

## ZAPOSLENOST I ZARADE

### Zaposlenost

Podaci o godišnjem i mjesečnom broju zaposlenih dobijaju se na osnovu evidencija koje su regulisane Zakonom o evidencijama u oblasti rada i zapošljavanja („Sl.list CG“ br 45/12), a vode se u Centralnom registru obveznika i osiguranika (CROO), Sluzbeni list CG (45/08;80/08;15/09;43/09;32/10), koje Uprava za statistiku redovno preuzima od istih.

### Obuhvatnost

Ovim evidencijama obuhvaćeni su zaposleni u preduzećima, ustanovama i organizacijama svih oblika svojine kao i strani državljani zaposleni u našoj zemlji.

Podaci o nezaposlenim licima obuhvataju sva lica koja su kod Zavoda za zapošljavanje registrovana kao nezaposlena.

### Definicije

Pod pojmom zaposleni podrazumijevaju se sva lica koja imaju zasnovan radni odnos sa preduzećem ustanovom ili organizacijom ili individualnim poslodavcem bez obzira da li su radni odnos zasnovali na neodređeno ili određeno vrijeme i da li rade puno ili kraće od punog radnog vremena. Od 1. januara 2009. godine u ukupan broj zaposlenih u Crnoj Gori ulaze i zaposleni stranci na osnovu čl1 Zakona o zapošljavanju i radu stranaca ("Sl.list CG", br. 22 od 02.04.2008.godine), a stupio na snagu 1. januara 2009. godine, stranac se može zaposliti, odnosno, raditi u Crnoj Gori pod uslovima utvrdjenim zakonom, kolektivnim ugovorom, potvrđenim i objavljenim međunarodnim ugovorom i opšte prihvaćenim pravilima međunarodnog prava."

### Nezaposleni

#### Definicije

Podaci o broju nezaposlenih lica preuzeti su od Zavoda za zapošljavanje i obuhvataju samo lica koja su registrovana kod ove službe.

U grupi „lica koja traže zaposlenje“ obuhvaćena su lica shodno članu 4 Zakona o zapošljavanju, stav prvi: „nezaposlenim licem, u smislu ovoga Zakona, smatra se lice od 15-65.godina života koje se nalazi na evidenciji Zavoda za zapošljavanje Crne Gore (u daljem tekstu: Zavod) i aktivno traži zaposlenje, kao i strani državljanin ili lice bez državljanstva, koji ima odobrenje za stalno nastanjenje i odobrenje za zasnivanje radnog odnosa u Crnoj Gori“.

U grupi „lica koja primaju novčanu naknadu“ obuhvaćena su lica koja shodno članu 48 Zakona o zapošljavanju Crne Gore, stav prvi: „pravo na novčanu naknadu ostvaruje osiguranik kojem je u smislu Zakona o radu prestao radni odnos bez njegovog zahtjeva, saglasnosti ili krivice, a koji je bio u radnom odnosu kod jednog ili više poslodavaca sa punim radnim vremenom najmanje 9 mjeseci neprekidno ili 12 mjeseci sa prekidima u posljednjih 18 mjeseci (u daljem tekstu: staž osiguranja), ako se prijavi Zavodu u roku od 30 dana od dana prestanka radnog odnosa“.

U grupi „nezaposlene osobe“ koje su se tokom izvještajnog mjeseca prijavile na evidenciju Zavoda za zapošljavanje Crne Gore obuhvataju grupe novoprijavljenih lica“:

- Prvi put, nema zapošljavanja – odnosi se na lica koja su se prvi put prijavila na evidenciju Zavoda, a do tada nijesu bila zapošljavana;
- Prvi put, ima zapošljavanja – lica koja su se prvi put prijavila na evidenciju Zavoda, a do tada nijesu bila zapošljavana;
- Nije prvi put, nema zapošljavanja- lica koja su se više puta prijavljivala na evidenciju Zavoda, a nijesu bila zapošljavana;
- Nije prvi put, ima zapošljavanja – lica koja su se više puta prijavljivala na evidenciju Zavoda, a bila su zapošljavana;

U grupi „prestanak vođenja evidencije“ obuhvaćena su lica koja shodno članu 86 Zakona o zapošljavanju, stav prvi: „evidencija o nezaposlenom licu prestaje da se vodi:

## EMPLOYMENT AND EARNINGS

### Employment

*The data on annual and monthly number of employees are obtained on the basis of records regulated by the Law on Records in Area of Labour and Employment (Official Gazette of Montenegro 45/12), and kept by the Central Register of Payers and Insured Persons (Official Gazette of Montenegro 45/08, 80/08, 15/09, 43/09, 32/10), and regularly used by Statistical Office.*

### Coverage

*The above mentioned records comprise employees in enterprises, institutions and organization of all types of ownership, as well as foreign citizens employed in our country.*

*The data on unemployed persons include the persons registered at the Employment Agency of Montenegro under the unemployed category.*

### Definitions

*The term “employees” refers to all persons being employed in enterprises, institutions, organizations or by self-employed individuals no matter whether their employment status is based on a permanent or temporary contract and whether they work on a full-time or part-time basis. From the 1<sup>st</sup> January 2009 in the total number of employees enter also employed foreigners according to the article 1 of the Law on Employment and work of the foreigners (Official Gazette of Montenegro, number 22 from 2<sup>nd</sup> April, 2008), which took effect on the 1<sup>st</sup> January 2009“strangers can be employed, i.e. work in Montenegro under condition established in Law, collective contract, confirmed and published international contract and generally accepted regulation of international Law”.*

### Unemployed

#### Definitions

*Data about unemployed persons are taken from the Employment Agency and include only persons registered at the Agenc.*

*The group “persons looking for employment” includes persons defined according to the article 4, par. 1 of the Law on Employment as: “an unemployed person, according to this Law, is a person aged 15-65 which is in the records of the Employment Agency of Montenegro (furthermore: EAM) and is actively looking for employment, as well as a foreigner or a person without citizenship, who has the permission for permanent residence as well as the permission for starting work in Montenegro”.*

*The group” persons receiving social benefits” includes persons who, according to the article 4, par. 1 of the Law on Employment: “receive the monetary benefit for stopped working without person’s request, compliance or guilt, and who was working for one ore more employers the full working time for at least 9 months without a break or 12 months with breaks in the last 18 months (furthermore: duration of insurance), if he/she reports to the EAM within 30 days of stopping to work.*

*The group “unemployed persons“ who reported themselves to the records of the Employment Agency of Montenegro within the reporting month includes the groups of newly reported persons:*

- *First time, no employment– refers to persons who are reported for the first time in the records of EAM, and were not previously employed;*
- *First time, with employment – persons who are reported for the first time in the records of the EAM, and used to be employed;*
- *Not-first time, no employment – persons who reported to the records of EAM several times, and were not employed;*
- *Not-first time, no employment persons who reported to the records of EAM several times, and used to be employed;*

*The group “stopped keeping records” includes persons who, according to the article 86, refer to the par. 1 of the Law on Employment: “records on the unemployed person are stopped to be kept if:*

1. ako zaključi ugovor o radu sa punim radnim vremenom; se odjavi iz evidencije nezaposlenih lica;
2. odbije uključivanje ili ne izvršava obaveze utvrđene ugovorom o uključivanju u program aktivne politike zapošljavanja;
3. postane vlasnik ili većinski suvlasnik preduzeća;
4. postane preduzetnik;
5. odbije odgovarajuće zaposlenje;
6. nije dalo tačne podatke o ispunjavanju uslova za sticanje statusa nezaposlenog lica;
7. navršši 65 godina života;
8. ostvari pravo na starosnu ili invalidsku penziju;
9. ostane potpuno nesposoban za rad;
10. ode na izdržavanje kazne zatvora u trajanju dužem od šest mjeseci;
11. aktivno ne traži zaposlenje;
12. je radno angažovano suprotno propisima o radnim odnosima („rad na crno“);
13. postane osiguranik – zemljoradnik, u skladu sa Zakonom o penzijskom i invalidskom osiguranju“.

## ZARADE

### Izvori podataka

Podaci o prosječnim zaradama prikazuju zarade isplaćene u mjesecu i dobijeni su iz redovnog mjesečnog istraživanja Mjesečni izvještaj o zaposlenim i zaradama (obrazac RAD-1).

### Obuhvatnost

Istraživanjem su obuhvaćena preduzeća, ustanove, zadruga ili organizacije, svih oblika svojine kao i njihove jedinice u sastavu, po organizaciono teritorijalnom principu, počev od nivoa opštine.

### Definicije

U članu 78 Zakona o radu Sl. list CG br. 49/08, 26/09, 59/11 i 66/12 stav (1) i stav (2) bruto zarada i uvećanje zarade je:

1. Zarada koju je zaposleni ostvario za obavljeni rad i vrijeme provedeno na radu, naknada zarade i druga primanja utvrđena kolektivnim ugovorom i ugovorom o radu čini bruto zaradu.
2. Zarada se uvećava u skladu sa kolektivnim ugovorom i ugovorom o radu za: rad duži od punog radnog vremena, noćni rad, minuli rad, rad u dane državnih i vjerskih praznika koji su zakonom utvrđeni kao neradni dani i za druge slučajeve utvrđene kolektivnim ugovorom i ugovorom o radu.  
U članu 3a Zakona o doprinosima za obavezno socijalno osiguranje („Sl. List CG“ br.13/07, 79/08, 86/09, 78/10, 14/12 i 62/13) u stavu (1) i stav (2) navodi se da je:
3. Osnovica za obračun i plaćanje doprinosa je bruto zarada zaposlenog, koja obuhvata zaradu za obavljeni rad i vrijeme provedeno na radu, uvećanu zaradu, naknadu zarade i druga lična primanja utvrđena zakonom, kolektivnim ugovorom i ugovorom o radu, na koja se plaća porez na dohodak fizičkih lica.
4. Bruto zarada zaposlenog iz stava 1 ovog člana obuhvata i naknade koje su direktno povezane sa radom i radnim učinkom ( naknada za rad u radnim tijelima, grupama, timovima isl.), na koje se plaća porez na dohodak fizičkih lica.

Porez na teret zaposlenog koji se utvrđuje na osnovu Zakona o porezu na dohodak fizičkih lica (“Sl.list RCG“ br.65/01, 12/02, 37/04, 29/05, 78/06, 04/07, 86/09, 73/10, 40/11, 14/12, 06/13 i 62/13).

**Prosječna zarada (bruto) izračunava se tako što se ukupno isplaćena masa zarada u mjesecu dijeli sa brojem zaposlenih na koje se odnose izvršene isplate.**

Zaradu bez poreza i doprinosa (neto) čini zarada (bruto) umanjena za poreze i doprinose na teret zaposlenog.

Indeks realne prosječne zarade bez poreza i doprinosa (neto) predstavlja odnos između indeksa nominalne prosječne zarade bez poreza i doprinosa (neto) i indeksa potrošačkih cijena.

1. *the person signs contract on work with full working time; is signed off from the records of the unemployed persons;*
2. *refuses inclusion or does not perform obligations specified in the agreement on the inclusion in the programme of active employment policy;*
3. *becomes the owner or major co-owner of an enterprise;*
4. *becomes an entrepreneur;*
5. *refuses appropriate employment;*
6. *did not give correct data on meeting conditions for getting the unemployment status*
7. *is 65 years old;*
8. *gets right to the old-age and survivor pensions;*
9. *is completely incapable to work;*
10. *is serving the imprisonment punishment longer than 6 months;*
11. *is not actively looking for employment;*
12. *is working contrary to the regulations on labour (“unregistered work”);*
13. *becomes insured by agriculture, in compliance with the Law on pension and disability insurance.*

## WAGES

### Data sources

*The data on average wages present wages paid out in a month, and are obtained from regular monthly survey Monthly report on employees and their earnings (questionnaire RAD-1).*

### Coverage

*The survey covers enterprises, institutions, cooperatives or organizations as well as their composite units of all kinds of ownership, by organizational and territorial principle, starting from the level of municipality.*

### Definitions

*In Article 78 of the Law on Labour (Official Gazette of Montenegro, number: 49/08, 26/09, 59/11 and 66/12), paragraph (1) and (2) gross earnings and increase of profits is:*

1. *Earnings that employees have earned for work performed and time spent at work, salaries and other benefits determined by collective agreement or contract of employment makes gross earnings.*
2. *Earnings will be increased in accordance with the collective agreement and employment contract in work longer than full-time, night work, past performance, work in state and religious holidays that are defined by law as non-working days and in other cases stipulated by collective contract and contract.*
3. *The basis for the calculation and payment of contributions is the employee's gross income, which includes earnings for the work and time spent at work, increased wages, salaries and other personal income determined by the law, by collective agreement or contract of employment, on which tax on Personal income is paid.*
4. *The gross wage of an employee referred to in paragraph 1 of this Article shall include the fees that are directly related to the work and work performance (compensation for work in the working groups, groups, teams, etc.), to which tax on personal income is paid.*

*Tax charged to the employee is determined on the basis of the Law on income of physical persons (Official Gazette of RM, number: 65/01, 12/02, 37/04, 29/05, 78/06, 04/07, 86/09, 73/10, 40/11, 14/12, 06/13 and 62/13).*

***Calculation of the average gross earnings is done so that the total sum of all monthly earnings is divided by the number of employees to whom the paid earnings refer.***

*Net salaries and wages are tax and contributions deducted (gross) salaries and wages.*

*Index real average wage without taxes and contributions is the relationship between indices of nominal average wage without taxes and contributions (net), and the index of consumer prices.*

**ZAPOSLENI PO SEKTORIMA DJELATNOSTI**  
**EMPLOYEES BY ACTIVITY SECTORS**

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama, kontrolisanje procesa uklanjanja otpada i sl.  Water supply, sewerage, waste management and remediation activities
		poljoprivreda, šumarstvo i ribarstvo <i>Agriculture, forestry and fishing</i>	vađenje ruda i kamena <i>Mining and quarrying</i>	prerađivačka industrija <i>Manufacturing</i>	snabdijevanje električnom energijom, gasom, parom i klimatizacija <i>Electricity ,Gas Steam and air conditioning supply</i>		
Ø 2017	182 368	2 178	1 555	11 619	2 804	5 030	
Ø 2018	190 132	1 897	1 416	12 295	2 797	5 076	
<b>Ø 2019</b>	<b>203 545</b>	<b>1 998</b>	<b>1 434</b>	<b>13 022</b>	<b>2 775</b>	<b>5 045</b>	
<b>ØI – VIII 2019</b>	<b>204 052</b>	<b>2 008</b>	<b>1 417</b>	<b>13 026</b>	<b>2 783</b>	<b>5 058</b>	
<b>ØI – VIII 2020</b>	<b>182 593</b>	<b>1 618</b>	<b>1 364</b>	<b>11 617</b>	<b>2 687</b>	<b>4 836</b>	
<b>2019</b>							
VIII	210 455	2 077	1 428	13 181	2 781	5 127	
IX	205 650	2 234	1 439	13 120	2 770	5 097	
X	202 787	1 962	1 446	13 127	2 765	5 005	
XI	203 123	1 930	1 518	13 134	2 765	5 011	
XII	198 566	1 785	1 471	12 675	2 730	4 960	
<b>2020</b>							
I	193 423	1 762	1 448	12 343	2 723	4 921	
II	189 933	1 738	1 438	12 160	2 715	4 899	
III	187 251	1 732	1 428	12 002	2 707	4 875	
IV	184 607	1 645	1 356	11 548	2 704	4 853	
V	181 030	1 574	1 343	11 436	2 690	4 831	
VI	178 178	1 540	1 328	11 342	2 663	4 804	
VII	174 170	1 480	1 293	11 158	2 652	4 769	
VIII	172 154	1 471	1 274	10 950	2 642	4 734	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>89,5</b>	<b>80,6</b>	<b>96,3</b>	<b>89,2</b>	<b>96,6</b>	<b>95,6</b>	

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo <i>Construction</i>	trgovina na veliko i malo, popravka motornih vozila i motocikala <i>Wholesale and retail trade, repair of motor vehicles and motor recycles</i>	saobraćaj i skladištenje <i>Transport, and storage</i>	usluge smještaja i ishrane <i>Accommodation and food service activities</i>	informisanje i komunikacije <i>Information and communication</i>	finansijske djelatnosti i djelatnosti osiguranja <i>Financial and insurance activities</i>	poslovanje s nekretnim a <i>Real estate activities</i>
Ø 2017	10 714	36 757	10 795	15 033	5 053	4 344	1 564
Ø 2018	12 051	37 377	11 530	16 024	5 274	4 274	1 608
<b>Ø 2019</b>	<b>14 031</b>	<b>39 834</b>	<b>12 500</b>	<b>18 350</b>	<b>5 566</b>	<b>4 239</b>	<b>1 743</b>
<b>ØI – VIII 2019</b>	<b>13 959</b>	<b>39 872</b>	<b>12 524</b>	<b>19 189</b>	<b>5 523</b>	<b>4 250</b>	<b>1 736</b>
<b>ØI – VIII 2020</b>	<b>11 859</b>	<b>36 074</b>	<b>11 460</b>	<b>13 950</b>	<b>5 427</b>	<b>4 016</b>	<b>1 642</b>
<b>2019</b>							
VIII	14 042	41 144	12 958	22 248	5 592	4 207	1 813
IX	13 974	40 155	12 657	18 722	5 583	4 201	1 763
X	14 288	39 910	12 457	16 387	5 629	4 232	1 739
XI	14 359	39 817	12 449	16 037	5 698	4 246	1 758
XII	14 080	39 152	12 249	15 536	5 694	4 187	1 766
<b>2020</b>							
I	13 501	38 241	12 027	14 949	5 626	4 119	1 751
II	12 977	37 567	11 810	14 537	5 571	4 080	1 710
III	12 525	36 932	11 695	14 215	5 525	4 054	1 704
IV	12 065	36 424	11 605	14 308	5 425	4 030	1 671
V	11 511	35 800	11 435	13 873	5 390	4 004	1 623
VI	11 150	35 158	11 208	13 557	5 355	3 977	1 582
VII	10 712	34 427	11 014	13 156	5 275	3 944	1 552
VIII	10 434	34 044	10 886	13 008	5 251	3 919	1 539
<b>I–VIII 2020 / I–VIII 2019</b>	<b>85,0</b>	<b>90,5</b>	<b>91,5</b>	<b>72,7</b>	<b>98,3</b>	<b>94,5</b>	<b>94,6</b>

**ZAPOSLENI PO SEKTORIMA DJELATNOSTI**  
**EMPLOYEES BY ACTIVITY SECTORS**

Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activitie</i>	državna uprava i odbrana, obavezno soc. osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2017	8 130	10 067	21 320	14 165	12 124	5 033	4 083
Ø 2018	8 724	11 422	21 792	14 494	12 526	5 332	4 223
<b>Ø 2019</b>	<b>10 462</b>	<b>12 500</b>	<b>22 092</b>	<b>14 770</b>	<b>12 715</b>	<b>5 744</b>	<b>4 725</b>
<b>Ø I – VIII 2019</b>	<b>10 331</b>	<b>12 687</b>	<b>22 012</b>	<b>14 583</b>	<b>12 687</b>	<b>5 676</b>	<b>4 731</b>
<b>Ø I – VIII 2020</b>	<b>9 905</b>	<b>8 448</b>	<b>21 311</b>	<b>14 158</b>	<b>12 293</b>	<b>5 568</b>	<b>4 360</b>
<b>2019</b>							
VIII	10 507	13 647	22 230	14 050	12 748	5 853	4 822
IX	10 585	12 897	22 199	14 988	12 770	5 782	4 714
X	10 725	12 394	22 303	15 193	12 792	5 736	4 697
XI	10 876	12 202	22 330	15 388	12 815	6 021	4 769
XII	10 717	11 012	22 175	15 013	12 705	5 989	4 670
<b>2020</b>							
I	10 462	9 914	21 831	14 740	12 637	5 834	4 594
II	10 283	9 305	21 665	14 665	12 518	5 760	4 535
III	10 138	8 919	21 554	14 603	12 464	5 687	4 492
IV	10 014	8 507	21 473	14 545	12 373	5 631	4 430
V	9 823	8 188	21 011	14 424	12 226	5 516	4 332
VI	9 634	7 901	21 146	14 020	12 126	5 450	4 237
VII	9 508	7 511	20 966	13 216	12 028	5 360	4 149
VIII	9 381	7 337	20 845	13 052	11 972	5 308	4 107
<b>I–VIII 2020 / I–VIII 2019</b>	<b>95,9</b>	<b>66,6</b>	<b>96,8</b>	<b>97,1</b>	<b>96,9</b>	<b>98,1</b>	<b>92,2</b>

## ZAPOSLENI PO OPŠTINAMA / EMPLOYEES BY MUNICIPALITY

	Opštine / Municipalities										
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2017	527	11 232	4 469	7 764	13 483	3 411	3 431	9 972	1 348	7 011	1 119
Ø 2018	530	11 490	4 623	7 917	14 867	3 422	3 660	10 201	1 329	7 243	1 164
<b>Ø 2019</b>	<b>542</b>	<b>12 673</b>	<b>5 106</b>	<b>8 259</b>	<b>16 838</b>	<b>3 571</b>	<b>3 842</b>	<b>11 168</b>	<b>1 333</b>	<b>7 743</b>	<b>1 224</b>
<b>Ø I – VIII 2019</b>	<b>546</b>	<b>12 794</b>	<b>5 065</b>	<b>8 194</b>	<b>17 194</b>	<b>3 576</b>	<b>3 849</b>	<b>11 322</b>	<b>1 333</b>	<b>7 886</b>	<b>1 223</b>
<b>Ø I – VIII 2020</b>	<b>507</b>	<b>11 509</b>	<b>4 858</b>	<b>7 657</b>	<b>14 009</b>	<b>3 334</b>	<b>3 564</b>	<b>9 738</b>	<b>1 232</b>	<b>6 595</b>	<b>1 148</b>
<b>2019</b>											
VIII	549	13 159	5 171	8 285	19 371	3 602	3 853	11 802	1 340	8 226	1 247
IX	533	12 555	5 178	8 374	17 494	3 590	3 849	11 031	1 339	7 852	1 242
X	535	12 379	5 224	8 443	15 923	3 578	3 836	10 777	1 336	7 462	1 230
XI	539	12 447	5 211	8 496	15 780	3 558	3 852	10 878	1 347	7 325	1 225
XII	529	12 330	5 143	8 241	15 313	3 516	3 774	10 757	1 317	7 192	1 210
<b>2020</b>											
I	522	12 102	5 052	8 037	14 909	3 416	3 737	10 506	1 301	7 082	1 201
II	521	11 929	5 033	7 951	14 655	3 418	3 682	10 281	1 293	6 879	1 179
III	519	11 761	4 993	7 835	14 441	3 370	3 648	10 164	1 260	6 758	1 169
IV	518	11 638	4 892	7 733	14 245	3 352	3 584	9 869	1 249	6 666	1 170
V	507	11 452	4 829	7 596	13 873	3 322	3 537	9 636	1 226	6 554	1 148
VI	502	11 292	4 786	7 512	13 629	3 303	3 489	9 373	1 207	6 440	1 130
VII	488	11 016	4 665	7 328	13 244	3 259	3 444	9 098	1 181	6 231	1 094
VIII	481	10 883	4 616	7 266	13 076	3 228	3 391	8 974	1 135	6 146	1 090
<b>I–VIII 2020 / I–VIII 2019</b>	<b>92,9</b>	<b>90,0</b>	<b>95,9</b>	<b>93,4</b>	<b>81,5</b>	<b>93,2</b>	<b>92,6</b>	<b>86,0</b>	<b>92,4</b>	<b>83,6</b>	<b>93,9</b>

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	Opštine / Municipalities										
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Ulcinj	Žabljak
Ø 2017	13 628	-	1 248	5 783	466	84 641	2 698	269	4 736	4 438	694
Ø 2018	13 882	-	1 277	5 762	463	88 694	2 829	270	5 324	4 459	726
<b>Ø 2019</b>	<b>14 605</b>	<b>-</b>	<b>1 403</b>	<b>5 863</b>	<b>477</b>	<b>93 762</b>	<b>3 068</b>	<b>287</b>	<b>5 992</b>	<b>5 081</b>	<b>708</b>
<b>Ø I – VIII 2019</b>	<b>14 733</b>	<b>-</b>	<b>1 389</b>	<b>5 852</b>	<b>479</b>	<b>93 300</b>	<b>3 026</b>	<b>286</b>	<b>6 110</b>	<b>5 171</b>	<b>724</b>
<b>Ø I – VIII 2020</b>	<b>13 263</b>	<b>-</b>	<b>1 424</b>	<b>5 326</b>	<b>431</b>	<b>84 523</b>	<b>2 947</b>	<b>273</b>	<b>5 126</b>	<b>4 512</b>	<b>617</b>
<b>2019</b>											
VIII	14 905	-	1 443	5 868	489	95 028	3 037	303	6 484	5 535	758
IX	14 400	-	1 440	5 973	480	95 255	3 127	294	5 916	5 013	715
X	14 396	-	1 426	5 931	476	95 057	3 149	286	5 752	4 919	672
XI	14 426	-	1 417	5 921	476	95 452	3 205	288	5 739	4 876	665
XII	14 166	-	1 447	5 716	454	92 979	3 126	286	5 612	4 804	654
<b>2020</b>											
I	13 904	-	1 442	5 604	444	89 966	3 073	284	5 469	4 733	639
II	13 698	-	1 464	5 495	442	87 998	3 041	281	5 381	4 677	635
III	13 531	-	1 457	5 439	439	86 631	3 005	279	5 281	4 640	631
IV	13 421	-	1 449	5 384	438	85 332	2 961	278	5 198	4 601	629
V	13 193	-	1 426	5 281	431	83 604	2 934	274	5 079	4 510	618
VI	12 976	-	1 417	5 235	427	82 298	2 903	269	4 967	4 409	614
VII	12 741	-	1 372	5 108	414	80 661	2 843	262	4 842	4 285	594
VIII	12 644	-	1 368	5 063	412	79 692	2 816	261	4 794	4 242	576
<b>I–VIII 2020 / I–VIII 2019</b>	<b>90,0</b>	<b>-</b>	<b>102,5</b>	<b>91,0</b>	<b>90,0</b>	<b>90,6</b>	<b>97,4</b>	<b>95,5</b>	<b>83,9</b>	<b>87,3</b>	<b>85,2</b>

NEZAPOSLENA LICA<sup>1)</sup> / UNEMPLOYED PERSONS<sup>1)</sup>

	Stanje krajem perioda / Situation at the end of the period						U toku perioda / In the middle of the period	
	lica koja traže zaposle-nje <sup>2)</sup> ukupno <i>Persons looking for job Total</i>	nezaposlena lica koja prvi put traže zaposlenje <i>Unemployed persons first time looking for job</i>	nezaposlena lica bez kvalifikacija <i>Unqualified unemployed persons</i>	lica koja primaju novčanu naknadu <sup>3)</sup> <i>Persons receiving unemployment benefits</i>	nezaposlene žene <i>unemployed women</i>		prijavilo se za zapošljavanje <sup>4)</sup> <i>Reported for employment</i>	prestanak vođenja evidencije <sup>5)</sup> <i>Records stopped to be kept</i>
					Svega <i>Total</i>	bez kvalifikacija <i>Unqualified</i>		
Ø 2017	50 510	20 155	16 169	8 412	27 619	8 957	3 241	3 135
Ø 2018	43 612	17 566	15 323	9 591	25 621	9 217	2 211	2 917
<b>Ø 2019</b>	<b>36 693</b>	<b>14 911</b>	<b>13 693</b>	<b>12 368</b>	<b>21 356</b>	<b>8 230</b>	<b>2 032</b>	<b>2 291</b>
<b>ØI – VIII 2019</b>	<b>36 889</b>	<b>14 811</b>	<b>13 887</b>	<b>11 851</b>	<b>21 414</b>	<b>8 299</b>	<b>1 680</b>	<b>2 480</b>
<b>ØI – VIII 2020</b>	<b>39 573</b>	<b>15 461</b>	<b>14 421</b>	<b>12 616</b>	<b>23 020</b>	<b>8 739</b>	<b>2 621</b>	<b>1 745</b>
<b>2019</b>								
VIII	34 355	13 853	13 148	13 602	20 384	7 978	1 706	1 931
IX	33 675	13 900	13 159	13 855	19 720	7 992	1 764	2 480
X	35 993	15 064	13 317	13 153	21 113	8 094	4 059	1 763
XI	37 924	15 849	13 410	13 328	22 157	8 164	3 465	1 485
XII	37 616	15 631	13 337	13 267	21 967	8 118	1 650	1 923
<b>2020</b>								
I	35 609	14 108	13 368	13 205	20 772	8 135	1 876	3 892
II	35 582	14 106	12 207	12 888	20 660	7 396	1 746	1 594
III	35 515	14 111	13 450	12 582	20 562	8 119	1 021	1 000
IV	40 361	15 701	14 636	12 166	23 316	8 830	4 941	220
V	42 194	16 308	15 099	12 105	24 387	9 123	2 901	953
VI	41 890	16 316	15 116	12 260	24 220	9 142	3 006	2 719
VII	42 367	16 459	15 072	12 575	24 770	9 149	2 798	1 950
VIII	43 065	16 575	15 211	13 143	25 476	9 280	2 681	1 633
<b>I–VIII 2020 / I–VIII 2019</b>	<b>107,3</b>	<b>104,4</b>	<b>103,8</b>	<b>106,4</b>	<b>107,5</b>	<b>105,3</b>	<b>156,0</b>	<b>70,4</b>

1) IZVOR: Zavod za zapošljavanje Crne Gore

2) Shodno članu 4 Zakona o zapošljavanju („Sl.list RCG”, br. 5/02, 14/10 i 45/12)

3) Shodno članu 48 Zakona o zapošljavanju

4) Nezaposlene osobe koje su se tokom izvještajnog mjeseca prijavile na evidenciju Zavoda za zapošljavanje

5) Shodno članu 86 Zakona o zapošljavanju

1) SOURCE: Employment Agency of Montenegro

2) According to the article 4 of the Law on Employment („Official Gazzete of RoM”, No. 5/02 and 14/10 45/12)

3) According to the Article 48 of the Law on Employment

4) Unemployed persons who in the reference month reported to the records of the Employment Agency of Montenegro

5) According to the Article 86 of the Law on Employment

**PROSJEČNE ZARADE (BRUTO) PO SEKTORIMA DJELATNOSTI**  
**AVERAGE GROSS WAGES BY ACTIVITY SECTORS**

u EUR

in EUR

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS				
		poljoprivreda, šumarstvo i ribarstvo <i>Agriculture, forestry and fishing</i>	vađenje ruda i kamena <i>Mining and quarrying</i>	prerađivačka industrija <i>Manufacturing</i>	snabdijevanje električnom energijom, gasom, parom i klimatizacija <i>Electricity, Gas, Steam and air conditioning supply</i>	snabdijevanje vodom, upravljanje otpadnim vodama, kontrolisanje procesa uklanjanja otpada i sl. <i>Water supply, sewerage, waste management and remediation activities</i>
Ø 2017	765	772	901	639	1 302	704
Ø 2018	766	789	1 016	617	1 318	719
<b>Ø 2019</b>	<b>773</b>	<b>854</b>	<b>1 010</b>	<b>599</b>	<b>1 299</b>	<b>719</b>
<b>ØI – VIII 2019</b>	<b>770</b>	<b>853</b>	<b>994</b>	<b>598</b>	<b>1 300</b>	<b>707</b>
<b>ØI – VIII 2020</b>	<b>782</b>	<b>791</b>	<b>1 043</b>	<b>614</b>	<b>1 375</b>	<b>734</b>
<b>2019</b>						
VIII	776	896	1 018	604	1 292	731
IX	775	879	1 052	603	1 260	737
X	776	891	1 033	594	1 333	737
XI	778	827	1 041	604	1 293	750
XII	781	824	1 040	598	1 299	747
<b>2020</b>						
I	787	827	1 026	621	1 337	720
II	785	835	1 031	630	1 353	730
III	786	822	1 017	632	1 345	725
IV	779	816	1 047	623	1 357	716
V	773	714	1 053	610	1 402	747
VI	787	727	1 056	608	1 367	739
VII	778	800	1 051	591	1 413	746
VIII	782	785	1 063	601	1 423	749
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,6</b>	<b>92,7</b>	<b>104,9</b>	<b>102,7</b>	<b>105,8</b>	<b>103,8</b>

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo <i>Construction</i>	trgovina na veliko i malo, popravka motornih vozila i motocikala <i>Wholesale and retail trade, repair of motor vehicles and motor recycles</i>	saobraćaj i skladištenje <i>Transport, and storage</i>	usluge smještaja i ishrane <i>Accommodation and food service activities</i>	informisanje i komunikacije <i>Information and communication</i>	finansijske djelatnosti i djelatnosti osiguranja <i>Financial and insurance act.</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2017	650	524	812	580	1 052	1 384	1 014
Ø 2018	684	547	818	621	1 063	1 503	1 013
<b>Ø 2019</b>	<b>667</b>	<b>569</b>	<b>835</b>	<b>642</b>	<b>1 105</b>	<b>1 512</b>	<b>1 124</b>
<b>ØI – VIII 2019</b>	<b>669</b>	<b>565</b>	<b>827</b>	<b>630</b>	<b>1 101</b>	<b>1 511</b>	<b>1 111</b>
<b>ØI – VIII 2020</b>	<b>659</b>	<b>576</b>	<b>795</b>	<b>590</b>	<b>1 050</b>	<b>1 445</b>	<b>1 049</b>
<b>2019</b>							
VIII	690	577	838	661	1 098	1 514	1 136
IX	680	579	852	701	1 043	1 489	1 184
X	658	573	850	651	1 134	1 531	1 108
XI	655	579	848	638	1 134	1 507	1 167
XII	652	579	850	665	1 144	1 532	1 146
<b>2020</b>							
I	668	587	840	665	1 072	1 475	1 198
II	664	585	815	652	1 043	1 441	1 045
III	649	579	804	636	1 042	1 472	1 171
IV	630	582	796	549	1 023	1 429	1 091
V	656	566	751	518	1 064	1 483	922
VI	671	571	758	522	1 053	1 421	929
VII	666	568	794	582	1 055	1 420	986
VIII	663	569	801	587	1 044	1 416	1 031
<b>I–VIII 2020 / I–VIII 2019</b>	<b>98,5</b>	<b>101,9</b>	<b>96,1</b>	<b>93,7</b>	<b>95,4</b>	<b>95,6</b>	<b>94,4</b>

**PROSJEČNE ZARADE (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR**  
**AVERAGE GROSS WAGES BY ACTIVITY SECTORS, IN EUR**

/nastavak/

/continued/

Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc. osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanj e <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2017	615	502	889	732	820	656	702
Ø 2018	668	508	887	732	822	648	663
<b>Ø 2019</b>	<b>655</b>	<b>524</b>	<b>910</b>	<b>746</b>	<b>833</b>	<b>645</b>	<b>726</b>
<b>ØI – VIII 2019</b>	<b>646</b>	<b>522</b>	<b>907</b>	<b>746</b>	<b>833</b>	<b>641</b>	<b>695</b>
<b>ØI – VIII 2020</b>	<b>698</b>	<b>533</b>	<b>903</b>	<b>804</b>	<b>931</b>	<b>630</b>	<b>699</b>
<b>2019</b>							
VIII	647	539	917	752	839	655	713
IX	659	536	907	748	837	656	785
X	668	529	916	748	833	643	799
XI	683	519	917	746	836	648	800
XII	678	524	920	748	830	659	824
<b>2020</b>							
I	728	550	903	784	843	656	736
II	705	561	918	801	847	658	718
III	705	544	901	796	940	644	715
IV	689	532	887	796	978	629	703
V	675	521	879	801	966	604	718
VI	681	525	932	839	964	615	689
VII	704	501	899	799	963	618	662
VIII	704	524	908	813	948	614	656
<b>I–VIII 2020 / I–VIII 2019</b>	<b>108,0</b>	<b>102,1</b>	<b>99,6</b>	<b>107,8</b>	<b>111,8</b>	<b>98,3</b>	<b>100,6</b>



**PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI**  
**AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR**

u EUR

in EUR

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama , kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
		poljoprivreda šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas Steam and air conditioning supply		
Ø 2017	510	527	599	426	858	470	
Ø 2018	511	540	675	411	869	479	
<b>Ø 2019</b>	<b>515</b>	<b>580</b>	<b>672</b>	<b>399</b>	<b>858</b>	<b>480</b>	
<b>ØI – VIII 2019</b>	<b>513</b>	<b>580</b>	<b>661</b>	<b>399</b>	<b>860</b>	<b>471</b>	
<b>ØI – VIII 2020</b>	<b>523</b>	<b>538</b>	<b>697</b>	<b>411</b>	<b>908</b>	<b>491</b>	
<b>2019</b>							
VIII	517	609	677	404	855	489	
IX	516	597	700	402	832	493	
X	517	606	688	396	878	492	
XI	518	562	693	403	851	500	
XII	520	560	690	400	854	498	
<b>2020</b>							
I	524	561	683	415	880	482	
II	523	567	688	422	889	488	
III	524	557	680	424	886	486	
IV	521	555	700	418	895	480	
V	518	487	705	409	925	499	
VI	527	495	707	408	905	494	
VII	521	545	704	396	937	499	
VIII	523	536	713	403	944	501	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,9</b>	<b>92,8</b>	<b>105,4</b>	<b>103,0</b>	<b>105,6</b>	<b>104,2</b>	

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Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo, popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor recycles	saobraćaj i skladištenje Transport, and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i osiguranja Financial and insurance act.	poslovanje s nekretninama Real estate activities
Ø 2017	435	350	541	388	697	917	674
Ø 2018	457	366	546	415	703	994	673
<b>Ø 2019</b>	<b>447</b>	<b>381</b>	<b>557</b>	<b>429</b>	<b>732</b>	<b>1 000</b>	<b>748</b>
<b>ØI – VIII 2019</b>	<b>448</b>	<b>378</b>	<b>552</b>	<b>421</b>	<b>729</b>	<b>1 000</b>	<b>739</b>
<b>ØI – VIII 2020</b>	<b>442</b>	<b>386</b>	<b>532</b>	<b>393</b>	<b>698</b>	<b>963</b>	<b>703</b>
<b>2019</b>							
VIII	463	386	559	443	729	1 001	757
IX	456	387	566	470	691	984	789
X	442	383	566	436	751	1 012	738
XI	439	387	565	427	751	997	776
XII	436	387	567	444	757	1 012	764
<b>2020</b>							
I	448	393	560	443	710	976	801
II	446	392	544	435	691	956	701
III	436	388	537	424	690	978	785
IV	423	390	534	366	680	952	731
V	441	380	504	345	709	990	618
VI	451	383	509	348	701	951	622
VII	448	381	532	387	702	951	661
VIII	445	381	536	390	696	950	691
<b>I–VIII 2020 / I–VIII 2019</b>	<b>98,7</b>	<b>102,1</b>	<b>96,4</b>	<b>93,3</b>	<b>95,7</b>	<b>96,3</b>	<b>95,1</b>

**PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI, U EUR**  
**AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR, IN EUR**

/nastavak/

/continued/

	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc. osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2017	410	336	590	489	552	434	467
Ø 2018	445	341	589	489	553	431	444
<b>Ø 2019</b>	<b>437</b>	<b>352</b>	<b>603</b>	<b>498</b>	<b>559</b>	<b>427</b>	<b>484</b>
<b>ØI – VIII 2019</b>	<b>431</b>	<b>350</b>	<b>601</b>	<b>498</b>	<b>559</b>	<b>425</b>	<b>464</b>
<b>ØI – VIII 2020</b>	<b>467</b>	<b>358</b>	<b>601</b>	<b>538</b>	<b>625</b>	<b>419</b>	<b>466</b>
<b>2019</b>							
VIII	432	361	608	502	564	434	475
IX	440	360	601	499	562	435	522
X	445	355	608	500	559	426	531
XI	455	349	608	498	561	430	532
XII	452	352	610	499	557	437	548
<b>2020</b>							
I	487	369	598	524	565	435	490
II	471	376	608	536	568	437	479
III	471	366	597	533	630	427	477
IV	461	358	590	533	656	417	468
V	451	350	587	536	649	401	479
VI	455	353	623	562	647	409	459
VII	470	337	601	535	646	412	441
VIII	471	352	606	545	637	409	437
<b>I–VIII 2020 / I–VIII 2019</b>	<b>108,4</b>	<b>102,3</b>	<b>100,0</b>	<b>108,0</b>	<b>111,8</b>	<b>98,6</b>	<b>100,4</b>

**INDEKSI PROSJEČNIH ZARADA (BRUTO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE GROSS WAGES BY ACTIVITY SECTOR**

Ø 2019=100

u EUR

in EUR

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
		poljoprivreda, šumarstvo i ribarstvo <i>Agriculture, forestry and fishing</i>	vađenje ruda i kamena <i>Mining and quarrying</i>	prerađivačka industrija <i>Manufacturing</i>	snabdijevanje električnom energijom, gasom, parom i klimatizacija <i>Electricity ,Gas Steam and air conditioning supply</i>		
Ø 2017	99,0	90,4	89,2	106,7	100,2	97,9	
Ø 2018	99,1	92,4	100,6	103,0	101,5	100,0	
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	
<b>ØI – VIII 2019</b>	<b>99,6</b>	<b>99,9</b>	<b>98,4</b>	<b>99,8</b>	<b>100,1</b>	<b>98,3</b>	
<b>ØI – VIII 2020</b>	<b>101,2</b>	<b>92,6</b>	<b>103,3</b>	<b>102,5</b>	<b>105,9</b>	<b>102,1</b>	
<b>2019</b>							
VIII	100,4	104,9	100,8	100,8	99,5	101,7	
IX	100,3	102,9	104,2	100,7	97,0	102,5	
X	100,4	104,3	102,3	99,2	102,6	102,5	
XI	100,6	96,8	103,1	100,8	99,5	104,3	
XII	101,0	96,5	103,0	99,8	100,0	103,9	
<b>2020</b>							
I	101,8	96,8	101,6	103,7	102,9	100,1	
II	101,6	97,8	102,1	105,2	104,2	101,5	
III	101,7	96,3	100,7	105,5	103,5	100,8	
IV	100,6	95,6	103,7	104,0	104,5	99,6	
V	100,0	83,6	104,3	101,8	107,9	103,9	
VI	101,8	85,1	104,6	101,5	105,2	102,8	
VII	100,6	93,7	104,1	98,7	108,8	103,8	
VIII	101,2	91,9	105,2	100,3	109,5	104,2	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,6</b>	<b>92,7</b>	<b>104,9</b>	<b>102,7</b>	<b>105,8</b>	<b>103,8</b>	

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo <i>Construction</i>	trgovina na veliko i malo, popravka motornih vozila i motocikala <i>Wholesale and retail trade, repair of motor vehicles and motor recycles</i>	saobraćaj i skladištenje <i>Transport, and storage</i>	usluge smještaja i ishrane <i>Accommodation and food service activities</i>	informisanje i komunikacije <i>Information and communication</i>	finansijske djelatnosti i djelatnosti osiguranja <i>Financial and insurance activ,</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2017	97,5	92,1	97,2	90,3	95,2	91,5	90,2
Ø 2018	102,5	96,1	98,0	96,7	96,2	99,4	90,1
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>ØI – VIII 2019</b>	<b>100,3</b>	<b>99,3</b>	<b>99,0</b>	<b>98,1</b>	<b>99,6</b>	<b>99,9</b>	<b>98,8</b>
<b>ØI – VIII 2020</b>	<b>98,8</b>	<b>101,2</b>	<b>95,2</b>	<b>91,9</b>	<b>95,0</b>	<b>95,6</b>	<b>93,3</b>
<b>2019</b>							
VIII	103,4	101,4	100,4	103,0	99,4	100,1	101,1
IX	101,9	101,8	102,0	109,2	94,4	98,5	105,3
X	98,7	100,7	101,8	101,4	102,6	101,3	98,6
XI	98,2	101,8	101,6	99,4	102,6	99,7	103,8
XII	97,8	101,8	101,8	103,6	103,5	101,3	102,0
<b>2020</b>							
I	100,1	103,2	100,6	103,6	97,0	97,6	106,6
II	99,6	102,8	97,6	101,6	94,4	95,3	93,0
III	97,3	101,8	96,3	99,1	94,3	97,4	104,2
IV	94,5	102,3	95,3	85,5	92,6	94,5	97,1
V	98,4	99,5	89,9	80,7	96,3	98,1	82,0
VI	100,6	100,4	90,8	81,3	95,3	94,0	82,7
VII	99,9	99,8	95,1	90,7	95,5	93,9	87,7
VIII	99,4	100,0	95,9	91,4	94,5	93,7	91,7
<b>I–VIII 2020 / I–VIII 2019</b>	<b>98,5</b>	<b>101,9</b>	<b>96,1</b>	<b>93,7</b>	<b>95,4</b>	<b>95,6</b>	<b>94,4</b>

**INDEKSI PROSJEČNIH ZARADA (BRUTO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE GROSS WAGES BY ACTIVITY SECTOR**

Ø 2019=100

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc, osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2017	93,9	95,8	97,7	98,1	98,4	101,7	96,7
Ø 2018	102,0	96,9	97,5	98,1	98,7	100,5	91,3
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>ØI – VIII 2019</b>	<b>98,6</b>	<b>99,6</b>	<b>99,7</b>	<b>100,0</b>	<b>100,0</b>	<b>99,4</b>	<b>95,7</b>
<b>ØI – VIII 2020</b>	<b>106,6</b>	<b>101,7</b>	<b>99,2</b>	<b>107,8</b>	<b>111,8</b>	<b>97,7</b>	<b>96,3</b>
<b>2019</b>							
VIII	98,8	102,9	100,8	100,8	100,7	101,6	98,2
IX	100,6	102,3	99,7	100,3	100,5	101,7	108,1
X	102,0	101,0	100,7	100,3	100,0	99,7	110,1
XI	104,3	99,0	100,8	100,0	100,4	100,5	110,2
XII	103,5	100,0	101,1	100,3	99,6	102,2	113,5
<b>2020</b>							
I	111,1	105,0	99,2	105,1	101,2	101,7	101,4
II	107,6	107,1	100,9	107,4	101,7	102,0	98,9
III	107,6	103,8	99,0	106,7	112,8	99,8	98,5
IV	105,2	101,5	97,5	106,7	117,4	97,5	96,8
V	103,1	99,4	96,6	107,4	116,0	93,6	98,9
VI	104,0	100,2	102,4	112,5	115,7	95,3	94,9
VII	107,5	95,6	98,8	107,1	115,6	95,8	91,2
VIII	107,5	100,0	99,8	109,0	113,8	95,2	90,4
<b>I–VIII 2020 / I–VIII 2019</b>	<b>108,0</b>	<b>102,1</b>	<b>99,6</b>	<b>107,8</b>	<b>111,8</b>	<b>98,3</b>	<b>100,6</b>

**INDEKSI PROSJEČNIH ZARADA BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR**  
**Ø 2019=100**

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama kontrolisanje procesa uklanjanja otpada i sl, Water supply, sewerage, waste management and remediation activities
		poljoprivreda , šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity ,Gas Steam and air conditioning supply		
Ø 2017	99,0	90,9	89,1	106,8	100,0	97,9	
Ø 2018	99,2	93,1	100,4	103,0	101,3	99,8	
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	
<b>ØI – VIII 2019</b>	<b>99,6</b>	<b>100,0</b>	<b>98,4</b>	<b>100,0</b>	<b>100,2</b>	<b>98,1</b>	
<b>ØI – VIII 2020</b>	<b>101,6</b>	<b>92,8</b>	<b>103,7</b>	<b>103,0</b>	<b>105,8</b>	<b>102,3</b>	
<b>2019</b>							
VIII	100,4	105,0	100,7	101,3	99,7	101,9	
IX	100,3	102,9	104,2	100,8	97,0	102,7	
X	100,4	104,5	102,4	99,2	102,3	102,5	
XI	100,6	96,9	103,1	101,0	99,2	104,2	
XII	101,0	96,6	102,7	100,3	99,5	103,8	
<b>2020</b>							
I	101,7	96,7	101,6	104,0	102,6	100,4	
II	101,6	97,8	102,4	105,8	103,6	101,7	
III	101,7	96,0	101,2	106,3	103,3	101,3	
IV	101,0	95,7	104,2	104,8	104,3	100,0	
V	100,6	84,0	104,9	102,5	107,8	104,0	
VI	102,3	85,3	105,2	102,3	105,5	102,9	
VII	101,2	94,0	104,8	99,2	109,2	104,0	
VIII	101,6	92,4	106,1	101,0	110,0	104,4	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,9</b>	<b>92,8</b>	<b>105,4</b>	<b>103,0</b>	<b>105,6</b>	<b>104,2</b>	

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo, popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor recycles	Saobraćaj i skladištenje Transport, and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i djelatnosti osiguranja Financial and insurance act,	poslovanje s nekretninama Real estate activities
Ø 2017	97,3	91,9	97,1	90,4	95,2	91,7	90,1
Ø 2018	102,2	96,1	98,0	96,7	96,0	99,4	90,0
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>ØI – VIII 2019</b>	<b>100,2</b>	<b>99,2</b>	<b>99,1</b>	<b>98,1</b>	<b>99,6</b>	<b>100,0</b>	<b>98,8</b>
<b>ØI – VIII 2020</b>	<b>98,9</b>	<b>101,3</b>	<b>95,5</b>	<b>91,6</b>	<b>95,4</b>	<b>96,3</b>	<b>94,0</b>
<b>2019</b>							
VIII	103,6	101,3	100,4	103,3	99,6	100,1	101,2
IX	102,0	101,6	101,6	109,6	94,4	98,4	105,5
X	98,9	100,5	101,6	101,6	102,6	101,2	98,7
XI	98,2	101,6	101,4	99,5	102,6	99,7	103,7
XII	97,5	101,6	101,8	103,5	103,4	101,2	102,1
<b>2020</b>							
I	100,2	103,1	100,5	103,3	97,0	97,6	107,1
II	99,8	102,9	97,7	101,4	94,4	95,6	93,7
III	97,5	101,8	96,4	98,8	94,3	97,8	104,9
IV	94,6	102,4	95,9	85,3	92,9	95,2	97,7
V	98,7	99,7	90,5	80,4	96,9	99,0	82,6
VI	100,9	100,5	91,4	81,1	95,8	95,1	83,2
VII	100,2	100,0	95,5	90,2	95,9	95,1	88,4
VIII	99,6	100,0	96,2	90,9	95,1	95,0	92,4
<b>I–VIII 2020 / I–VIII 2019</b>	<b>98,7</b>	<b>102,1</b>	<b>96,4</b>	<b>93,3</b>	<b>95,7</b>	<b>96,3</b>	<b>95,1</b>

**INDEKSI PROSJEČNIH ZARADA BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR**

Ø 2019=100

/nastavak/

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc, osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2017	93,8	95,5	97,8	98,2	98,7	101,6	96,5
Ø 2018	101,8	96,9	97,7	98,2	98,9	100,9	91,7
<b>Ø 2019</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>ØI – VIII 2019</b>	<b>98,6</b>	<b>99,4</b>	<b>99,7</b>	<b>100,0</b>	<b>100,0</b>	<b>99,5</b>	<b>95,9</b>
<b>ØI – VIII 2020</b>	<b>106,9</b>	<b>101,7</b>	<b>99,7</b>	<b>108,0</b>	<b>111,8</b>	<b>98,1</b>	<b>96,3</b>
<b>2019</b>							
VIII	98,9	102,6	100,8	100,8	100,9	101,6	98,1
IX	100,7	102,3	99,7	100,2	100,5	101,9	107,9
X	101,8	100,9	100,8	100,4	100,0	99,8	109,7
XI	104,1	99,1	100,8	100,0	100,4	100,7	109,9
XII	103,4	100,0	101,2	100,2	99,6	102,3	113,2
<b>2020</b>							
I	111,4	104,8	99,2	105,2	101,1	101,9	101,2
II	107,8	106,8	100,8	107,6	101,6	102,3	99,0
III	107,8	104,0	99,0	107,0	112,7	100,0	98,6
IV	105,5	101,7	97,8	107,0	117,4	97,7	96,7
V	103,2	99,4	97,3	107,6	116,1	93,9	99,0
VI	104,1	100,3	103,3	112,9	115,7	95,8	94,8
VII	107,6	95,7	99,7	107,4	115,6	96,5	91,1
VIII	107,8	100,0	100,5	109,4	114,0	95,8	90,3
<b>I–VIII 2020 / I–VIII 2019</b>	<b>108,4</b>	<b>102,3</b>	<b>100,0</b>	<b>108,0</b>	<b>111,8</b>	<b>98,6</b>	<b>100,4</b>

## PROSJEČNE ZARADE (BRUTO) PO OPŠTINAMA / AVERAGE GROSS WAGES BY MUNICIPALITY

u EUR	Opštine / Municipalities											in EUR
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Herceg Novi	Kolašin	Kotor	Mojkovac	
Ø 2017	618	772	706	628	754	760	640	639	664	778	755	
Ø 2018	619	770	697	631	779	717	659	667	677	761	750	
<b>Ø 2019</b>	<b>657</b>	<b>787</b>	<b>703</b>	<b>645</b>	<b>806</b>	<b>740</b>	<b>663</b>	<b>652</b>	<b>762</b>	<b>794</b>	<b>774</b>	
<b>ØI – VIII 2019</b>	<b>654</b>	<b>782</b>	<b>701</b>	<b>645</b>	<b>791</b>	<b>741</b>	<b>662</b>	<b>649</b>	<b>758</b>	<b>782</b>	<b>775</b>	
<b>ØI – VIII 2020</b>	<b>664</b>	<b>805</b>	<b>735</b>	<b>667</b>	<b>801</b>	<b>771</b>	<b>686</b>	<b>655</b>	<b>785</b>	<b>805</b>	<b>782</b>	
<b>2019</b>												
VIII	650	794	722	648	814	733	664	656	777	795	799	
IX	649	784	694	653	867	727	673	656	772	809	758	
X	657	807	712	654	810	733	655	659	773	824	776	
XI	670	798	713	650	814	744	662	664	777	827	777	
XII	671	797	712	631	843	748	675	654	767	818	783	
<b>2020</b>												
I	672	815	693	644	811	770	684	661	770	790	770	
II	666	812	705	650	805	768	693	671	802	786	778	
III	661	809	713	665	810	771	693	687	797	821	778	
IV	689	811	730	670	788	777	689	666	794	792	778	
V	673	784	737	678	781	775	681	633	785	807	787	
VI	656	794	775	681	809	770	696	642	802	814	782	
VII	648	801	753	675	809	766	682	639	767	810	779	
VIII	650	814	779	674	790	772	674	647	764	818	810	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,5</b>	<b>102,9</b>	<b>104,9</b>	<b>103,4</b>	<b>101,3</b>	<b>104,0</b>	<b>103,6</b>	<b>100,9</b>	<b>103,6</b>	<b>102,9</b>	<b>100,9</b>	

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	Opštine / Municipalities										
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Ulcinj	Žabljak
Ø 2017	703	584	730	786	766	815	703	648	879	642	783
Ø 2018	736	599	748	785	738	803	693	658	941	644	760
<b>Ø 2019</b>	<b>719</b>	<b>624</b>	<b>750</b>	<b>803</b>	<b>751</b>	<b>808</b>	<b>694</b>	<b>659</b>	<b>984</b>	<b>609</b>	<b>767</b>
<b>ØI – VIII 2019</b>	<b>717</b>	<b>617</b>	<b>752</b>	<b>800</b>	<b>745</b>	<b>806</b>	<b>693</b>	<b>665</b>	<b>980</b>	<b>610</b>	<b>772</b>
<b>ØI – VIII 2020</b>	<b>747</b>	<b>652</b>	<b>796</b>	<b>823</b>	<b>756</b>	<b>821</b>	<b>729</b>	<b>704</b>	<b>924</b>	<b>651</b>	<b>779</b>
<b>2019</b>											
VIII	724	619	746	824	748	805	707	665	1 035	592	743
IX	721	639	753	828	726	802	700	651	1 021	590	733
X	727	644	742	816	719	809	695	660	961	586	741
XI	723	642	750	796	834	813	690	642	945	615	791
XII	715	626	744	800	780	820	693	640	1 042	637	769
<b>2020</b>											
I	742	628	787	821	759	829	715	703	1 009	650	805
II	745	631	792	816	778	824	715	688	988	653	779
III	748	632	787	810	742	827	731	681	953	639	735
IV	756	665	800	818	741	818	743	724	833	677	742
V	742	665	798	837	757	810	720	706	845	644	795
VI	754	687	829	835	775	826	755	734	857	679	797
VII	743	660	783	823	740	818	725	699	930	637	792
VIII	747	647	792	820	756	817	732	692	943	635	794
<b>I–VIII 2020 / I–VIII 2019</b>	<b>104,2</b>	<b>105,7</b>	<b>105,9</b>	<b>102,9</b>	<b>101,5</b>	<b>101,9</b>	<b>105,2</b>	<b>105,9</b>	<b>94,3</b>	<b>106,7</b>	<b>100,9</b>

**PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO OPŠTINAMA**  
**AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY MUNICIPALITY**

u EUR	Opštine / Municipalities											in EUR
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Herceg Novi	Kolašin	Kotor	Mojkovac	
Ø 2017	414	516	471	421	503	506	429	426	444	520	505	
Ø 2018	413	515	465	423	520	478	441	446	452	508	501	
<b>Ø 2019</b>	<b>439</b>	<b>525</b>	<b>470</b>	<b>432</b>	<b>538</b>	<b>490</b>	<b>445</b>	<b>436</b>	<b>509</b>	<b>531</b>	<b>516</b>	
<b>ØI – VIII 2019</b>	<b>437</b>	<b>522</b>	<b>468</b>	<b>432</b>	<b>528</b>	<b>490</b>	<b>444</b>	<b>433</b>	<b>506</b>	<b>523</b>	<b>518</b>	
<b>ØI – VIII 2020</b>	<b>445</b>	<b>540</b>	<b>491</b>	<b>448</b>	<b>533</b>	<b>515</b>	<b>460</b>	<b>439</b>	<b>527</b>	<b>538</b>	<b>525</b>	
<b>2019</b>												
VIII	435	531	483	434	545	486	445	438	519	531	535	
IX	434	521	464	438	580	484	451	439	515	541	507	
X	440	539	476	438	540	485	439	442	516	549	512	
XI	448	533	477	435	543	492	445	445	519	551	517	
XII	449	533	476	423	561	495	453	437	513	546	519	
<b>2020</b>												
I	451	546	462	431	539	514	460	443	516	527	516	
II	445	546	472	436	535	513	466	449	539	528	522	
III	442	543	474	446	538	514	466	461	534	550	522	
IV	462	545	488	449	524	519	461	446	532	530	522	
V	453	525	493	455	520	518	456	424	526	540	528	
VI	439	533	520	458	541	516	467	430	538	545	525	
VII	435	537	504	452	539	514	457	428	514	543	522	
VIII	437	546	522	452	527	515	451	434	513	545	543	
<b>I–VIII 2020 / I–VIII 2019</b>	<b>101,8</b>	<b>103,4</b>	<b>104,9</b>	<b>103,7</b>	<b>100,9</b>	<b>105,1</b>	<b>103,6</b>	<b>101,4</b>	<b>104,2</b>	<b>102,9</b>	<b>101,4</b>	

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	Opštine / Municipalities										
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Ulcinj	Žabljak
Ø 2017	469	391	488	524	510	543	469	433	587	429	522
Ø 2018	490	401	500	523	492	535	462	440	628	430	506
<b>Ø 2019</b>	<b>479</b>	<b>418</b>	<b>502</b>	<b>536</b>	<b>499</b>	<b>538</b>	<b>463</b>	<b>440</b>	<b>656</b>	<b>407</b>	<b>511</b>
<b>ØI – VIII 2019</b>	<b>478</b>	<b>413</b>	<b>503</b>	<b>534</b>	<b>497</b>	<b>537</b>	<b>462</b>	<b>444</b>	<b>654</b>	<b>407</b>	<b>515</b>
<b>ØI – VIII 2020</b>	<b>500</b>	<b>437</b>	<b>534</b>	<b>551</b>	<b>505</b>	<b>548</b>	<b>488</b>	<b>471</b>	<b>620</b>	<b>436</b>	<b>522</b>
<b>2019</b>											
VIII	484	414	499	549	499	536	472	444	692	396	496
IX	481	422	504	551	484	534	466	435	682	395	489
X	485	432	495	545	474	538	464	441	640	392	494
XI	481	431	501	530	552	541	460	429	628	411	527
XII	476	420	497	533	516	546	462	428	693	426	513
<b>2020</b>											
I	496	421	527	548	505	551	479	471	676	436	540
II	498	423	531	545	517	548	479	461	662	439	522
III	500	424	527	542	496	550	489	456	640	428	493
IV	506	446	536	547	496	546	495	485	559	454	497
V	497	446	535	561	507	542	481	473	567	431	532
VI	505	461	556	560	519	552	505	492	575	455	534
VII	498	441	524	552	496	547	485	468	626	427	531
VIII	500	435	531	550	505	547	489	463	633	425	532
<b>I–VIII 2020 / I–VIII 2019</b>	<b>104,6</b>	<b>105,8</b>	<b>106,2</b>	<b>103,2</b>	<b>101,6</b>	<b>102,0</b>	<b>105,6</b>	<b>106,1</b>	<b>94,8</b>	<b>107,1</b>	<b>101,4</b>