



***EMPLOYMENT AGENCY OF
MONTENEGRO/EAM***

ESAP Conference

Belgrade, October 2016



- ❖ Public service – legal entity
- ❖ Management: Management Board and Director
- ❖ EAM organisational structure: Head Office, 7 Regional Employment Offices and 25 Local Employment Offices
- ❖ 326 employees: 224 (68.71%) having university education, 243 (74.54%) women



Features of Montenegrin Labour Market (31 December 2015)



- ❖ Total unemployment: 39,991 or 17.24% (registered unemployment);
- ❖ Participation of women: 20,749 or 51.9%;
- ❖ Without occupation: 7,619 or 19.06 %;
- ❖ Over 50 : 9,296 or 23.24%;
- ❖ Younger than 25: 7,731 or 19.33%;
- ❖ First time job seekers: 14,080 or 35.21%;
- ❖ Searching a job more than 1 year: 18,845 or 47.12%;
- ❖ Searching a job more than 3 years: 9,231 or 23.08%;
- ❖ Persons with disabilities: 2,973 or 7.43%;
- ❖ Qualification structure: I-19.06%; II-3.24%; III-20.57%, IV-29.54%; V-0.7%; VI-2%; VII-24.84%;
- ❖ Triage of the unemployed:
 - ❖ - directly employable : 13,828 or 34.58%;
 - ❖ - conditionally employable : 16,264 or 40.67%;
 - ❖ - hard-to-employ: 9,898 or 24.75%;



Labour Market Analysis



; The EU accession process involves the introduction of European standards in all areas - employment has a particularly important place;

Consequences of the global economic crisis were significantly felt in the Montenegrin labour market (decline in economic activity, a large number of techno-economic surpluses, rising unemployment);

Unemployment is characterized by structural unemployment (deficiencies of the education system - poor practical training, enrolment policy does not follow sufficiently trends in the labour market), poor labour mobility, regional differences in unemployment rates; adoption of amendments to the Law on Social and Child Protection

Employers are looking for "finished product" immediately, a business does not have time to wait (lack of trained workforce is directly reflected in the development of business, a small number of employers investing in human resource development);

Industries defined as strategic for development of the Montenegrin economy are mostly seasonal in nature (tourism, agriculture, wood processing ...), which imposes the need for work engagement of seasonal workers;

Chronic shortage of seasonal labour and in quantitative and qualitative terms;

A significant number of foreigners engaged in seasonal jobs in Montenegro (outflow of money from the State);

The recession has affected the significant reduction in the budget of the Employment Agency of Montenegro.



EAM Activities



- ❖ Keeping records in the area of employment and research of trends in the labour market
- ❖ Implementation of the active labour market measures
- ❖ Provision of rights from unemployment insurance and other rights in line with the Law
- ❖ Cooperation with employers, education institutions and other legal entities and individuals in the implementation of employment related activities
- ❖ Cooperation in the field of employment at the international level and the implementation of international agreements on employment
- ❖ Activities related to the development of EU projects
- ❖ Participation in negotiations with EU



MJERE AKTIVNE POLITIKE ZAPOŠLJAVANJA



- ❖ informing about employment possibilities and requirements;
- ❖ mediation in employment;
- ❖ professional orientation;
- ❖ training for independent work;
- ❖ support for self-employment;
- ❖ employment subsidies;
- ❖ adult learning and training;
- ❖ professional rehabilitation of hard-to-employ persons;
- ❖ public works;
- ❖ training for work at the employers;
- ❖ other measures aimed at the unemployment reduction;

ALMM Results



- ❖ Professional treatment of unemployed persons (interview – 39,782, informative conversations – 3,496, employment plans – 77,651, realisations – 103,523, informative-motivation seminars - 391)
- ❖ Adult learning and training - 978
- ❖ Public works - 1,383
- ❖ Training for work at the employer - 537
- ❖ Training for independent work - 123
- ❖ Other programs encouraging employment – pilot programs: *The Young are our Potential, Stimulating employment of persons having secondary education, Activation of social security benefit users* – in total 561
- ❖ Innovative Program for Continuous Stimulating Employment and Entrepreneurship in Montenegro – 33 financed credits
- ❖ Professional orientation (informing, counselling) – 10,252
- ❖ Professional rehabilitation - 165, employment - 108 persons
- ❖ Stimulating seasonal employment - 1,743
- ❖ The Young in Winter Tourism - 250



Priorities of National Employment Strategy 2016 - 2020

- I. Increasing employment – reduction of unemployment
- II. Efficient functioning of the labour market
- III. Improving qualification and competences, aligned with the labour market demands
- IV. Promoting social inclusion and poverty reduction



Thanks !

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