**MONTENEGRO**

**1.Detailed information on challenges and good practices in relation to the right to work and the enjoyment of all human rights by young people, with the emphasis on their empowerment**

Ministry of Labour and Social Welfare of Montenegro considers youth employment policies as an integral part of the general employment policies carried out by Government of Montenegro. Therefore, there are different activities dedicated to employment, employability and youth empowerment intended to ease the transition of young people from education to world of work. According to the National Youth Strategy 2017 – 2021, one of the key priorities is to enable young people to achieve economic and social security through improved access to labour market and employment. Government continuously supports projects aimed on promotion and non - formal education of young people in the field of their better access to the active employment measures and increasing their awareness on labour rights, according to the key outcomes prescribed by the Strategy. New Proposal of Law on Youth prescribes some innovative mechanisms on strengthening institutional framework and development of youth services in order to improve implementation of youth policy at national and local level, including the field of promoting greater opportunities for young people.

Some of the challenges regarding youth employment include: high levels of youth inactivity (NEET) and youth unemployment, high level of informal employment among young people, lack of relevant data on specific subgroups of youth, unsufficiently developed entreprenurial skills, young people lack information about current employment and employability services and programmes provided for young people (need for better outreach). Additional efforts must be provided in order to promote employment and employability of young people, so this issue remains one of the most significant challenge when it comes to the improving the position of youth in Montenegro.

**2.Detailed information on the legislative and policy measures adopted by your country to ensure that young people have equal opportunities for productive and gainful employment in the open labour market.**

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**(1) Legislative measures** - **Provisions of the Labour Law** (the Official Gazette of Montenegro: 49/2008, 26/2009, 59/2011 66/2012 , 31/2014, 4/2018)

Labour Law in Article 11 paragraph 1 point 5 proscribes that employee under 18 years of age shall be entitled to special protection, in accordance with this Law. Regarding employment and contract of employment it may be entered into by a person fulfilling general conditions envisaged by Labour Law and special conditions envisaged by the law, other regulations and the systematization act. General conditions are that the person is at least 15 years old and that he/she has general health ability to work.

When contract of employment is concluded with a person who is under the age of 18, then it is needed to be supported with written consent from the parents, adoptive parents or guardians, if such work does not compromise his/her health, moral and education, or provided that such work is not prohibited by law. A person under the age of 18 may enter into contract of employment only based on findings from a relevant health authority determining his/her ability to perform duties covered by the contract of employment and that such duties are not harmful to his/her health.

Regarding duration of annual leave, employee under 18 years of age shall be entitled to annual leave of at least 24 working days departs from other category of employee with annual leave not less than 20 working days.

In addition to this special protection of young people is provided in Article 104 of Labour Law on a way that employee under the age of 18 may not work on positions where mostly very difficult physical work is performed, on positions performed underground or under water, or positions which may be harmful and increase risk for his/her health and life. Moreover, employee under 18 years of age may not be ordered to work overtime, or at night. Exceptionally, an employee under 18 years of age may be deployed to work at night when it is necessary to continue work which was interrupted due to natural hazards, or to prevent damage to raw materials or other materials.

**Policy measures** adressing youth employment within various strategic documents:

**2) Strategy for Employment and Human Resources Development 2016-2020 (with annual Action plans) –** Strategy represents key strategic framework for labour market and employment policies in Montenegro, and contains measures related to young people. Objective 2: *Increasing the Efficiency of Measures of Active Employment Policy with Special Emphasis on the Integration of Young Persons, Women and Long-Term Unemployed Persons into the Labour Market*, includes different active labour market measures targetting to aid young people to acess the labour market (training, public works, subsidized employment). These measures are laid out in annual Action plans and carried by Public Employment Service.

**Strategy for Youth 2017-2021** (Ministry of Sport). Key Outcome no. 1 - Young people achieve economic and social security through easier access to the labor market and gaining employment. This measure includes several activities related to youth empowerment in the area of employment:

- Removing barriers of acces to labour market for all young people;

- Support to development of youth intrepreneuship;

- Establishing an integrated and holistic support system aimed to help youth transitioning to decent work;

- Reduction of youth inactivity

Every year annual Action Plan for implementing the Strategy has been created in consultations with youth and other key stakeholders including representatives of ministries and municipalities as well as NGOs dealing with youth in different fields of social life, including the labor and employment. According to the Law on non-governmental organizations, Directorate for Youth is preparing the Sectorial analyses which defines specific problems of youth and represents the basis for supporting the projects of NGOs dealing with youth through the Public call for NGOs.

**Decent Work Country Programme for Montenegro 2015-2017** Strategic document created by International Labour Organization (ILO), in cooperation with Ministry of Labour and Social Welfare and social partners. *Outcome 2.1: Strengthen capacity of constituents to develop and implement youth**employment policy measures*, targeted developing capacity of tripartite constituents to improve, design and implement gender-responsive measures to prevent early-school leaving and ‘drop-out’ through evidence-based policy design, assessment and survey.

**- White Paper: Recommendations to promote youth employment in Montenegro** (2016) –

Document, created by ILO and Ministry of Labour and Social Welfare, introduces comprehensive recommendations to national counterparts for implementation of policies aiming at encouraging the employability of young people in Montenegro and their faster integration into the labour market

**3.Information on the affirmative action programmes, incentive and the other measures if any, that your country has developed to promote employment opportunities for young people including measures to increase employment opportunities for young people belonging to vulnerable groups.**

Different categories of young people are included in various programmes and activities which promote employment opportunities.In addition, there are specific programmes of professional orientation and career guidance.

Ministry of Sports supports the projects and activities in accordance to the key measures provided by the National Youth Strategy aimed on education and promoting sustainable employment of youth, development of youth and social entrepreneurship, reduction of youth inactivity, acquiring knowledge and skills in the field of creative counseling, as a condition for starting a entrepreneurial ideas, and other similar activities. Special emphasis was given to the marginalized groups targeting overcoming barriers in market access and improvement of existing and creation of new programmes that encourage youth employability. In 2018, 17 projects of NGOs were supported by the Ministry of Sports in the field of promoting measures and mechanisms on better access of youth to the labour market.

**4.Information on measures your country has introduced to enable young people to access to educational, technical and vocational guidance programmes, placement services and continuing training.**

Employment Agency of Montenegro, in line with Action plan for Employment and Human Resources development, regularly implements training programmes for different groups of unemployed, including young people.

**5.Please provide recent statistical data on the number of young people employed in the public and private sector, disaggregated based on the age and sex.**

National Agency for Statistics – MONSTAT conducts annual Survey on labour power where young people are defined as citizens aged 15 to 24, but detailed information about a particular age category is rarely included in this survey.

**6.Detailed information on international cooperation programs related to the promotion of work and employment opportunities for young people. Please describe the ways the programmes are inclusive of and accessible to young people**

Governmentcooperates with different international organistions such as International Labour Organisation, European Training Foundation, World Bank, UN specialised agencies, Regional cooperation council etc. Ministry of Labour and Social Welfare and Employment Agency of Montenegro cooperate and provide support to different national organisations in implementing projects related to activation of young people, summer jobs, carreer days etc.