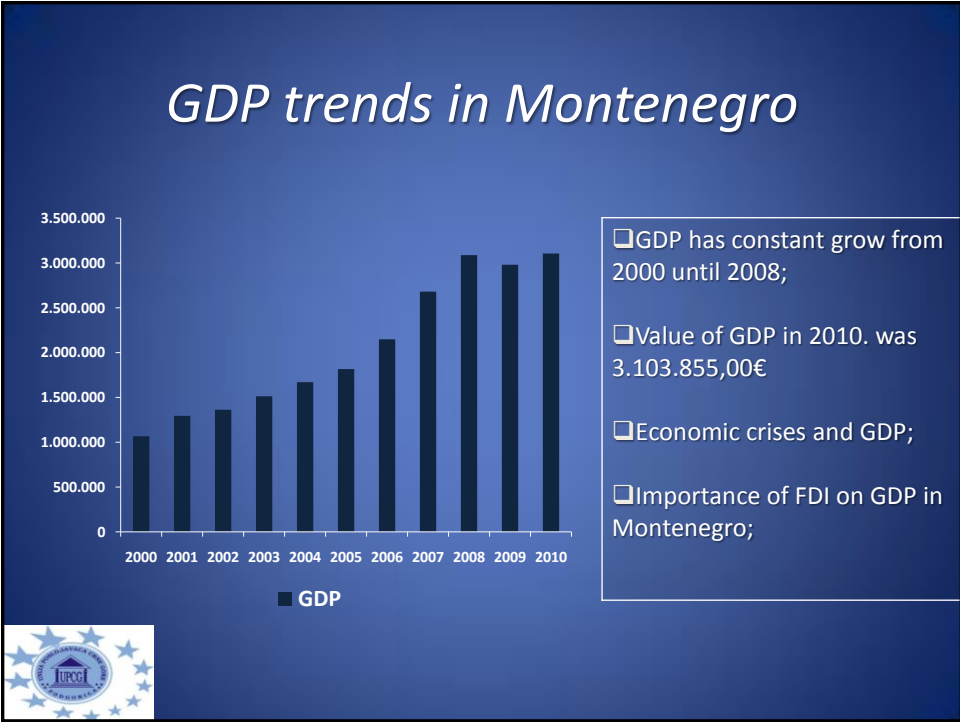


CURRENT SITUATION IN MONTENEGRO

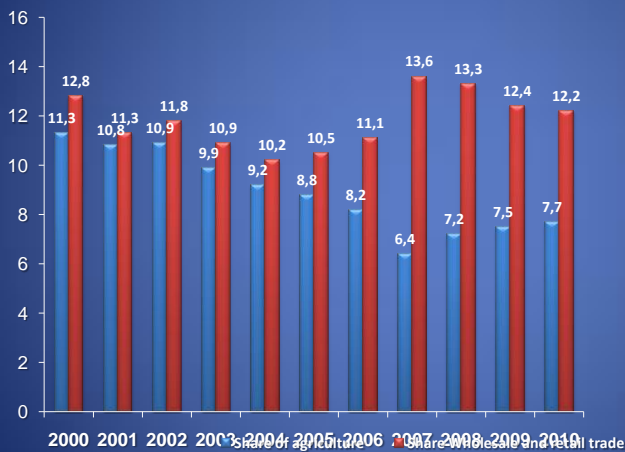
Mirza Muleskovic, Project manager

Montenegrin Employers Federation

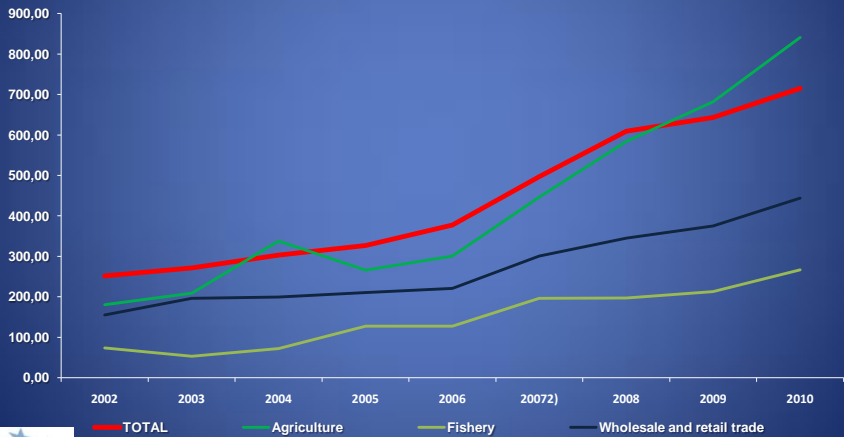
Ljubljana, January 2012.



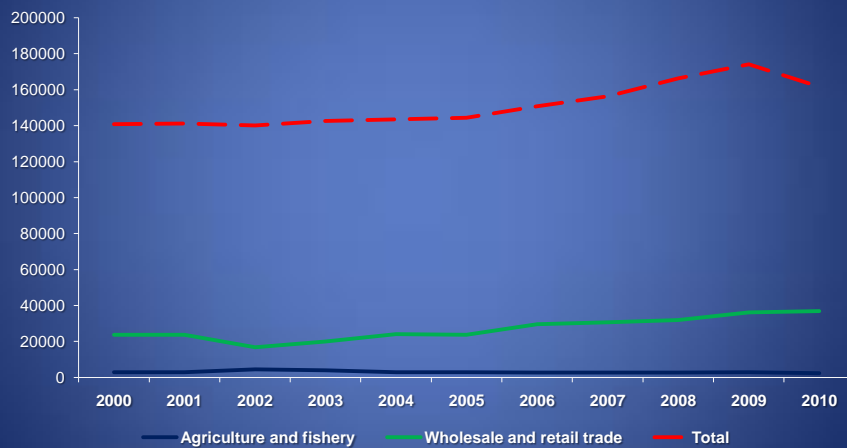
Agriculture and retail in GDP



Average wages in target sectors



Labor market - data



MEF members structure

- ✓ Total number of individual members 1.057 (legal entities);
- ✓ Total number associations: 44;
- ✓ Individual members in agriculture 77 (7.28%);
- ✓ Individual members in wholesales and retail: 368 (34.81%);
- ✓ Total number of associations for agriculture : 6 (13.95%);
- ✓ Total number of associations for wholesales and retail: 2 (4.65%).



Social dialog in Montenegro

- Social dialog in Montenegro is based on:
 - **Tripartite base** (Government, Representative association of employers and representative associations of workers – trade union);
 - **Bipartite base** (representative trade union and Representative organization of employers/Government);
 - Labor Law article 149 defines structure of Collective Agreement in Montenegro.



Characteristics of agreements

- **Collective agreement** defined all elements for determination of basic salary, other incomes for workers and determined range of rights and obligations according to Law.
- **Branch collective agreement** determined minimal salary in the branch, elements for determination of basic salary, other incomes for workers and determined range of rights and obligations according to Law.
- **Collective agreement at employers** determinate minimal salary, elements for determination basic salary and other incomes and bigger rights, obligations and responsibilities according to work of workers and according to Law.



Branch collective agreements in Montenegro

- Total number: 18 agreements;
- Important agreements for the kick off meeting:
 - Collective agreement for agriculture, food-processing, tobacco and water management industry (Off. Gazette of the Republic of Montenegro no. 054/04);
 - Collective agreement for trade (Off. Gazette of the Republic of Montenegro no. 033/04);



Collective agreement for trade

- ✓ Signed 2004. and it is still valid;
- ✓ Facts that slow down dialog on branch level are:
 - ✓ Negotiation about Collective agreements started at the beginning of 2010. and finished at the end of the same year;
 - ✓ Negotiation about Labor Law lasted for almost 2 years, and witch come into force on 22/12/2011.
 - ✓ Creation of union pluralism on national level (two union centrals) and also on branch level (not in all branches) which required the determination of the representativeness



Problems in trade

- ✓ There is no census for representativity of the Union.
- ✓ Negotiation about Labor Law have duration of two years
- ✓ Two Union without representativity.



Collective agreement for agriculture, food-processing, tobacco and water management industry

- According to decision of Ministry of Labor and social insurance representative of trade union for agriculture, food processing and tobacco was determinate.
- In MEF, it is formed Board for agriculture, food processing and tobacco which should deal with the social dialog, what include negotiation in collective negotiations with representative Union.
- Except this, Board will be involved in discussion of every regulation that are in correlation with this area.



Problems in agriculture

- ✓ Signed 2004. and it is still valid;
- ✓ Facts that slow down dialog on branch level are:
 - ✓ Negotiation about Collective agreements started at the beginning of 2010. and finished at the end of the same year;
 - ✓ Negotiation about Labor Law lasted for almost 2 years, and witch come into force on 22/12/2011.



THANK YOU FOR ATTENTION!!!

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