

Montenegro

The country fact sheet was prepared by Marziyeh Taeb within the framework of institutional cooperation between the European Centre for Social Protection Policy and Research and the Central European University in April In 2023 content from sheet works neither necessarily reflect the reviews from they institutions nor they of the corresponding ministry/s.

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Politics Frame	Europe Now program 2 (from 2024) Stabilization and Association Agreement between the European Communities and the Republic of Montenegro Montenegro's Accession Programme to the European Union 2024-2027 for 2025 Public Administration Reform Strategy, Action Plan 2025-2026 Montenegro Earth Program Frame (CPF) National Employment Strategy 2021-2025, Employment Action Plan for 2025 with a report on the implementation of the Employment Action Plan for 2024. 2021-2024.
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General situation over all politics areas

Main challenges over all policy areas	Social networks planning on the local level is still below development because the government's focus is mainly on the central regions. Data collection processes need further improvement in conditions availability and quality of data for evidence-based policy making. Insufficient financial and human resources limit public capacity authorities to measure outcomes and to estimate the influence implemented social policies.
Main approaches to solving challenges in all policy areas	The strategic planning system in Montenegro is based on the Regulation on the method and procedure for drafting, harmonizing and monitoring the implementation of strategic documents (Official Gazette of Montenegro No. 54/2018). Law on Local Self-Government ("Official Gazette of Montenegro", No. 002/18 of 10.1.2018, 034/19 of 21.06.2019, 038/20 of 25.04.2020, 050/22 of 09.05.2022, 084/22 of 01.08.2022). A new Law on Local Self-Government is currently being prepared and is currently in the draft stage. Improvement administrative data collection and the availability from new datasets as Revenue statistics and life Terms and conditions and social security card information. Receiving funds and grants from sources such as the European Investment Bank Bank (EIB) and the European Investment Fund (EIF) develop long-term monitoring and evaluation standards. Outsourcing monitoring and evaluation from social politics to external consultants and international organizations.

Social networks politics specific situation

Significant social trends	The unemployment rate for the population 15+ is on a downward trend, from 13.1% in 2023 to 11.4% in 2024. The share of young people who are not working, not in education or training for the category (15-29) is recording a decreasing trend from 20.3% in 2023 to 16.5% in 2024. The Government of Montenegro adopted the Implementation Plan for the "Youth Guarantee" program 2024-2026. in July 2024. The Youth Guarantee is a program that aims to provide young people aged 15 to 29 with a quality opportunity for employment, continued education or training within four months of becoming unemployed or leaving formal education. In this way, the program contributes to facilitating the transition of young people to the labor market and encouraging their employment. The Implementation Plan for the "Youth Guarantee" for the period from 2024 to 2026 was determined based on the mapping of young people who are not in employment, education or training (NEET population), the analysis of existing policies and the conducted consultative process. The program is intended for young people aged 15 to 29 who are: -The unemployed, outside the formal education system, are not included in vocational education and training. The program is currently in a pilot phase in the municipalities of Bijelo Polje, Nikšić and Ulcinj, with the aim of gradually expanding it to the entire territory of Montenegro after evaluating the results. Structural constraints continue to hinder minority participation in work market, especially Roma and Egyptians (RE). Over 90% Of the registered members of the RE population, the majority are persons without occupation or education. The to share from older people below the on risk from poverty The threshold remains high (around 15% in 2021). 44,000 pensioners receive a pension lower than the minimum wage.
Key challenges specific social policy	Limited economic diversity and lack from new quality jobs because economy from Montenegro is highly dependent on tourism, construction and overall services. Inadequate financial situation, language barriers, discrimination in schools are the main reasons for the low level from education among the RE population, leading to limited employment opportunities for them. Pension system deficit. Only about 42% from the working The elderly population contributes to the pension system.
Main approaches to solving social policy challenges	The Employment Service of Montenegro implements Active Employment Policy Programs aimed at reducing unemployment in Montenegro. Active employment policy programs: -Education and training; - Training for work at the employer; - Training for independent work; -Incentives for employment -Public works. Increase in budget allocations specifically for the needs and priorities of Roma and Egyptians at the local level. Reform from the Law on Pension Insurance. A new retirement years (66 for men and 61 for women) and a new pension calculation The

	formula was introduced in 2020.
Target groups	Young minorities Elderly people and retired employees Employers

Exercise example	The next section provides one practice example from the region under scrutiny.
Name from the good practice	Transition From School to Job Through Double Professionally Education and training (VET)
Politics areas	☒ Employment and work market politics ☒ Social inclusion ☒ Education
Description from practice	The double model from VET contains different types from programs next to an existing school program, designed to provide learning by doing to students in vocational education. In this three-year-old program , students first sign one individualized contract with an employer and then spend days of practical training in a company every year. They spend one day, two days or three days a week in the company depending on which year of the program they are in. Since it is the responsibility of employers to organize, manage and evaluate practical training in dual education, students get work experience and skills relevant to the needs of the labor market. Data show that this approach facilitates the transition of students from school to work and solves the problem of the mismatch between labor market demand and the skills of job seekers. Approximately 60% of students who completed dual vocational education found a job, while the placement rate for students WHO to follow the traditionally the school system is about 30%. The sectors where Double VET is worn out are tourism, trade and catering, mechanical engineering and metal processing, electrical engineering and services.
Management and financing	The Ministry from Education and the Center for VET are the two institutions responsible for the implementation of dual education in Montenegro. Chamber of Commerce, trade union representatives and vocational schools to have one role in planning and development program and are also involved in its monitoring and evaluation. In 2018/19, the budget from the Ministry from Education included EUR 262,000 for dual education. This budget, combined with employer contributions, covered the cost of student salaries, while employers were also exempted from paying student pensions and health insurance.
Innovation	The cost-sharing mechanism between the government and companies makes dual vocational education attractive for both students and employers. Student fees in the first and second years of the program are financed from the budget. Ministry from Education, while compensation in the third year is paid from employer. This system encourages employers to participate in the dual system and ensures that students are compensated for their work in all three years.
Implementation challenges	From companies are mandatory to pay the student compensation in the In the third year, the number of students moving from the second to the third year of dual vocational education decreased by 30% in the 2019/20 school year.

	None from the double VET programs are in industries experiencing one significant labor shortages, such as construction or healthcare.
Outcome(s) and influence	Almost 60% from double VET students to have found work after graduation. Until 2018 one total from 21,108 high education graduates finished nine-month internship. In In 2019, the provision from double education increased from over 200%; 800 students, 250 companies, 20 municipalities, and 30 VET schools were involved.
Main partner(s)/ stakeholders	The Ministry from Education The Center for Professionally Education and Training Chamber of Commerce Professionally schools Shop unions