

Montenegro

In the framework of *MMWD – Making Migration Work for Development*, the WP7 activities foresee the launch of a Transnational Platform for Policy Dialogue and Cooperation as an effort to support governments to address the consequence of Demographic trends on SEE territories. In particular, this platform will involve policy makers and decision makers at the national and sub-national level to promote the adoption of more effective services and regulations of the migration flows across the SEE area. In order to support and stimulate the dialogue within the Platform ad hoc migration profiles (MPs) will be developed for each partner country and will integrate the information and knowledge already provided by Demographic projections and Policy scenarios.

The current MP focuses on the case of Montenegro and it's centred around five topics: resident foreign population by gender, age cohorts and citizenship; population flows (internal migration, emigration, immigration); immigrants presence in the national labour market; foreign population by level of educational attainment; remittances/transfers of money to country of origin. These topics have been selected among the MMWD panel of indicators relevant to describe demographic and migration trends as well as to map their socio-economic implications.



Background Information on Montenegro

Capital: Podgorica

Official language: Montenegrin. Serbian, Bosnian, Albanian and Croatian also have official status

Area: 13,812 sq km

Population (2013): 621.566 (mid -year population)

Population density (2013): 44,9 inhabitants/ km²

Natural change in population (2013): +0,26%

Foreign citizens on total population (2013): 5,3%

Employment rate (2013): 40,3%

Unemployment rate (2013): 19,5%

Religions (2011): Orthodox Christians (72,1%); Muslims (19,1%); Roman Catholics (3,4%)

1. Resident foreign population by gender, age cohorts and citizenship

In 2011 the National Census of population, households and housing reported 28.258 foreign citizens of which 16.016 females (56,7%) and 12.242 males and (43,3%). However, at that date 12.264 persons were waiting for Montenegrin citizenship (65,2% females and 34,8% males). According to MMWD national team estimates in 2013 there were 32 962 foreigners living in Montenegro. Assuming a constancy of migration, about the same number of foreigners, to say 33.184, is expected in Montenegro by the year 2020 according to MMWD national projections.

	Female	Male	Total
0-9	969	1080	2049
10-19	1408	1537	2945
20-29	2896	1942	4838
30-39	3333	1960	5293
40-49	2390	1783	4173
50-59	2059	1783	3842
60-69	1487	1075	2562
70-79	1105	836	1941
80 and over	356	232	588
unkn own	13	14	27
Total	16016	12242	28258

Source: MONSTAT Census 2011

Applying the constant migration and variable migration hypothesis a slight drop or a stagnation is expected in the number of foreigners in 2020, respectively 32 797 and 32 969 according to this two scenarios. Also the gender balance males/females will change significantly to 59.1%-59,2% and 41,9%-41,8%, marginally increasing the imbalance between the genders.

The age cohorts calculated for 2013 based on estimates of the national team of MMWD are shown in the table below. If we analyze the foreign population by age groups we observe that the ranges between 0 and 19 years cumulate the 21.6% of the population while the national population this percentage rises to 25.6%. This under-representation is highest in the age group 10-14 years (-1.3%). Within the working-age range the situational reverses in the age group 20-44 years, where the weight for the foreign population is 40.3% against 34.5% for the national population. This fact, together with that of the gender imbalance is in line with the profile of the immigration that sees family reasons predominate over others, even the economic one. This over-representation is highest in the age group 30-44 years (+2,4%). In the sub-group of working age 45-64 years, the weights are very similar: 26.5% for foreigners and 24.9% for the national. There are no disaggregated data on citizenship for foreigners but from Census 2011 will only have data on the native language of all the residents and their ethnicity.

Foreigner Population (2013)

Age	Male	Female	Total	Age	Male	Female	Total
0-4	903	830	1733	50-54	987	1122	2109
5-9	886	754	1640	55-59	878	1239	2117
10-14	942	777	1719	60-64	785	1158	1943
15-19	1006	1038	2044	65-69	464	721	1185
20-24	1011	1308	2319	70-74	468	709	1177
25-29	1145	1680	2825	75-79	422	543	965
30-34	1090	2074	3164	80-84	4	634	638
35-39	1037	1586	2623	85+	21	326	347
40-44	917	1443	2360	0+	13982	19070	32962

Source: MMWD

2012				2020			
Sex	FOREIGNERS			Sex	FOREIGNERS		
	Total households	Households type			Total households	Households type	
		One-person	Multi-person			One-person	Multi-person
TOTAL	9.837	2.619	7.218	TOTAL	10.164	2.777	7.387
WOMEN	2.817	1.397	1.420	WOMEN	2.975	1.510	1.465
MEN	7.020	1.222	5.798	MEN	7.189	1.267	5.922

2. Population flows

2.1. Internal migration

Internal migration of the population of Montenegro has been very intense in the last two decades.

The main reasons for internal migration are better conditions for business and life. Internal migration in Montenegro is mainly characterised by migration from rural to urban places. Rural residents face a range of challenges associated with lower population density, longer travel distances for the service users and providers, and a lack of economies of scale for healthcare service providers. In fact, towns and other urban places in Montenegro are the main centres of economic and social development. Internal migrants settle to urban regions in search for employment, particularly in the tourism and constructing sectors. As a result of internal migration, the share of the urban in the total population of Montenegro has increased from 54% in 1991 period to 62% in 2003. According to the census of 2003, 62% of the population lived in urban areas and 38% in other areas. In 2012 this last share (population in rural areas) had fallen to 34.5% and the share of urban population had grown to 65.5%. There is also a tendency of internal migration from the Northern to the Central and Southern regions of the country which has continued after 2003. All municipalities in these last two regions have a positive net migration rate. In addition, these migration patterns have continued the trend of population ageing.

Total number of population who moved within Montenegrin borders in 2013 is 4.374 inhabitants; In 2013 7 municipalities out of 21 registered a positive net migration: Podgorica, Bar, Ulcinj, Budva, Tivat, Danilovgrad, Andrijevica. Difference between inhabitants who moved in and moved out is highest in Podgorica and it is 1 360 people. The highest negative net was recorded in Bijelo Polje and it is 396 persons. As seen before, there is a gender imbalance also for the internal migration: Majority of that population are women with 55,7% or 2 438 while men are 44,3% from total number, i.e. 1.936 inhabitants.

Regions	Period between two censuses			
	Total Population		Net Migration	
	1991	2003	Number	Rate (%)
Montenegro	593,5	634,0	-9,6	-1,6
Northern Region	212,4	198,6	-31,8	-15,5
Central Region	254,9	285,6	5,6	2,1
Coastal Region	126,3	149,7	16,5	12,0

Source: MONSTAT (2008)

Regarding the tendency of migration within regions, also in 2013 in each municipalities on the north of Montenegro, except Andrijevica, it was recorded net negative migration. Positive net migration was recorded in the other two Montenegrin regions and it was higher in the central region (1 025 persons), while in seaside region it was 390 persons.

NET MIGRATIONS BY MUNICIPALITIES, 2013			
MUNICIPALITIES	moving in	moving out	net migrations
PODGORICA	1946	586	1360
BAR	571	286	285
ULCINJ	143	82	61
BUDVA	219	164	55
TIVAT	115	81	34
DANILOVGRAD	192	168	24
ANDRIJEVICA	75	74	1
TOTAL	4374	4374	0
KOTOR	141	161	-20
HERCEG NOVI	123	148	-25
ŽABLJAK	32	58	-26
PLUŽINE	17	73	-56
ŠAVNIK	13	73	-60
MOJKOVAC	54	126	-72
PLAV	26	132	-106
ROŽAJE	50	165	-115
KOLAŠIN	27	143	-116
ČETINJE	67	186	-119
PLJEVLJA	63	245	-182
NIKŠIĆ	265	505	-240
BERANE	110	397	-287
BIJELO POLJE	125	521	-396

Source: MONSTAT, Department of demography and census of population

2.2. Emigration

Throughout the 20th century Montenegro has been a typical emigration area. Prior to 1990, the first major wave of emigration launched immediately after World War II, was directed to Serbia.. In the period between 1953 and 1961 the net migration rate was negative (-7.2%). The second major wave of migration from Montenegro occurred in the 1965-1973 period. It was a massive emigration abroad, jointly organized by the Federal State Agency of the SFRY and the main migration receiving countries (Germany, Austria, France, and Switzerland) in the frame of guest-worker agreements.

According to the estimates provided by the Government of Montenegro, the number of expatriates and migrants from Montenegro worldwide is about 200,000, which is consistent with the estimated size of the Montenegrin Diaspora as estimated by the IOM, This number, would be larger if it would take into account Montenegrins by ancestry. Though the exact number of Montenegrin immigrants and their descendants around the world is unknown, the Ministry of Foreign Affairs estimated that their number is equal to the number of people currently living in Montenegro. Following Ministry of Foreign Affairs Montenegrin immigrants and their descendants live mostly in North and Latin America, Serbia, Turkey, Western Europe and countries of the former Yugoslavia, but a significant number of them live in Australia, Russia and some African countries. The government of

Montenegro established to set up a database of the country's immigrants and immigrant organizations. The law on cooperation with the diasporas has been prepared and it will establish the normative framework and defined priority issues of cooperation with diasporas.

Results of the census of 1991, 2003 and 2011 provide important information about the characteristics of migration and migration trends in Montenegro. Still, these data are not yet complete; the census results of 2011 show that 35,689 Montenegrin citizens resides abroad for more than a year but further processing are not currently available for the 2011 Census. According to the Census of 2003, Germany attracted the largest number of Montenegrin citizens abroad. 56.6% of Montenegrins resided abroad in European countries, while the United States housed nearly one-fifth of residents abroad. The destination countries (mirror) statistics (Censuses and Surveys) give bigger figures.

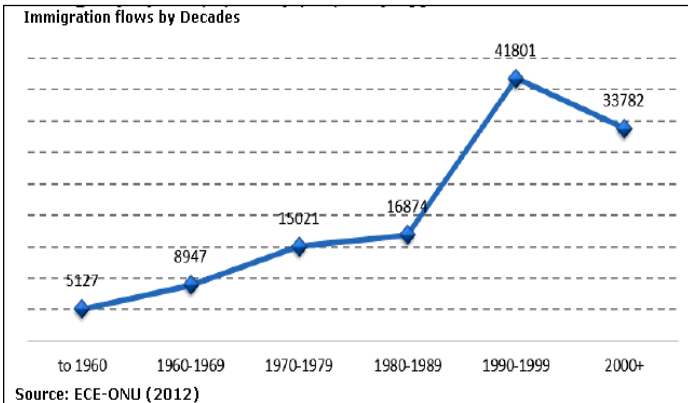
The Montenegrins of Serbia are a national minority in the country and according to the 2011 Serbian census, there are 38.527, ethnic Montenegrins in Serbia. Over 26,000 Montenegrins lived in Germany and 25,000 in Switzerland in 2006. As for the other countries belonging to the project MMWD reference area it should be noted that in 2012, 655 citizens with Montenegrin citizenship were residing in Slovenia, while in Croatia (2011 Census), the ethnic Montenegrins were 4,517. Looking at the areas of origin of Montenegrin migrants a very distinct picture emerges: the largest number of Montenegrin citizens abroad moved out of the Northern region of Montenegro as indicated by the proportion of migrants abroad originating from this region which is the highest. it has also seen the most drastic increase in the period between 1981 and 2003, as the numbers of Montenegrins abroad coming from the Northern region was about 4 times higher in 2003 than it was in 1981 or 1991. About half (50,7%) of all Montenegrin citizens abroad in 2003 were from the Northern region. Migrants from this region accounted for 12.5% of the total population of the region, as compared to only 3.4% ten years earlier 1991. In the other two regions of Montenegro there was also an increase of the number of people working and living abroad, but it was much more moderate than in the Northern region. According to the Census of 2003, 22.3% of residents abroad came from the Central region, and the Coastal region weighed to 26.4%.

Country	Number of Citizens	Percentage
United States	18.700	35,0%
Germany	11.344	21,2%
Switzerland	2.810	5,3%
Luxembourg	2.722	5,1%
Sweden	2.279	4,3%
France	1.288	2,4%
Nethrlalnds	1.202	2,2%
Denmark	1.202	2,2%
Italy	1.198	2,2%
Other European Countries	6.194	11,6%
Australia	1.024	1,9%
Other non-European Countries	1.270	2,4%
Unknow	2.200	4,1%
Total	53.433	100,0%

Source: MONSTAT (2012)

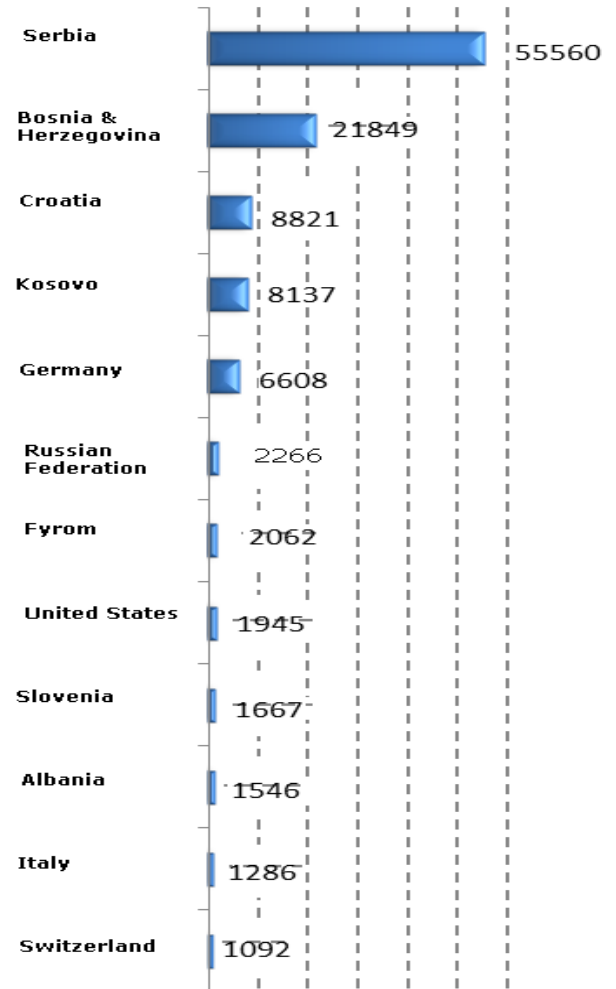
2.3. Immigration

If we consider the period from the 60s to today, we observe that the majority of immigrants were recorded in '90s. From 1990 to 1999, almost 42 thousands current residents moved to Montenegro. If we look at immigration flows by year, the years when majority of people immigrated to Montenegro were 1992 (7.595) and 1999 (9.888) These immigration peaks were because of the war events in former Yugoslavia.

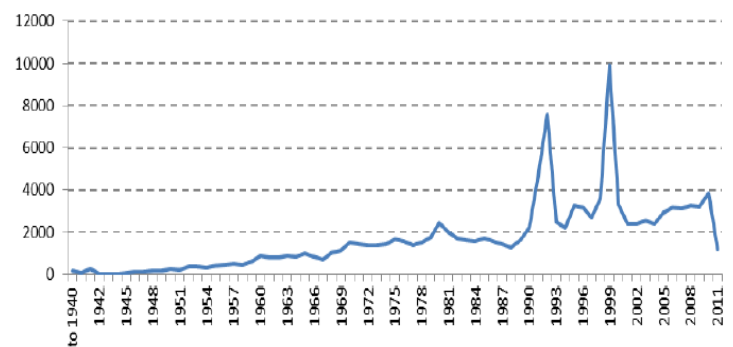


In the Census 2011 the questions about international migration included the geographical, time component and also the reason for the last arrival to Montenegro. Based on the question regarding the place of birth, 55% of immigrants were born outside of Montenegro, while the others or 45% of them were born in Montenegro. Regarding citizenship 70% of immigrants have Montenegrin citizenship, 20% of them are foreign citizens, while 8% of immigrants are in the process of acquiring the Montenegrin citizenship and 2% are stateless. The 86.8% of the immigrants come from the former Yugoslavia and then from the reference area for the SEE program. The most common reason for moving to Montenegro is for family reasons, so about 69 thousand persons came to Montenegro for this reason; 17% or something more than 20 thousand immigrants came due to the war in the area of former place of residence; the reason of economic nature relates to about 16 thousand or 14% of immigrants; because of education/schooling in Montenegro came 3% or 4 thousand immigrants. Regarding the gender balance it can be observed that the 51% immigrants are women with 51% of the total number of immigrants. Regarding the reason for last moving in/return to Montenegro more women than men have moved to Montenegro due to family reasons (respectively 56% and 44%) and war (respectively 51% and 49%). The largest gender difference with regard to motivation, there has been for economic reasons where majority are men with 64% and there are 36% of women. The motivation of education records contained a lower gap: 53% for men and 47% for women.

Immigrants' countries of origin



Immigration flows by year (1940-2011)

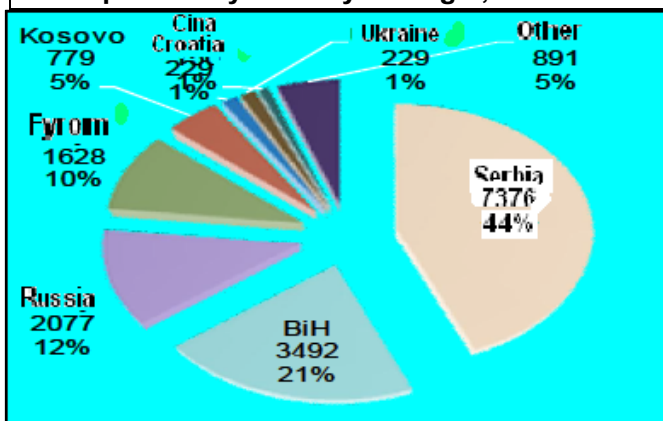


3. Immigrants presence in the labour market

In the questionnaire for the Census of Population, Households and Dwellings 2011 in Montenegro the question about reason of last moving in/return to Montenegro had possibility to answer on this question in five ways: Economic, Family reasons, War, Education and Other. The reason of economic nature relates to about 16 thousand or 14% of immigrants. Montenegro counts with an influx of foreign workers during the peak season, which somehow deprives local people willing to work from income opportunities. According to survey conducted as a background for the Strategy, the percentage of foreign seasonal workers in total employment of all identified potential clusters reaches about 17%. The influx is highest in the tourism sector, especially in the municipalities of Budva, Kotor and Herceg Novi. In general, work permits have been issued to citizens from the neighbouring countries (Serbia, Bosnia and Herzegovina) as well as from the Russian Federation. They have mostly been of seasonal nature and have been mainly issued in areas such as construction, tourism and trade. According to Government Decisions on determination of number of work permits for foreigners, in 2011 were determined 19.649 work permits (16.850 for employment of foreigners) and 41,6% of them of the permits was issued from the Bar office, responsible for Budva and Ulcinj.

The age structure of foreign workers with work permits highlights the considerable weight of the over-40, representing a share of 40%. In 2012 were determined 25.050 work permits (22.000 for employment of foreigners; 2.050 for cross-border services of foreigners and 1.000 work permits in line with the Montenegrin labour market's needs). Of the 22 thousand work permits for foreigners, 15 thousand were seasonal: 6.500 for the tourism sector; 5.500 in the building sector; 2.000 in the agriculture and 1.000 in other sectors. The Municipality of Budva has absorbed 28.5% of the permits for foreign workers (tourism and hospitality), followed by Podgorica with 25.0% (construction and agriculture) and Herceg Novi with 11.5% (tourism and hospitality). In 2013 were planned 16.500 work permits (14.700 for employment of foreigners; 800 for cross-border services of foreigners and 1.000 work permits in line with the Montenegrin labour market's needs). The Government determined 19 500 work permits for 2014 of which 3,000 work permits are determined for employment of foreigners in major development projects (tourism, infrastructure and energy sectors).

Work permits by Country of Origin, 2011



Source: Zavoda Za Zapošljavanje Crne Gore (2012)

Work permits by age group, 2011

18-25 years	3.334	19,8%
25-30 years	3379	20,1%
30-40 years	4691	27,8%
40-50 years	2834	16,8%
over 50	2613	15,5%
Total	16.851	100,0%

Source: Zavoda Za Zapošljavanje Crne Gore (2012)

4. Foreign population by level of educational attainment

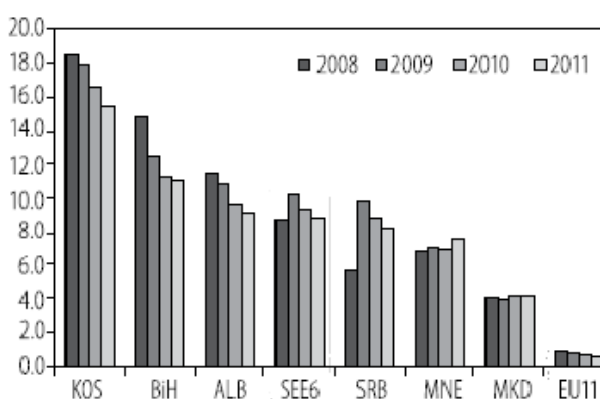
There are no available data on foreign population by level of educational attainment. Population Census 2011 data refers to national population 15 and over by educational attainment and age, IOM Migration Profile of 2007 and other national source give only data on refugees and IDPs.

In the questionnaire for the Census of Population, Households and Dwellings 2011 in Montenegro was the question about reason of last moving in/return to Montenegro and person had possibility to answer on this question in five ways: Economic, Family reasons, War, Education and Other. According to the immigrants' statements, about 69 thousand persons came to Montenegro for family reasons; 17% or something more, than 20 thousand immigrants came due to the war in the area of former place of residence of a person; the reason of economic nature relates to about 16 thousand or 14% of immigrants; because of education in Montenegro came 3% or 4 thousand immigrants. However, as the Montenegrin Diasporas including second generation amount to nearly the country's population (around 650 thousand people). it is of interest give some figures about their educational attainment. The census 2003 data provides some information about the educational attainment of the Montenegrin population abroad. From the total number of Montenegrin citizens abroad (largely underestimated), 42,099 persons were of age 15 and over. Out of them, about 6.2% (2,605) had a university education. Over half (50.9%) of Montenegrin citizens with a university degree abroad lived and worked in European countries, and 43.5% were in non-European countries. However, the U.S. have absorbed the largest number (32.6%) of these highly educated migrants from Montenegro, while Germany has attracted 10.9%, Canada 5.1%, and the United Kingdom 4.1%. The dispersion of migrants by educational attainment varies a lot according to the destination countries: In Great Britain the ratio of migrants with university education among the Montenegrin population is high (29.7%) and this is also true for Canada (23.4%). The shares are much lower in other countries like Australia (8.8%), France (7.9%), Italy (7.6%), U.S. (5.7%), Sweden (5.2%) or even Germany (3.12%), one of the main EU destinations.

5. Remittances/transfers of money to country of origin

Following Central Bank of Montenegro's information releases the amount sent home by Montenegrins working abroad to their families increased by almost 5% in 2013, reaching a total of 353 million euro. According to the bank's information, the Diaspora sent remittances worth about 342.8 million in 2012, about 321.34 million in 2011 and nearly 281 million in 2010, adding up to a total of 1.3 billion euro over the past four years. Most of the remittances that were sent home through the banking system came from Serbia, Italy, Germany, Greece and Britain, the bank said. Some of the money [also] comes into Montenegro by so-called informal channels. It is planned to assess how much was being sent using non-official methods. Update estimates of remittance flows published in April 2014 by the World Bank's Migration and Remittances Unit agree with data of the Central Bank of Montenegro. The World Bank estimates a weight of remittances on GDP of 7.9%.

Worker Remittances 2008 - 2011 (% of GDP)



Source: SEE6 Central Banks.

(USD million)	2007	2008	2009	2010	2011	2012	2013e
Migrant remittance inflows	196	298	303	301	343	333	357

Source: World Bank (2014)

REGIONALIZATION AND REGIONS

Montenegro, following MONSTAT (2010) is defined as a single NUTS region (entire Montenegro = NUTS 1 and NUTS2 and NUTS3). The official local government administrative divisions are 21 municipalities. However, the Regional Development Strategy for Montenegro 2010-2014 adopted by the government in January 2011 identifies three geographical regions (the Coastal region, the Central region including the capital Podgorica, and the Northern region) which, while they have no administrative standing, do have distinctive economic, social and demographic profiles.

The Regional Development Strategy classifies the regions of Montenegro into Northern, Middle and Coastal regions, regarding the geographic attributes as follows: - Northern region consists of the following municipalities: Andrijevica, Berane, Bijelo Polje, Mojkovac, Kolasin, Plav, Pljevlja, Pluzine, Rozaje, Savnik, Zabljak, representing 29 % of the population. - Middle region has the capital Podgorica, the Old Royal capital Cetinje and the municipalities of Danilovgrad and Niksic, which make up 47 % of the population of Montenegro. Podgorica is the capital, administrative, commercial, university and political center of Montenegro. - Coastal region, including Bar, Budva, Herceg Novi, Tivat, Kotor and Ulcinj, accounting for 24% of the whole population in Montenegro.

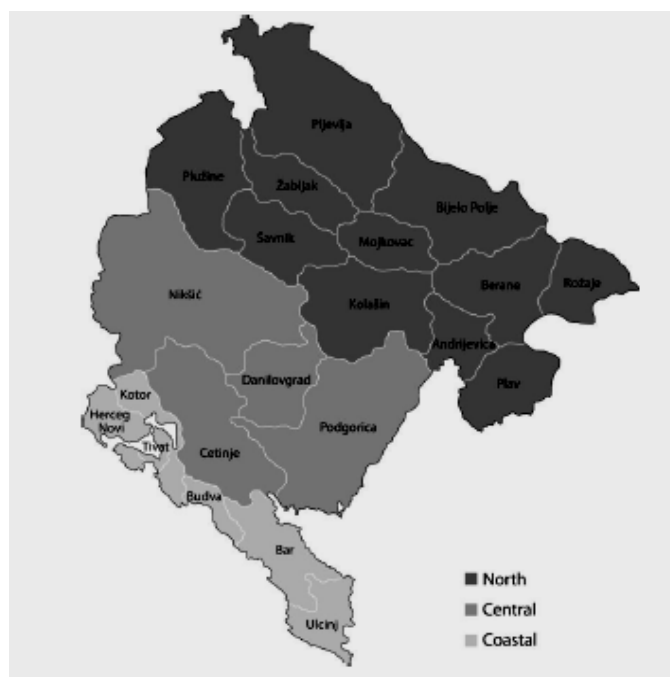
The Strategy of Regional Development in January 2011. This Strategy is focused on a coordinated approach to the socio-economic development of Montenegrin regions in order to enable a more balanced development of the country and to narrow the gap between the regions. Regional differences in economic development are quite considerable. There are differences among regions of Montenegro caused by historical trajectories, demographic factors, including population.

For the Northern region, as the one which is clearly facing the major socio-economic development constraints, the priorities are, among others, the development of the human potential, the development of the business environment and an increase of competitiveness through a sustainable use of economic, rural and cultural resources.

Other strategies that are also partially related to regional development and thus relevant for the development of the Northern region are the Strategy of Tourism Development until 2020, the National Strategy of Sustainable Development, the Strategy of Energy Development until 2020, the Strategy of the Construction Development until 2020, the Strategy for Development of SMEs until 2015,

The 2012-2016 Strategy for Sustainable Economic Growth of Montenegro through Introduction of Clusters aims at contributing to a more balanced regional socio-economic development by increase in competitiveness and employment capacities of the

micro, small and medium enterprises, as well as entrepreneurs (especially in the less developed municipalities), ensuring that various economic participants in the country equally use the advantages arising from the European integration process and further market opening. The Strategy is focused on provision of contribution in achieving of the four major goals arising from the above-mentioned general objective of the strategy, and it is harmonized, at the same time, with the goals of other key strategic documents of the Government of Montenegro. The abovementioned goals include (1) increase in exports, (2) local origin of products and substitution of imports, (3) opening of the new enterprises and creation of the new jobs and (4) retaining the employment level.



Regions	Population (number)	Percentage of total population (%)	Allocation of resources (%)
South	148.683	24	5%-10%
Central	293.509	47	25%-35%
North	177.837	29	55%-70%

Source: MONSTAT

POLICY GOVERNANCE

Labour Governance

In the framework of MMWD Activity 7.1 around 17 subjects and entities (stakeholders) have been mapped related to the labor policy governance (regulation: planning; implementation and services). As actual regions of development are not involved in the governance of policies, Municipal Social Economic Councils involved in the planning phase been set up in 12 out of 21 municipalities. Montenegrin institutional system foresees a two-level governance in labour employment mainly focalized on the upper (centralized/national).

Within the framework of the Government of Montenegro, the Ministry of Labour and Social Welfare is responsible for the overall coordination of the implementation of the National Strategies for Employment and Human Resources Development.

There is a tripartite dialogue within social partners (Montenegro Employers Federation, Federation of Free Trade Unions of Montenegro, Confederation of Independent Trade Unions of Montenegro), as the National Social Council: Social Council consists of the trade union, employers and the government representatives with an advisory role in matters of economic and social policies.

The planning and implementation phase is headed at national level mainly by the Employment Agency of Montenegro (EAM) is in charge of the implementation of all the active employment policies. EAM is responsible for: Research, planning and development and Statistics. EAM is organised through a Head Office, seven "regional" employment centres and 14 employment offices. The programs of active employment policy measures implemented through the EAM have been including 20% of the registered unemployed persons per year, even though, in 2011, there has been a reduction to the number of the programs implemented, due to budgetary restrictions. The National Strategy for Employment and Human Resources Development 2012- 2015 defines a lot of measures which are related to Active Labour Market Policies AS The overall aim is two-fold: creation of better conditions for job opening and in parallel, or jointly, investment in human capital with a view to increasing the level of employment and enhancing the economic competitiveness. It has been developed by representatives of the Ministry of Labor and Social Welfare and a wider Working Group consisting of representatives of the key public stakeholders in the field of socio-economic development: the Ministry of Education and Sports, the Ministry of Economy, the Ministry of Finance, the Ministry of Sustainable Development and Tourism, the Employment Agency, MONSTAT, the Vocational Education Centre, the Directorate for Development of Small and Medium Sized Enterprises, as well as the representatives of the social partners and of the NGO sector.

Regarding foreign workers the Government establishes annual work permit quotas for foreign citizens, based on a proposal from the Ministry of Labour and Social Welfare, following consultation of other ministries concerned and the Social Council. Quotas do not concern certain categories of foreign nationals,

such as those employed on the basis of an international agreement or entrepreneurs. In general, work permits have been issued to citizens from the neighbouring countries (Serbia, Bosnia and Herzegovina) as well as from the Russian Federation. They have mostly been of seasonal nature and have been mainly issued in areas such as construction, tourism and trade.

Welfare Governance

In terms of the administration of the overall social protection system, the Ministry of Labor and Social Welfare is the main institution in charge. Institutions responsible for social protection implementation are Centers for Social Welfare (for the welfare part), residential institutions (for institutional care), the Pension and Disability Insurance Fund (for pension and disability insurance), the Health Insurance Fund (for health insurance) and the Employment Agency of Montenegro (for unemployment insurance).

The social protection system in Montenegro is established centrally, through the Ministry of Labor and Social Welfare (MoLSW). The welfare network comprises 10 Centers for social welfare located in municipalities with additional local branches and a number of social institutions (Home for Elderly, Orphanage, Mental health care institution, etc.). Since 2006 the harmonization of the existing legislation with the EU became a priority for the government. The Strategy for the development of Social and Child Protection 2008-2012 was designed and a series of laws were adopted in order to implement the reforms of the welfare provisions initiated in the previous period, showing a progress in the delineation of the Montenegro welfare system.

The social services delivery is assured by social welfare centers and a number of institutions for accommodation of children and youths, disabled and elderly adults. SWCs are the basic segment and the first line of social and child assistance with authorizations at the local level.

Respecting the process of decentralization of social welfare system, Strategy on social welfare and child protection development in Montenegro (2008-2012) focused on two levels: a) National level: establishment of the Fund for social services and innovations as a support to strengthening of capacities of the Ministry of Labour and Social Welfare in the process of planning and managing decentralization in social welfare system, as well as providing support in establishing social services in local community through project funding by a public invitation; b) Local level: planning at local level and

establishing social services in community that will meet needs of vulnerable groups, increase their social inclusion and improve the quality of life in natural environment. number of strategies are in place in the area of social inclusion. The first Strategy on Social Exclusion 2007–2011 was adopted by the Government in 2007 defining the notion of social exclusion for the first time. A Strategy for improving the position of Roma, Ashkali and Egyptian population 2012–2016 was adopted by the Government in 2012, A Strategy for Social and Child Welfare 2013–2017 and a Strategy for social protection of the elderly 2013–2017 were adopted in June 2013. A new Law on Social and Child Protection was adopted by the Parliament in May 2013 providing minimum standards for the provision of social services and child protection.

Education Governance

The Montenegro educational system sees at national level the Ministry of Education and Sports, as the main decision-making body in the area of education. The Ministry of Education and Sports is responsible inter alia for financing education, managing educational institutions, implementing legislation, teacher training, curricula and syllabi, and approval of textbooks and reference books.

The main advisory institution at national level is the National Education Council (NEC) created in 2010 by the merging of the Council for Vocational Education, the Council for Adult Education and the Council for General Education (for preschool, primary, secondary general education, and academic subjects in vocational education) into the National Education Council (NEC). The Council has 20 members proposed by the Ministry of Education and the Bureau for Education Services, universities and social partners (including employers' associations, unions, as well as student parliaments). The work of the Ministry is supported also by the Council for Higher Education established in 2004 under the Law on Higher Education, has accreditation functions and conducts external evaluations. The leading government agency for all national scientific and research activities is the Council for Scientific and Research Activities, established in fall 2006. Institutions under the MOES include the Bureau for Educational Services, the Examinations Centre, the Vocational Education Centre, and the Institute for Textbooks and Teaching Aids (established in 1995 as the official publisher of textbooks in Montenegro). The Bureau for Educational Services shall: assess the quality of educational services in cooperation with institutions; work on the improvement of the educational activities; monitor the development of the education system; define educational and pedagogical standards for textbooks and handbooks; assist in the process of curriculum development; conduct research and provide advisory services;

organize in-service teacher training activities, as well as the training of principals; conduct external evaluations of students' learning achievement and monitor innovations and experiments. The Bureau is competent for quality assurance, also including the drafting of curricula for preschool, primary, general secondary education and the general section of the vocational education curriculum, and provides support to the work of the Council for General Education (now the National Council for Education). The Examinations Centre has the following functions: prepare, organize and administer the exams; provide training and advisory services, particularly in the field of external assessment of learning achievement; provide technical and administrative support to the state exam commissions; conduct research in its area of competence; ensure the participation of the country in international assessment exercises and certification system

Several institutions of the government are important for the vocational education system (VET). One of the three board of the National Education Council is the Board for VET. The Council is in charge of passing the curricula for subjects and examination catalogues for vocational and other exams, methodology for the preparation of textbooks, the scope and content of the vocational education that is delivered with employers, establishing of curricula for vocational education and pupils with special needs, proposal of the profile and professional qualifications of the teaching staff responsible for vocational education. Representatives of the ethnic minorities are also members of the Council. One of the aims of the reform of the education system was the decentralization of finance, which has still not been implemented, due to which also all VET systems are financed from the central budget at the national level. Local self-government bodies in the municipalities have the obligation of implementing current legislation, financing the maintenance of school buildings, provide social care for pupils (transport, school meals, health care, etc.), and co-finance investments and material expenses. The local self-government bodies also have the obligation of implementing official curricula as well as standards prescribed by the law.

The Strategy for Development of Vocational Education in Montenegro (2010-2014) and the Strategy for Development of VET in the Northern Region of Montenegro (2011-2014) provides the basis for the development of the vocational education system. The Strategy for Introduction of the Montenegrin Qualification Framework (2008–2013), the Strategy for Lifelong Entrepreneurial Learning (2008–2013) and the, Strategy of Lifelong Career Orientation (2011-2015) are also relevant for social inclusion in vocational education.

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