a parity Working Team that will work on solving the specific problems related to the application of labour laws and creating conditions for improving the legislative framework and creating the conditions for combating the grey economy.

On 1 November, the 3rd Congress of the Union of Free Trade Unions of Montenegro was held during which Srđan Keković was elected as the Secretary General for another term. Also during 2017, a congress of the Union of Informatics, Graphic and Publishing Activities of Montenegro was held at which Čedomir Bracanović was unanimously elected President.

Tripartite Social Dialogue

The Social Council has been re-established and is chaired by the new Labour Minister, Kemal Purišić, who was elected to that post after the parliamentary elections in November 2016. With the arrival of Mr. Purišić, as well as other personnel solutions in the Ministry of Labour and Social Welfare, which he initiated, there was a significant improvement of the discussion among the social partners.

During 2017 tripartite working groups worked on the preparation of several legal texts, and in doing so drafted

the following laws: Labour Law; Law on Civil Servants and State Employees; Law on Social Council; Law on Representativeness of Trade Unions; Law on the Labour Fund and Law on Mediation in Employment; and the Law on Amendments to the Law on Occupational Health and Safety at Work. Bearing in mind the government's obligation arising from the EU accession negotiations, the draft laws before adoption in the form of a proposal are sent to the European Commission for opinion so that their adoption is expected in the next year.

Forecasts

In 2018 it is expected that the new Labour Law, as a systemic law in the field of labour relations, will be adopted as well as other laws that are important for the improvement of social dialogue in Montenegro, among which are the Law on Social Council and the Law on Representativeness of Trade Unions.

In addition in the coming year intense negotiations about the conclusion of the new General Collective Agreement are expected so that a valid collective agreement can be concluded by June 30, 2018.

Annex - Information about:

- 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 and the duration of the recent amendments extended the agreement to 30 June 2018.

- System of tripartite social dialogue

The 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. 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 taskforce groups.

The Social Council, as a consultative body, is envisaged by the Constitution of Montenegro that in Article 65 provides that the social position of the employees shall be adjusted in the Social Council. The issues concerning the composition, scope of work and manner of work, financing and the levels at which it is established, as well as other issues of importance to the work of the Social Council are regulated by a separate law.¹ In terms of Article 2 of the Law on Social Council, the Social Council is founded in order to establish and develop social dialogue with respect to the following issues:

- issues of importance for achievement of the economic and social status of the employees and employers and the conditions for their life and work,
- development of the culture of dialogue,
- encouragement to the peaceful resolution of individual and collective labour disputes and
- other issues derived from international documents that relate to the economic and social status of the employees and employers.

When it comes to the levels at which social councils are established, the law presents different solutions in relation to the Social Council at the national level and local social councils. Namely, the law provides that the Social Council shall be established for the territory of Montenegro and may also be established within the territory of municipalities.² Thus, in terms of the Law on Social Council, establishment of the Social Council at the national level is provided as compulsory while the existence of social councils at the local level is envisaged only as a possibility. In this manner the particular criteria for assessment of the justification for the existence (or nonexistence) of social councils at the local level are not specified. In addition, the law provides for the possibility of establishing a joint social council for the territories of two or more municipalities, although not specifying the criteria, i.e. conditions for establishment of a joint social council. Two local social councils have been registered so far: the Social Council for the municipality of Bijelo Polje, which was registered in 2008 and the Social Council for the municipality of Berane, which was registered in 2009. These social councils are formed as tripartite bodies composed of five representatives of local selfgovernment, representative trade unions and an employers' association.

¹ The Law on Social Council ("Official Gazette of Montenegro, Nos. 16/07 of 27.12.2007, 20/11 of 15.04.2011, 61/13 of 30.12.2013).

² Article 3 of the Law on Social Council.

- Social security system

Pensions - No. of beneficiaries	2011	2012	2014	2015. Oct.	2016. Oct.	2017 Sep.
Old-age pensions	53,550	53,188	58,027	60,619	58,887	63,430
Disability pensions	24,762	23,758	22,806	22,643	21,366	21,592
Family pensions	29,688	28,529	28,714	28,762	28,041	28,695
Disability benefit	6,209	6,764	5,302	5,111	4,862	4,633
Care & assistance benefit	1,323	1,552	1,039	980	914	847
Reimbursement based on the birth of three children					21,412	-

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

The average old-age pension in Montenegro is €323 per month, the disability pension is €255 per month, and the family pension is €230 per month.

- 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 constant 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. The social partners also are participating in defining and accrediting educational and training programmes for standard occupations. The government'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 (2nd quarter)	48.2%
2014	52.6%
2015	52.4%
2016	44.9%
2017	46.5%

Source: Labour Force Survey for Q 2017, MONSTAT

- Unemployment rate

Year	Unemployment rate
2012	19.7%
2013	19.7%
2014	18%
2015 October	17.7%
2016 October	17.5%
2017 November	15.1%

Source: Labour Force Survey for Q3 2017, MONSTAT

- Average monthly salaries

Year	Net salary, in €
2011	473.00
2012	477.00
2014	479.00
2015 October	478.00
2016 October	502.00
2017 September	511.00

Source: Labour Force Survey for Q3 2017, 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 employer.³ 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 a 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 for 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.

³ The work of same value hereby implies work that requires the same level of education, or qualification level of education, or professional qualification, responsibility, skills, conditions of work and work results.

- 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 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 or have employment with another employer. Overtime hours for the full-time employed are limited to ten.

- Normal work/atypical work

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

- 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 the 2014 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.

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

- 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 healthcare 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 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 union confederations 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.

• Employers' organizations density

The national representative employers' organization is the 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)

Trade Union Confederations – breakdown by Branches

Name	English	No. of members	National confederation	International affiliation
Sindikat Metalaca	Trade Union of Metalworkers	2,250	Confederation of Trade Unions of Montenegro	Industrial Global Union, Industrial European Trade Union
Sindikat 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
Sindikat 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 – EFFAT
Sindikat saobraćaja	Trade Union of Road Transport	1,520	Confederation of Trade Unions of Montenegro	-
Sindikat sporta	Trade Union of Athletes	520	Confederation of Trade Unions of Montenegro	FIFPro
Sindikat finansijskih organizacija	Trade Union of Financial Organizations	1,580	Confederation of Trade Unions of Montenegro	International Christian Union
Sindikat kulture Crne Gore	Trade Union of Culture	1,300	Confederation of Trade Unions of Montenegro	-
Sindikat energetike Crne Gore	Trade Union of Energy	2,500	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikat uprave i pravosuđa	Trade Union of Public Administration and Judiciary	4,650	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikat Vojske Crne Gore	Trade Union of the Army of Montenegro	513	Confederation of Trade Unions of Montenegro	-
Sindikat 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
Sindikat Uprave policije	Trade Union of Police	4,680	Confederation of Trade Unions of Montenegro	EUROPOL
Sindikat pomorstva	Trade Union of Seafarers and Dockers	980	Confederation of Trade Unions of Montenegro	International Transport Federation –ITF; European Transport Federation - ETF
Sindikat trgovine	Trade Union of Commerce	1,870	Confederation of Trade Unions of Montenegro	-
Sindikat MUP-a	Trade Union of Ministry of Internal Affairs	360	Confederation of Trade Unions of Montenegro	-
Sindikat infor.,graf. i izdav. Djelatnosti	Trade Union of Informative, Graphical and Publishing Professions	1,750	Confederation of Trade Unions of Montenegro	-
Sindikat 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

Name	English	No. of members	National confederation	International affiliation
Sindikat ANB	Trade Union of Agency for National Security	Not available	Confederation of Trade Unions of Montenegro	-
Sindikat obrazovanja	Trade Union of Education	1,340	Confederation of Trade Unions of Montenegro	-
Sindikat željezničara	Trade Union of Railway Workers	940	Confederation of Trade Unions of Montenegro	-
Sindikat Stambeno komunalne privrede	Trade Union of Housing and Utilities	4,590	Confederation of Trade Unions of Montenegro	EPSU/PSI
Sindikat šumarstva i drvoprerade	Trade Union of Forestry	500	Confederation of Trade Unions of Montenegro	Building and Wood Workers International - BWI
Sindikat zdravstva i socijalne zaštite	Trade Union of Health and Social Protection	4,200	Confederation of Trade Unions of Montenegro	-
Sindikat pošte	Trade Union of Post	735	Confederation of Trade Unions of Montenegro	-
Sindikat metalčkih radnika Crne Gore	Trade Union of Metal Workers of Montenegro	1,134	Union of Free Trade Unions of Montenegro	-
Sindikat radnika zdravstva Crne Gore	Health Trade Union of Montenegro	2,936	Union of Free Trade Unions of Montenegro	-
Sindikat banaka Crne Gore	Trade Union of Banks of Montenegro	772	Union of Free Trade Unions of Montenegro	-
Sindikat radnika trgovine Crne Gore	Trade Union of Trade Workers of Montenegro	1,302	Union of Free Trade Unions of Montenegro	-
Sindikat prosvjete Crne Gore	Trade Union of Education of Montenegro	9,900	Union of Free Trade Unions of Montenegro	Education International
Sindikat Univerziteta 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	-
Sindikat medija	Trade Union of Media		Union of Free Trade Unions of Montenegro	-
Sindikat vojske	Trade Union of Army		Union of Free Trade Unions of Montenegro	
Ostali članovi koji nijesu granski organizovani	Other non-branch organized members	3,582	Union of Free Trade Unions of Montenegro	
Sindikat saobraćaja	Trade Union of Transport	in process of organisation	Union of Free Trade Unions of Montenegro	

• Employer's Organisations

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)



Annual Review 2017

of Labour Relations and Social Dialogue

Montenegro / By Vesna Simović-Zvicer

Imprint

Friedrich-Ebert-Stiftung | Regional Project on Labour Relations and Social Dialogue
Maróthyho 6 | 81106 Bratislava | Slovakia
www.fes-socialdialogue.org

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