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MONTENEGRO

By Vesna Simović-Zvicer

Socio-economic developments

Industrial relations

Forecasts

Annual Review

of Labour Relations and Social Dialogue

State policies

Tripartite social dialogue



Annual Review 2018

of Labour Relations and Social Dialogue

Montenegro / By Vesna Simović-Zvicer


- Montenegro continued during 2018 to meet the obligations provided for by the Action Plan for EU accession. In the previous course of negotiations 32 out of 33 negotiating chapters were opened including Chapter 19: Social Policy and Employment. In June 2018, Montenegro opened a new negotiating chapter, 17 – Economic and Monetary Union and in December opened negotiating chapter 27: Environment and climate change.
- The economic context in this year was characterized by steady economic growth, a large inflow but also a large outflow of foreign investments, a low rate of import coverage by exports and the growth of government debt as well as a slight decrease in the unemployment rate compared to 2017.
- The first half of the year was marked by intense political campaigns given that in April presidential elections were held, followed by parliamentary elections in 12 municipalities in June.



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Socio-economic developments

According to the final data of Monstat, the GDP of Montenegro in the second quarter of 2018 grew by 4.9 per cent. The annual inflation rate in September amounted to 1.9 per cent. The gross domestic product of Montenegro in the second quarter of 2018 amounted to 1,078 million euros.

In the first nine months of 2018, industrial production grew by 24.4 per cent compared to the same period of the previous year. Production growth was recorded in the electricity, gas and steam sector (84.8%) and the processing industry (5.3%), while in the sector of mining and quarrying a decline (-18.6%) was recorded.

The average number of employees in September 2018 was 195,784 persons, which is 6 per cent more than in September 2017. The number of unemployed persons in Montenegro in September 2018 amounted to 39,902, which is a decrease of 18.2 per cent compared to September 2018.

The average earnings (gross) in September 2018 amounted to 768 euros, while the average salary, net of taxes and contributions (net), amounted to 512 euros, which represents a negligible increase compared to 2017.

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 30.09.2018 was 45,272, of which 13,604 or 30.1 per cent were being blocked. Of the total amount of debt, the business entities accounted for 603.2 million euros.

On 30.09.2019, in an uninterrupted blockade of up to one year, 2,223 businesses whose blockage amounted to 48,804,487.40 euros, accounting for 7.7 per cent of the total blockade of business entities, while for more than a year in the blockade there were 11,381 business entities, with an amount of blocked of 581,399,567.58 euros, which accounted for 92.3 per cent of the total blockade of business entities.

According to estimates by the Ministry of Finance, in August 2018 the fiscal surplus of Montenegro amounted to 34.2 million euros. The source revenues of the budget in August amounted to EUR 161.2 million or 3.6 per cent of the estimated annual GDP, which was 1.5 per cent less than the plan for August. In relation to the realization of the original revenues in August 2017, a growth of 7.9 per cent was recorded. Budget expenditures amounted to EUR 127.1 million or 2.8 per cent of the estimated annual GDP, which is 14.3 per cent lower than in August of the previous year, and in relation to the plan less by 19.6 per cent.

According to the Ministry of Finance, at the end of September 2018 the state debt amounted to 3,093.90 million euros or 67.19 per cent of GDP. Net state debt amounted to 62.3 per cent of GDP. Of this, external debt amounted to 2,700.51 million euros while domestic debt amounted to 393.39 million euros.

According to preliminary data, the total foreign trade of Montenegro for the period January-September 2018 amounted to 2,181 million euros, indicating growth of 11.6 per cent in relation to the same period of the previous year. Exports of goods amounted to 291.2 million euros and imports of 1,890.4 million euros. In the same period of the previous year, exports had increased by 6.3 per cent while imports increased by 12.5 per cent. The coverage of imports by exports was 15.4 per cent and it is higher than in the same period of the previous year (16.3%). The largest foreign trade partners in exports were Serbia (63.7 million euros), Hungary (36.9 million euros) and Bosnia and Herzegovina (22.3 million euros). The largest foreign trade partners in imports were Serbia (370.5 million euros), China (201.4 million euros) and Germany (166.7 million euros). Foreign trade was the largest with the signatories of CEFTA and the European Union.

The total inflow of foreign direct investments in the first six months of 2018 amounted to 403.6 million euros, while 250 million euros left the country at the same time according to the preliminary data of the Central Bank of Montenegro. The net inflow of foreign direct investment, that is, the difference between the inflow and outflow in the first six months amounted to 153.6 million euros and was 30.4 per cent less than in the comparative period of the previous year. The inflow of foreign direct investments in the form of equity investments amounted to 231.7 million euros, accounting for 57.4 per cent of the total figure. Of this, 78 million euros were invested in real estate and 153.7 million in companies and banks.

State policies

During 2018, with the active participation of representatives, employees and employers were involved in the process of preparation of a new Law on the Representativeness of Trade Unions that was adopted (Official Gazette of Montenegro, No. 44/18). The new law has improved the procedure for determining the representativeness of trade unions at the company level, industry level, group or subgroup of activities, both in terms of specifying deadlines for filing a request or deciding upon requests and with regard to the delivery of evidence on the fulfilment of the necessary conditions. Furthermore, the new law, in a more precise and comprehensive way, regulates the composition of the committee for determining the representativeness of trade unions, the mandate of members of the committee, the conditions that they have to fulfil in order to be members of the committee and the way the committee works. Furthermore, the rights of a representative trade union are more precisely regulated.

Thus, in addition to participating in collective bargaining and concluding collective agreements at the appropriate level, as well as participating in the work of the Social Council and other tripartite and multipartite bodies at the appropriate level (which was regulated by the previous law), the new law also foresees other rights of a representative trade union, as follows: participation in the work of managing bodies of the Pension and Disability Insurance Fund of Montenegro, the Labour Fund, the Health Insurance Fund of Montenegro, the Employment Agency of Montenegro and the Agency for Peaceful Resolution of Labour Disputes; participation in the work of the Council of the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities; and other rights that are set by special laws and collective agreements.

One of the most important novelties in the law is a solution that specifies the independence of trade union representatives as a general requirement of representativeness. Thus, it is envisaged that if a trade union representative is actively involved in the work of state bodies as the holder of public authorities, if he/she is employed at an employer where he/she has management authorities or if he/she is a member of a political party or is on the electoral list as a candidate of a political party, the independence condition is not fulfilled.

The new law regulates, for the first time, the status of a trade union organization due to reorganizational changes. Therefore, in the case of changes in the form of performing economic activities or changes in the majority ownership over the capital of the trade union organization,

it is envisaged that they retain the status under the same conditions that existed on the day of the change in the form of performing economic activities or changes in the majority ownership over the capital of the trade union organization, if the conditions for establishing a trade union organization are fulfilled in accordance with this law.

Another significant novelty is also the solution where, in determining representativeness at the company level, it is foreseen that the commission for determining the representativeness of the trade union is established by the director (which shall consist of two representatives of employers, a representative trade union if it exists with that employer and the interested trade union, and instead of the representative of a representative trade union, or an interested union with the employer), may include at the request of these trade unions, representatives of trade unions at the industry level or at the state level in which that trade union organization is affiliated. In addition, it is envisaged that if the employer cannot determine its representatives, they may be, on behalf of the employer, representatives of the representative association of employers in which the employer is a member.

Another important novelty in the law concerns the possibility of reviewing representativeness at the industry level or at the state level. Specifically, unlike the previously applicable law which envisaged that the procedure for reviewing representativeness can be initiated by each trade union organized at the appropriate level (entered in the register), the new law limits this right only to a representative trade union at the industry level, or at the state level .

The new Law on Social Council (Official Gazette of Montenegro, No. 44/18) defines the following scope of work of the Social Council: it considers and takes views on issues such as development and improvement of collective bargaining; the impact of economic policy and measures for its implementation on social development and the stability of employment; wage and price policies; competition and productivity; protection of working ambience and environment; education and vocational training; health and social protection and security; demographic trends related to the International Labour Organization and other issues of importance for the realization and improvement of economic and social policy.

One of the most important novelties in this law is the number of members of the Social Council formed at the state level. Thus, it is envisaged that each

constituent has eight members (instead of the current 11) and their mandate lasts for four years. If there are several representative organizations of trade unions in Montenegro and representative associations of employers in Montenegro, the number of representatives shall be divided by the number of representative trade union organizations and representative associations of employers so they would have the same number of representatives. The members of the Council, the government, the representative organization of trade unions of Montenegro and the representative association of employers in Montenegro shall be appointed or dismissed in accordance with their acts. Regarding the termination of the mandate, the reasons for the termination of the mandate are specified, and in addition, it is envisaged that in the case of electing a new member his/her mandate shall last as long as the mandate of the replaced member would last.

Another significant novelty in the law is the definition of the principle of rotation while electing the president of the Social Council that will be established at the state level. Namely, it is envisaged that the president and vice-presidents shall be appointed for a period of one year, alternately from the representatives of the government, representative organizations of trade unions of Montenegro and representative associations of employers in Montenegro.

The new law also defines who will be members of the Social Council at the local level, as well as the number of their representatives. Namely, it is envisaged that a social council may be established for the territory of a municipality, on a tripartite basis and that it will consist of six representatives: municipalities, representative organizations of trade unions and representative associations of employers. In this case, also, it is envisaged that if there are more representative organizations of trade unions and representative associations of employers, the number of representatives shall be divided by the number of representative trade union organizations and representative employers' associations, so they would have the same number of representatives.

The new law overcomes one of the significant deficiencies of the previous law, which is the lack of distinction between the competences of the social council at the state level and the social councils that are established at the municipal level. The new law provides a clear boundary between issues that can be considered within a social council established at the state level and local social councils. Thus, it is envisaged that a social council established at the state level will provide, among other

things, opinions on regulations governing work-related issues. In this regard, it is envisaged that drafters of laws and other acts that are important for the social position of employees and employers will submit them, in the preparation process, to the council for consideration and offering of opinions. On the other hand, local social councils will consider and take views on issues that are decided at the municipal level. It is envisaged that the decisions of the Social Council will be made at sessions held at least once every two months. The manner of work and decision making of the Social Council will be more closely regulated by the Rules of Procedure but it is specified that the Social Council shall take viewpoints on issues within its competence, give opinions and make recommendations, conclusions and other acts of importance for its work.

It is important to note that in the course of 2018 a new Law on the Chamber of Commerce was adopted, members of which are all companies, banks and other financial organizations, insurance organizations and entrepreneurs registered in the register of economic entities (which become so on the date of registration - automatically). Having in mind the obligation of membership, the Chamber of Commerce is not a social partner in Montenegro since the adoption of the Labour Law in 2008. However, the new law stipulates that the activities of the Chamber of Commerce are, among other things, to give opinions to the regulations that are of importance to the economy. Yet, it is necessary to make a difference in relation to the opinion given by the Social Council. This is because the Law on the Social Council stipulates the obligation of the drafters of regulations regulating work-related issues to seek the opinion of the Social Council while the provisions of the Law on the Chamber of Commerce stipulate that it gives this opinion on its own initiative.

The new Law on Civil Servants and State Employees has been in force since 1 July 2018. This law regulates the categorization of jobs and positions of civil servants and state employees, the establishment of employment and job placement, personnel management, rights, obligations, responsibility and protection of the rights of civil servants and state employees, as well as other issues of relevance to the exercise of their rights and obligations. The law does not regulate the procedure for the realization of collective rights of employees but this issue is regulated by the Labour Law, as a general law, as well as by special laws regulating the issue of representativeness and exercising the right to strike.

During 2018, amendments to the Law on Wages of Public Sector Employees (Official Gazette of Montenegro, No. 42/2018) were adopted, which corrected the coefficients for calculation of earnings for some categories of civil servants and state employees. In addition, amendments were made to the Law on Safety and Health at Work (Official Gazette of Montenegro, No. 44/18), which were harmonized with Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of employees at work (OJ L 183, 29/06/1989, p. 1), which was amended by the Regulation (EC) No. 1137/2008 of the European Parliament and the Council of 22 October 2008 on the adaptation of certain acts to which the procedure laid down in Article 251 of the Treaty is applicable, the Council Decision 1999/468/EC relating to the regulatory procedure with scrutiny - Adaptation to the regulatory procedure with scrutiny - first part (OJ L No. 311 of 21/11/2008, p.1).

During 2018, another amendment was made to the Law on the Execution of the Decision of the Constitutional Court of Montenegro, U-I No. 6/16 of 19 April 2017 (Official Gazette of Montenegro, No. 42/17), regulating the legal status of female beneficiaries of the right to compensation based on the birth of three or more children, recognized on the basis of Article 4 (Articles 54a and 54b) of the Law on Amendments to the Law on Social and Child Protection, whose provisions ceased

to be valid on the day of publishing the present Decision of the Constitutional Court of Montenegro. However, the aforementioned law did not fully ensure the execution of the Constitutional Court's decision, because on the basis of this decision in regulating the legal status of female beneficiaries, the government was obliged to respect the legitimate expectations of all categories of female beneficiaries of the right to compensation - that is, once they were granted the right to lifetime compensation based on the birth of three or more children it cannot be abolished in a manner that would place them in an unfavorable legal and factual situation than the one they were in when they, for accepting lifetime compensation, interrupted their previous employment, terminated the use of the right to a pension, or withdrew from the records of the Employment Agency.

Therefore, the Law on Execution of the Decision of the Constitutional Court has been amended twice. Firstly, the amendments published in the Official Gazette of Montenegro, No. 92/17 have foreseen the right to financial compensation to women who, in order to use the right to compensation based on the birth of three or more children, ceased to engage in entrepreneurial activity, professional or other activity as a basic occupation or agricultural activity. The last amendment of the Law on Execution of the Decision of the Constitutional Court was in July 2018, granting also the right to a monthly compensation for female beneficiaries who were employed for a certain period before exercising the right to lifetime monthly compensation. Namely, in the original version of the law, no female beneficiaries were identified who, for the purpose of exercising the right to compensation based on the birth of three or more children, voluntarily terminated the employment relationship for a certain period, thus placing them in an unfavourable legal and factual situation than the one in which they were before accepting lifetime compensation and brought into a situation of unbalanced expectations in relation to the previously-made decision. With the last changes these categories of women were equated with those who were previously employed for an indefinite period of time.

Industrial Relations

Within the framework of tripartite social dialogue, the validity of the General Collective Agreement was extended until 30 June 2019 (Official Gazette of Montenegro, No. 401/18). During 2018 amendments to the Branch Collective Agreement for Telecommunications were made (the changes were published in the Official Gazette of Montenegro, No. 61/18).

Tripartite Social Dialogue

The last year was marked by negotiations on increasing the minimum wage. Negotiations were conducted within the Social Council that established a working group with the task of analysing the possibilities and effects of increasing the minimum wage. However, until the completion of this report, the subject analysis had not been considered by the Social Council.

One of the most important activities in the framework of tripartite social dialogue was related to the negotiations on amendments to the Law on Pension and Disability Insurance. In this regard, the joint initiative of two representative unions at the state level was of particular importance in terms of proposals for solutions related to the exercise of the right to retirement. The trade unions

announced the launch of a petition to call a national referendum unless their proposals were accepted and in connection with this they conducted a joint campaign in almost all cities in Montenegro entitled: "For a dignified third era". However, in the dialogue with the Ministry of Labour and Social Welfare, the trade unions managed to agree on solutions that would be contained in the amendments to the law, whose adoption is expected next year.

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 the next year, it is expected that a new Labor Law will be adopted as a systemic law in the field of labor relations as well as other laws that are important for the improvement of social dialogue in Montenegro.

In addition, several new laws regulating employment and work issues are expected to be adopted in the following year as well: the Law on Professional Rehabilitation

and Employment of Persons with Disabilities; the Law on Mediation in Employment; the Law on the Peaceful Resolution of Labor Disputes; the Law on the Labor Fund, and the Law on Citizens Working Abroad. In addition, amendments to the Law on Pension and Invalid Insurance are being prepared, the adoption of which is also expected in the next year.

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 General 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 General Collective Agreement was adopted in 2014 and the duration of the recent amendments extended until 30 June 2019.

• 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. 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, as a consultative body, is envisaged by the Constitution of Montenegro, which in Article 65 provides that the social position of the employees shall be discussed 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.

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 the 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 self-government, representative trade unions and employers' association.

• Social security system

Pensions - No. of beneficiaries	2016. Oct.	2017.Sep.	2018.Oct.
Old-age pensions	58,887	63,430	64,753
Disability pensions	21,366	21,592	20,986
Family pensions	28,041	28,695	28,765
Material security	24,056	27,617	31,130
Reimbursement based on the birth of three children - Decision of the Constitutional Court (for 2018)	21,412	-	2,409

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

The average pension in Montenegro in October 2018 is 284.85 euros.

• 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 accreditation of 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 lifelong 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.

- Employment rate

Year	Total
2016	44.9%
2017	46.5%
2018	45.0%

Source: Labour Force Survey for Q 2018, MONSTAT

- Unemployment rate

Year	Unemployment rate
2016 October	17.5%
2017 November	15.1%
2018 December	18.3%

Source: Labour Force Survey for Q3 2018, MONSTAT

- Average monthly salaries

Year	Net salary, in €
2016 October	502.00
2017 September	511.00
2018 October	512.00

Source: Labour Force Survey for Q3 2018, 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.¹ 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 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.

¹ 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.

- 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 nor have employment with another employer. Overtime hours for the full-time employed are limited to 10.

- 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's HDI value for 2017 is 0.814, which put the country in the very high human development category, positioning it at

50 out of 189 countries and territories. Between 2005 and 2017, Montenegro's HDI value increased from 0.753 to 0.814, an increase of 8.1 per cent.

Year	2015	2016	2017
HDI value	0.809	0.810	0.814

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.

- 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.

- 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 to resolution procedures for collective labour disputes. 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)



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