

## **ZAPOSLENOST I ZARADE / EMPLOYMENTS AND EARNINGS**

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**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), Službeni list CG (45/08;80/08;15/09;43/09;32/10), koje Uprava za statistiku redovno preuzima od istih.

Shodno Godišnjem planu zvanične statistike za 2022. godinu, podaci o mjesečnom broju zaposlenih su preliminarni.

**Obuhvatnost**

Ovim evidencijama obuhvaćeni su zaposleni u preduzećima, ustanovama i organizacijama svih oblika svojine kao i strani državljani zaposleni u našoj zemlji. Podatak koji Monstat objavljuje predstavlja ukupan broj zaposlenih u koji ulaze osiguranici zaposleni i osiguranici koji obavljaju samostalnu djelatnost i nalaze se u bazi Uprave prihoda i carina.

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 izbira 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 čl 1 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 utvđenim 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 No 45/12), and kept by the Central Register of Payers and Insured Persons (Official Gazette of Montenegro No 45/08, 80/08, 15/09, 43/09, 32/10), and regularly used by Statistical Office.

According to Annual plan of Official Statistics for 2022, data for monthly employment data are preliminary.

**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 Agency.

The group "persons looking for employment" includes persons defined according to Article 4, paragraph 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 cpštine.

### 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 obavljani 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 obavljani 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 No 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.  
Article 3a of the Law on contributions for compulsory social insurance (Official Gazette of Montenegro No 13/07, 79/08, 86/09, 78/10, 14/12 and 62/13) in paragraph (1) and paragraph (2) states that:
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 the Republic of Montenegro No 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 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 2020	176 693	1 553	1 318	11 263	2 662	4 784	
Ø 2021	188 964	1 821	1 433	11 735	2 872	5 110	
<b>Ø 2022</b>	<b>223 744</b>	<b>2 115</b>	<b>1 653</b>	<b>13 426</b>	<b>3 181</b>	<b>5 520</b>	
<b>Ø 01 – 12. 2022</b>	<b>223 744</b>	<b>2 115</b>	<b>1 653</b>	<b>13 426</b>	<b>3 181</b>	<b>5 520</b>	
<b>Ø 01 – 12. 2023</b>	<b>244 484</b>	<b>2 275</b>	<b>1 862</b>	<b>14 766</b>	<b>3 323</b>	<b>5 779</b>	
<b>2022</b>							
12.	227 151	2 287	1 633	13 625	3 231	5 614	
<b>2023(p)</b>							
01.	230 057	2 254	1 751	13 741	3 245	5 651	
02.	232 461	2 307	1 750	13 922	3 247	5 678	
03.	234 839	2 306	1 780	14 123	3 248	5 706	
04.	238 455	2 258	1 794	14 627	3 228	5 741	
05.	244 245	2 253	1 831	14 807	3 255	5 767	
06.	252 734	2 195	1 876	15 149	3 237	5 781	
07.	258 024	2 242	1 889	15 257	3 304	5 832	
08.	253 581	2 246	1 905	15 236	3 368	5 852	
09.	248 834	2 340	1 959	15 072	3 378	5 861	
10.	247 125	2 359	1 977	15 074	3 393	5 836	
11.	247 003	2 242	1 962	15 093	3 452	5 836	
12.	246 449	2 302	1 867	15 085	3 520	5 810	
<b>01-12. 2023/01-12. 2022(p)</b>	<b>109,3</b>	<b>107,6</b>	<b>112,6</b>	<b>110,0</b>	<b>104,5</b>	<b>104,7</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 activities	poslovanje s nekretninama Real estate activities
Ø 2020	11 130	34 922	11 136	13 325	5 320	3 916	1 587
Ø 2021	12 684	37 658	11 367	15 222	6 239	3 936	1 801
<b>Ø 2022</b>	<b>15 590</b>	<b>43 897</b>	<b>12 811</b>	<b>21 572</b>	<b>8 487</b>	<b>4 304</b>	<b>2 320</b>
<b>Ø 01 – 12. 2022</b>	<b>15 590</b>	<b>43 897</b>	<b>12 811</b>	<b>21 572</b>	<b>8 487</b>	<b>4 304</b>	<b>2 320</b>
<b>Ø 01 – 12. 2023</b>	<b>17 584</b>	<b>47 444</b>	<b>13 142</b>	<b>24 575</b>	<b>11 124</b>	<b>4 436</b>	<b>3 009</b>
<b>2022</b>							
12.	16 076	44 646	12 549	19 914	10 159	4 362	2 596
<b>2023(p)</b>							
01.	16 508	44 908	12 631	19 952	10 548	4 375	2 674
02.	16 707	45 200	12 687	20 376	10 747	4 371	2 774
03.	16 683	45 733	12 763	21 172	10 911	4 396	2 813
04.	17 249	46 188	12 924	22 357	11 018	4 383	2 892
05.	17 563	46 978	13 159	25 392	11 140	4 396	2 978
06.	17 257	48 935	13 515	30 349	11 198	4 410	3 059
07.	17 846	49 737	13 684	32 575	11 353	4 418	3 160
08.	17 908	49 000	13 492	29 054	11 382	4 442	3 131
09.	18 064	48 136	13 293	25 125	11 363	4 457	3 109
10.	18 367	48 209	13 197	23 138	11 306	4 507	3 149
11.	18 522	48 082	13 171	22 619	11 258	4 562	3 164
12.	18 338	48 222	13 184	22 792	11 263	4 518	3 210
<b>01-12. 2023/01-12. 2022(p)</b>	<b>112,8</b>	<b>108,1</b>	<b>102,6</b>	<b>113,9</b>	<b>131,1</b>	<b>103,1</b>	<b>129,7</b>

(p) Preliminarni podaci

(p) Preliminary data

## 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 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 2020	9 600	7 770	21 026	13 653	12 118	5 395	4 215
Ø 2021	10 521	6 876	21 961	14 212	12 992	5 709	4 815
<b>Ø 2022</b>	<b>12 914</b>	<b>10 086</b>	<b>22 975</b>	<b>16 200</b>	<b>14 325</b>	<b>6 687</b>	<b>5 681</b>
<b>Ø 01 – 12. 2022</b>	<b>12 914</b>	<b>10 086</b>	<b>22 975</b>	<b>16 200</b>	<b>14 325</b>	<b>6 687</b>	<b>5 681</b>
<b>Ø 01 – 12. 2023</b>	<b>15 033</b>	<b>11 279</b>	<b>23 134</b>	<b>17 178</b>	<b>14 909</b>	<b>7 233</b>	<b>6 399</b>
<b>2022</b>							
12.	13 749	10 074	22 800	16 649	14 508	6 854	5 825
<b>2023(p)</b>							
01.	14 006	10 488	22 898	16 988	14 632	6 893	5 914
02.	14 264	10 586	23 241	17 144	14 541	6 944	5 975
03.	14 519	10 681	23 145	17 188	14 686	6 955	6 031
04.	14 675	10 933	23 113	17 228	14 723	7 000	6 124
05.	14 854	11 395	23 102	17 154	14 813	7 171	6 237
06.	15 137	11 983	23 214	16 800	14 873	7 316	6 450
07.	15 405	12 289	23 079	16 709	15 024	7 463	6 758
08.	15 329	11 912	23 123	16 855	15 065	7 480	6 801
09.	15 394	11 491	23 209	17 363	15 077	7 392	6 751
10.	15 530	11 232	23 229	17 525	15 142	7 371	6 584
11.	15 640	11 232	23 246	17 727	15 183	7 414	6 598
12.	15 643	11 128	23 013	17 459	15 145	7 392	6 558
<b>01-12. 2023 / 01-12. 2022(p)</b>	<b>116,4</b>	<b>111,8</b>	<b>100,7</b>	<b>106,0</b>	<b>104,1</b>	<b>108,2</b>	<b>112,6</b>

(p) Preliminarni podaci

(p) Preliminary data

## ZAPOSLENI PO OPŠTINAMA / EMPLOYEES BY MUNICIPALITY

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilov grad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2020	494	11 146	4 724	7 421	13 438	3 268	3 473	...	9 311	1 186	6 352	1 121
Ø 2021	530	12 043	5 012	8 258	14 326	3 419	3 757	...	9 570	1 276	6 577	1 217
<b>Ø 2022</b>	<b>606</b>	<b>14 727</b>	<b>5 168</b>	<b>9 286</b>	<b>18 792</b>	<b>3 738</b>	<b>4 173</b>	<b>279</b>	<b>11 997</b>	<b>1 495</b>	<b>7 836</b>	<b>1 326</b>
<b>Ø 01 – 12. 2022</b>	<b>606</b>	<b>14 727</b>	<b>5 168</b>	<b>9 286</b>	<b>18 792</b>	<b>3 738</b>	<b>4 173</b>	<b>279</b>	<b>11 997</b>	<b>1 495</b>	<b>7 836</b>	<b>1 326</b>
<b>Ø 01 – 12. 2023</b>	<b>590</b>	<b>16 701</b>	<b>5 382</b>	<b>9 579</b>	<b>22 917</b>	<b>3 968</b>	<b>4 522</b>	<b>307</b>	<b>13 263</b>	<b>1 581</b>	<b>8 558</b>	<b>1 390</b>
<b>2022</b>												
12.	572	15 071	5 170	9 359	19 205	3 859	4 346	283	11 932	1 516	7 704	1 323
<b>2023(p)</b>												
01.	576	15 289	5 198	9 414	19 755	3 873	4 374	282	12 066	1 549	7 735	1 336
02.	576	15 502	5 227	9 483	20 196	3 884	4 421	294	12 169	1 559	7 846	1 339
03.	573	15 800	5 247	9 559	20 970	3 921	4 461	293	12 379	1 540	8 139	1 343
04.	570	16 062	5 310	9 564	21 839	3 937	4 463	294	12 578	1 562	8 417	1 341
05.	581	16 753	5 349	9 648	23 490	3 964	4 493	296	13 442	1 556	8 702	1 348
06.	599	17 964	5 418	9 842	25 471	4 013	4 584	304	14 730	1 591	9 084	1 358
07.	609	18 473	5 437	10 019	26 386	4 029	4 588	320	15 339	1 619	9 363	1 413
08.	614	17 543	5 482	9 992	25 192	4 010	4 555	327	14 447	1 621	9 195	1 439
09.	599	16 854	5 492	9 724	23 714	4 000	4 533	321	13 476	1 612	8 855	1 447
10.	593	16 742	5 497	9 259	22 855	3 994	4 589	320	12 903	1 591	8 597	1 446
11.	596	16 730	5 501	9 247	22 566	3 992	4 627	320	12 854	1 591	8 409	1 445
12.	590	16 699	5 424	9 198	22 572	4 001	4 576	318	12 770	1 587	8 350	1 429
<b>01-12. 2023 / 01-12. 2022(p)</b>	<b>97,4</b>	<b>113,4</b>	<b>104,1</b>	<b>103,2</b>	<b>122,0</b>	<b>106,2</b>	<b>108,4</b>	<b>110,0</b>	<b>110,6</b>	<b>105,8</b>	<b>109,2</b>	<b>104,8</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2020	12 924	...	1 394	5 195	422	81 822	2 873	267	4 893	...	4 371	...	598
Ø 2021	14 014	...	1 529	5 653	475	87 155	3 168	289	5 285	...	4 773	...	638
<b>Ø 2022</b>	<b>16 149</b>	<b>323</b>	<b>1 366</b>	<b>6 361</b>	<b>510</b>	<b>100 572</b>	<b>3 489</b>	<b>331</b>	<b>6 789</b>	<b>1 996</b>	<b>5 725</b>	<b>...</b>	<b>710</b>
<b>Ø 01 – 12. 2022</b>	<b>16 149</b>	<b>323</b>	<b>1 366</b>	<b>6 361</b>	<b>510</b>	<b>100 572</b>	<b>3 489</b>	<b>331</b>	<b>6 789</b>	<b>1 996</b>	<b>5 725</b>	<b>...</b>	<b>710</b>
<b>Ø 01 – 12. 2023</b>	<b>17 280</b>	<b>337</b>	<b>1 396</b>	<b>6 777</b>	<b>531</b>	<b>105 952</b>	<b>3 707</b>	<b>329</b>	<b>7 696</b>	<b>2 310</b>	<b>6 171</b>	<b>2 484</b>	<b>756</b>
<b>2022</b>													
12.	16 260	321	1 348	6 436	508	102 960	3 495	329	6 820	2 140	5 464	...	730
<b>2023(p)</b>													
01.	16 473	325	1 352	6 594	509	101 932	3 511	322	6 875	2 172	5 489	2 337	719
02.	16 645	336	1 354	6 608	512	102 739	3 592	316	7 020	2 242	5 535	2 354	712
03.	16 449	335	1 355	6 636	513	103 218	3 619	316	7 135	2 283	5 652	2 396	707
04.	17 212	333	1 352	6 698	519	103 873	3 649	327	7 352	2 279	5 786	2 426	712
05.	17 440	329	1 358	6 709	526	104 810	3 655	330	7 747	2 327	6 205	2 442	745
06.	17 125	338	1 378	6 769	538	106 585	3 703	340	8 273	2 308	7 113	2 498	808
07.	17 611	339	1 453	6 837	548	107 787	3 756	345	8 612	2 299	7 488	2 516	838
08.	17 628	341	1 445	6 870	554	107 623	3 800	350	8 366	2 319	6 550	2 506	812
09.	17 669	342	1 467	6 932	543	107 505	3 801	341	7 850	2 333	6 113	2 521	790
10.	17 754	341	1 420	6 933	538	108 147	3 804	323	7 745	2 331	6 068	2 596	739
11.	17 927	340	1 416	6 901	536	108 367	3 826	315	7 696	2 409	6 059	2 595	738
12.	17 425	343	1 398	6 837	536	108 833	3 763	319	7 684	2 424	5 992	2 626	755
<b>01-12. 2023/01-12. 2022(p)</b>	<b>107,0</b>	<b>104,3</b>	<b>102,2</b>	<b>106,5</b>	<b>104,1</b>	<b>105,3</b>	<b>106,2</b>	<b>99,4</b>	<b>113,4</b>	<b>115,7</b>	<b>107,8</b>	<b>...</b>	<b>106,5</b>

(p) Preliminarni podaci

(p) Preliminary data

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 zaposlenje <sup>2)</sup> ukupno Persons looking for job Total	nezaposlena lica koja prvi put traže zaposlenje Unemployed persons first time looking for job	nezaposlena lica bez kvalifikacija Unqualified unemployed persons	lica koja primaju novčanu naknadu <sup>3)</sup> Persons receiving unemployment benefits	nezaposlene žene unemployed women		prijavilo se za zapošljavanje <sup>4)</sup> Reported for employment	prestanak vođenja evidencije <sup>5)</sup> Records stopped to be kept
					Svega Total	bez kvalifikacija Unqualified		
Ø 2020	41 612	16 351	14 782	12 623	24 326	8 985	2 809	1 747
Ø 2021	54 560	21 949	19 415	12 144	32 377	12 130	3 195	2 105
<b>Ø 2022</b>	<b>48 428</b>	<b>19 991</b>	<b>17 494</b>	<b>10 826</b>	<b>28 043</b>	<b>10 497</b>	<b>2 044</b>	<b>2 425</b>
<b>Ø 01 – 12. 2022</b>	<b>48 428</b>	<b>19 991</b>	<b>17 494</b>	<b>10 826</b>	<b>28 043</b>	<b>10 497</b>	<b>2 044</b>	<b>2 425</b>
<b>Ø 01 – 12. 2023</b>	<b>40 961</b>	<b>17 689</b>	<b>15 646</b>	<b>9 689</b>	<b>23 628</b>	<b>9 308</b>	<b>1 600</b>	<b>1 783</b>
<b>2022</b>								
12.	46 596	19 806	16 328	10 428	26 860	9 670	2 184	1 438
<b>2023</b>								
01.	44 786	18 460	16 557	10 550	25 638	9 812	2 097	3 623
02.	44 632	18 487	16 681	10 369	25 484	9 871	1 728	1 310
03.	43 857	18 279	16 497	10 179	25 007	9 758	1 502	1 954
04.	42 594	18 028	16 273	9 867	24 417	9 632	1 101	2 009
05.	41 415	17 773	16 013	9 693	23 819	9 491	1 074	1 884
06.	40 304	17 546	15 657	9 458	23 258	9 311	1 217	1 934
07.	38 733	16 971	15 223	9 510	22 461	9 095	1 029	1 976
08.	38 108	16 769	15 017	9 373	22 141	8 974	984	1 243
09.	37 649	16 739	14 928	9 295	21 806	8 927	1 392	1 621
10.	39 128	17 445	14 962	9 267	22 737	8 944	2 993	1 305
11.	40 378	17 971	14 983	9 360	23 499	8 956	2 607	1 118
12.	39 942	17 794	14 961	9 342	23 263	8 928	1 471	1 424
<b>01-12. 2023/01-12. 2022</b>	<b>84,6</b>	<b>88,5</b>	<b>89,4</b>	<b>89,5</b>	<b>84,3</b>	<b>88,7</b>	<b>78,3</b>	<b>73,5</b>

<sup>1)</sup> IZVOR: Zavod za zapošljavanje Crne Gore

<sup>2)</sup> Shodno članu 5 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti („Sl, list RCG“, br. 24/19 od 22.4.2019)

<sup>3)</sup> Shodno članu 48 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti

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

<sup>5)</sup> Shodno članu 66 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti

<sup>1)</sup> SOURCE: Employment Agency of Montenegro

<sup>2)</sup> Pursuant to Article 5 of the Law on Employment Mediation, and Rights during Unemployment (Official Gazette of the Republic of Montenegro No 24/19 from 22 April 2019)

<sup>3)</sup> Pursuant to Article 48 of the Law on Employment Mediation, and Rights during Unemployment

<sup>4)</sup> Unemployed persons who were registered in the reference month in the records of the Employment Agency of Montenegro

<sup>5)</sup> Pursuant to Article 66 of the Law on Employment Mediation, and Rights During Unemployment

**PROSJEČNE ZARADE (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR /**  
**AVERAGE GROSS WAGES BY ACTIVITY SECTORS, 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 2020	783	766	1 050	615	1 385	735
Ø 2021	793	668	1 068	585	1 381	733
<b>Ø 2022</b>	<b>883</b>	<b>826</b>	<b>1 128</b>	<b>709</b>	<b>1 441</b>	<b>790</b>
<b>Ø 01 – 12. 2022</b>	<b>883</b>	<b>826</b>	<b>1 128</b>	<b>709</b>	<b>1 441</b>	<b>790</b>
<b>Ø 01 – 12. 2023</b>	<b>987</b>	<b>876</b>	<b>1 305</b>	<b>765</b>	<b>1 583</b>	<b>827</b>
<b>2022</b>						
12.	900	851	1 135	724	1 461	800
<b>2023</b>						
01.	940	873	1 181	737	1 439	818
02.	958	835	1 307	728	1 499	802
03.	970	817	1 309	743	1 573	815
04.	978	831	1 326	746	1 607	815
05.	988	848	1 320	744	1 598	822
06.	991	880	1 319	759	1 625	831
07.	993	882	1 317	772	1 621	836
08.	995	900	1 319	777	1 625	844
09.	998	910	1 314	789	1 633	835
10.	1 002	900	1 316	784	1 605	832
11.	1 007	904	1 326	796	1 609	830
12.	1 018	922	1 311	800	1 550	840
<b>01-12.2023/01-12.2022</b>	<b>111,8</b>	<b>106,1</b>	<b>115,7</b>	<b>107,9</b>	<b>109,9</b>	<b>104,7</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 cycles</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 osiguranja <i>Financial and insurance act.</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2020	664	573	797	589	1 047	1 438	1 036
Ø 2021	706	591	767	594	1 033	1 441	954
<b>Ø 2022</b>	<b>822</b>	<b>729</b>	<b>877</b>	<b>799</b>	<b>1 122</b>	<b>1 535</b>	<b>1 113</b>
<b>Ø 01 – 12. 2022</b>	<b>822</b>	<b>729</b>	<b>877</b>	<b>799</b>	<b>1 122</b>	<b>1 535</b>	<b>1 113</b>
<b>Ø 01 – 12. 2023</b>	<b>925</b>	<b>801</b>	<b>919</b>	<b>898</b>	<b>1 299</b>	<b>1 646</b>	<b>1 228</b>
<b>2022</b>							
12.	834	758	885	802	1 094	1 567	1 074
<b>2023</b>							
01.	901	764	894	840	1 143	1 568	1 170
02.	874	766	893	853	1 267	1 599	1 188
03.	895	775	890	843	1 358	1 638	1 311
04.	898	788	897	849	1 314	1 637	1 242
05.	911	800	905	873	1 328	1 648	1 234
06.	921	810	916	887	1 331	1 644	1 229
07.	938	814	926	893	1 288	1 659	1 226
08.	952	817	924	916	1 284	1 651	1 254
09.	930	816	921	930	1 300	1 676	1 268
10.	943	813	945	930	1 315	1 680	1 223
11.	951	816	953	944	1 320	1 675	1 186
12.	978	824	965	963	1 329	1 683	1 190
<b>01-12. 2023/01-12. 2022</b>	<b>112,5</b>	<b>109,9</b>	<b>104,8</b>	<b>112,4</b>	<b>115,8</b>	<b>107,2</b>	<b>110,3</b>



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

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Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativn e 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 2020	699	526	902	806	937	623	680
Ø 2021	676	534	901	822	968	634	675
<b>Ø 2022</b>	<b>809</b>	<b>705</b>	<b>916</b>	<b>853</b>	<b>1 066</b>	<b>772</b>	<b>801</b>
<b>Ø 01 – 12. 2022</b>	<b>809</b>	<b>705</b>	<b>916</b>	<b>853</b>	<b>1 066</b>	<b>772</b>	<b>801</b>
<b>Ø 01 – 12. 2023</b>	<b>871</b>	<b>777</b>	<b>1 117</b>	<b>996</b>	<b>1 128</b>	<b>877</b>	<b>829</b>
<b>2022</b>							
12.	839	700	946	878	1 080	794	817
<b>2023</b>							
01.	794	732	967	972	1 173	848	807
02.	842	766	1 061	997	1 115	821	805
03.	841	748	1 092	1 001	1 106	813	822
04.	853	758	1 106	1 003	1 128	855	799
05.	866	775	1 128	1 008	1 148	868	803
06.	874	779	1 142	994	1 131	873	807
07.	883	787	1 139	992	1 134	889	826
08.	872	790	1 146	992	1 120	899	837
09.	895	781	1 145	990	1 112	914	847
10.	897	794	1 151	999	1 116	902	846
11.	901	803	1 149	999	1 123	910	858
12.	912	805	1 171	1 006	1 132	922	884
<b>01-12.2023/01-12.2022</b>	<b>107,7</b>	<b>110,2</b>	<b>121,9</b>	<b>116,8</b>	<b>105,8</b>	<b>113,6</b>	<b>103,5</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**

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 2020	524	521	703	412	916	492
Ø 2021	532	452	716	392	924	492
<b>Ø 2022</b>	<b>712</b>	<b>661</b>	<b>890</b>	<b>576</b>	<b>1 100</b>	<b>645</b>
<b>Ø 01 – 12. 2022</b>	<b>712</b>	<b>661</b>	<b>890</b>	<b>576</b>	<b>1 100</b>	<b>645</b>
<b>Ø 01 – 12. 2023</b>	<b>792</b>	<b>718</b>	<b>1 043</b>	<b>625</b>	<b>1 218</b>	<b>679</b>
<b>2022</b>						
12.	727	700	902	592	1 127	658
<b>2023</b>						
01.	757	716	942	603	1 114	672
02.	771	685	1 042	595	1 158	660
03.	781	671	1 046	608	1 217	671
04.	786	682	1 061	610	1 242	670
05.	793	695	1 055	609	1 230	675
06.	795	721	1 054	620	1 250	683
07.	797	723	1 052	631	1 249	687
08.	799	738	1 054	635	1 247	693
09.	800	745	1 049	645	1 254	686
10.	803	736	1 051	640	1 232	683
11.	807	740	1 059	648	1 231	681
12.	814	755	1 049	649	1 187	686
<b>01-12. 2023/01-12. 2022</b>	<b>111,2</b>	<b>108,6</b>	<b>117,2</b>	<b>108,5</b>	<b>110,7</b>	<b>105,3</b>

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Crna Gora Montenegro	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 osiguranja <i>Financial and insurance act.</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2020	446	384	533	392	697	960	694
Ø 2021	474	395	514	395	693	967	640
<b>Ø 2022</b>	<b>659</b>	<b>597</b>	<b>708</b>	<b>652</b>	<b>880</b>	<b>1 177</b>	<b>881</b>
<b>Ø 01 – 12. 2022</b>	<b>659</b>	<b>597</b>	<b>708</b>	<b>652</b>	<b>880</b>	<b>1 177</b>	<b>881</b>
<b>Ø 01 – 12. 2023</b>	<b>745</b>	<b>655</b>	<b>744</b>	<b>724</b>	<b>1 017</b>	<b>1 257</b>	<b>960</b>
<b>2022</b>							
12.	669	623	716	654	856	1 201	848
<b>2023</b>							
01.	723	626	725	683	896	1 198	919
02.	704	629	724	694	992	1 223	931
03.	722	635	722	686	1 064	1 252	1 029
04.	726	646	726	688	1 031	1 246	971
05.	737	655	733	707	1 040	1 259	965
06.	743	662	743	716	1 043	1 256	743
07.	755	666	750	721	1 011	1 267	955
08.	767	667	748	737	1 009	1 261	975
09.	751	665	746	746	1 018	1 278	989
10.	760	664	763	747	1 026	1 280	954
11.	765	666	767	756	1 030	1 277	926
12.	783	670	777	768	1 039	1 285	930
<b>01-12. 2023/01-12. 2022</b>	<b>113,1</b>	<b>109,7</b>	<b>105,1</b>	<b>111,0</b>	<b>115,6</b>	<b>106,8</b>	<b>109,0</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**

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne 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 2020	468	354	601	540	630	414	453
Ø 2021	453	359	603	551	650	425	452
<b>Ø 2022</b>	<b>656</b>	<b>577</b>	<b>743</b>	<b>697</b>	<b>852</b>	<b>630</b>	<b>651</b>
<b>Ø 01 – 12. 2022</b>	<b>656</b>	<b>577</b>	<b>743</b>	<b>697</b>	<b>852</b>	<b>630</b>	<b>651</b>
<b>Ø 01 – 12. 2023</b>	<b>704</b>	<b>636</b>	<b>895</b>	<b>802</b>	<b>896</b>	<b>713</b>	<b>671</b>
<b>2022</b>							
12.	682	571	767	715	863	650	664
<b>2023</b>							
01.	645	600	782	787	934	692	654
02.	682	628	855	804	886	669	653
03.	679	614	878	806	879	665	667
04.	690	623	887	808	895	698	649
05.	699	634	903	811	909	707	651
06.	706	637	913	800	897	709	654
07.	715	642	912	800	900	723	669
08.	707	646	917	799	889	730	680
09.	724	640	913	797	883	741	687
10.	725	650	917	805	886	731	686
11.	728	656	916	804	891	738	693
12.	735	656	935	810	898	745	713
<b>01-12.2023/01-12.2022</b>	<b>107,3</b>	<b>110,2</b>	<b>120,5</b>	<b>115,1</b>	<b>105,2</b>	<b>113,2</b>	<b>103,1</b>

## INDEKSI PROSJEČNIH ZARADA (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR

INDICES OF AVERAGE GROSS WAGES BY ACTIVITY SECTOR, IN EUR

Ø 2022=100

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS				
		poljoprivreda, šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda kamenâ Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas Steam and air conditioning supply	snabdijevanje vodom, pravljanje otpadnih voda i kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
Ø 2020	88,7	92,7	93,1	86,7	96,1	93,0
Ø 2021	89,8	80,9	94,7	82,5	95,8	92,8
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>111,8</b>	<b>106,1</b>	<b>115,7</b>	<b>107,9</b>	<b>109,9</b>	<b>104,7</b>
<b>2022</b>						
12.	101,9	103,0	100,6	102,1	101,4	101,3
<b>2023</b>						
01.	106,5	105,7	104,7	103,9	99,9	103,5
02.	108,5	101,1	115,9	102,7	104,0	101,5
03.	109,9	98,9	116,0	104,8	109,2	103,2
04.	110,8	100,6	117,6	105,2	111,5	103,2
05.	111,9	102,7	117,0	104,9	110,9	104,1
06.	112,2	106,5	116,9	107,1	112,8	105,2
07.	112,5	106,8	116,8	108,9	112,5	105,8
08.	112,7	109,0	116,9	109,6	112,8	106,8
09.	113,0	110,2	116,5	111,3	113,3	105,7
10.	113,5	109,0	116,7	110,6	111,4	105,3
11.	114,0	109,4	117,6	112,3	111,7	105,1
12.	115,3	111,6	116,2	112,8	107,6	106,3
<b>01-12.2023/01-12.2022</b>	<b>111,8</b>	<b>106,1</b>	<b>115,7</b>	<b>107,9</b>	<b>109,9</b>	<b>104,7</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 cycles	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 activities	poslovanje s nekretninama Real estate activities
Ø 2020	80,8	78,6	90,9	73,7	93,3	93,7	93,1
Ø 2021	85,9	81,1	87,5	74,3	92,1	93,9	85,7
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>112,5</b>	<b>109,9</b>	<b>104,8</b>	<b>112,4</b>	<b>115,8</b>	<b>107,2</b>	<b>110,3</b>
<b>2022</b>							
12.	101,5	104,0	100,9	100,4	97,5	102,1	96,5
<b>2023</b>							
01.	109,6	104,8	101,9	105,1	101,9	102,1	105,1
02.	106,3	105,1	101,8	106,8	112,9	104,2	106,7
03.	108,9	106,3	101,5	105,5	121,0	106,7	117,8
04.	109,2	108,1	102,3	106,3	117,1	106,6	111,6
05.	110,8	109,7	103,2	109,3	118,4	107,4	110,9
06.	112,0	111,1	104,4	111,0	118,6	107,1	110,4
07.	114,1	111,7	105,6	111,8	114,8	108,1	110,2
08.	115,8	112,1	105,4	114,6	114,4	107,6	112,7
09.	113,1	111,9	105,0	116,4	115,9	109,2	113,9
10.	114,7	111,5	107,8	116,4	117,2	109,4	109,9
11.	115,7	111,9	108,7	118,1	117,6	109,1	106,6
12.	119,0	113,0	110,0	120,5	118,4	109,6	106,9
<b>01-12.2023/01-12.2022</b>	<b>112,5</b>	<b>109,9</b>	<b>104,8</b>	<b>112,4</b>	<b>115,8</b>	<b>107,2</b>	<b>110,3</b>

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

Ø 2022=100

	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 2020	86,4	74,6	98,5	94,5	87,9	80,7	84,9
Ø 2021	83,6	75,7	98,4	96,4	90,8	82,1	84,3
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>107,7</b>	<b>110,2</b>	<b>121,9</b>	<b>116,8</b>	<b>105,8</b>	<b>113,6</b>	<b>103,5</b>
<b>2022</b>							
12.	103,7	99,3	103,3	102,9	101,3	102,8	102,0
<b>2023</b>							
01.	98,1	103,8	105,6	114,0	110,0	109,8	100,7
02.	104,1	108,7	115,8	116,9	104,6	106,3	100,5
03.	104,0	106,1	119,2	117,4	103,8	105,3	102,6
04.	105,4	107,5	120,7	117,6	105,8	110,8	99,8
05.	107,0	109,9	123,1	118,2	107,7	112,4	100,2
06.	108,0	110,5	124,7	116,5	106,1	113,1	100,7
07.	109,1	111,6	124,3	116,3	106,4	115,2	103,1
08.	107,8	112,1	125,1	116,3	105,1	116,5	104,5
09.	110,6	110,8	125,0	116,1	104,3	118,4	105,7
10.	110,9	112,6	125,7	117,1	104,7	116,8	105,6
11.	111,4	113,9	125,4	117,1	105,3	117,9	107,1
12.	112,7	114,2	127,8	117,9	106,2	119,4	110,4
<b>01-12. 2023/01-12. 2022</b>	<b>107,7</b>	<b>110,2</b>	<b>121,9</b>	<b>116,8</b>	<b>105,8</b>	<b>113,6</b>	<b>103,5</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 2022=100

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 padnim vodama, kontrolisan proces uklanja otpada i sl <i>Water supply, sewerage, waste management and remediation activities</i>
Ø 2020	73,6	78,8	79,0	71,5	83,3	76,3
Ø 2021	74,7	68,4	80,4	68,1	84,0	76,3
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>111,2</b>	<b>108,6</b>	<b>117,2</b>	<b>108,5</b>	<b>110,7</b>	<b>105,3</b>
<b>2022</b>						
12.	102,1	105,9	101,3	102,8	102,5	102,0
<b>2023</b>						
01.	106,3	108,3	105,8	104,7	101,3	104,2
02.	108,3	103,6	117,1	103,3	105,3	102,3
03.	109,7	101,5	117,5	105,6	110,6	104,0
04.	110,4	103,2	119,2	105,9	112,9	103,9
05.	111,4	105,1	118,5	105,7	111,8	104,7
06.	111,7	109,1	118,4	107,6	113,6	105,9
07.	111,9	109,4	118,2	109,5	113,5	106,5
08.	112,2	111,6	118,4	110,2	113,4	107,4
09.	112,4	112,7	117,9	112,0	114,0	106,4
10.	112,8	111,3	118,1	111,1	112,0	105,9
11.	113,3	112,0	119,0	112,5	111,9	105,6
12.	114,3	114,2	117,9	112,7	107,9	106,4
<b>01-12.2023/01-12. 2022</b>	<b>111,2</b>	<b>108,6</b>	<b>117,2</b>	<b>108,5</b>	<b>110,7</b>	<b>105,3</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 cycles</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 osiguranja <i>Financial and insurance act,</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2020	67,7	64,3	75,3	60,1	79,2	81,6	78,8
Ø 2021	71,9	66,2	72,6	60,6	78,8	82,2	72,6
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>113,1</b>	<b>109,7</b>	<b>105,1</b>	<b>111,0</b>	<b>115,6</b>	<b>106,8</b>	<b>109,0</b>
<b>2022</b>							
12.	101,5	104,4	101,1	100,3	97,3	102,0	96,3
<b>2023</b>							
01.	109,7	104,9	102,4	104,8	101,8	101,8	104,3
02.	106,8	105,4	102,3	106,4	112,7	103,9	105,7
03.	109,6	106,4	102,0	105,2	120,9	106,4	116,8
04.	110,2	108,2	102,5	105,5	117,2	105,9	110,2
05.	111,8	109,7	103,5	108,4	118,2	107,0	109,5
06.	112,7	110,9	104,9	109,8	118,5	106,7	109,1
07.	114,6	111,6	105,9	110,6	114,9	107,6	108,4
08.	116,4	111,7	105,6	113,0	114,7	107,1	110,7
09.	114,0	111,4	105,4	114,4	115,7	108,6	112,3
10.	115,3	111,2	107,8	114,6	116,6	108,8	108,3
11.	116,1	111,6	108,3	116,0	117,0	108,5	105,1
12.	118,8	112,2	109,7	117,8	118,1	109,2	105,6
<b>01-12.2023/01-12.2022</b>	<b>113,1</b>	<b>109,7</b>	<b>105,1</b>	<b>111,0</b>	<b>115,6</b>	<b>106,8</b>	<b>109,0</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 2022=100

	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 2020	71,3	61,4	80,9	77,5	73,9	65,7	69,6
Ø 2021	69,1	62,2	81,2	79,1	76,3	67,5	69,4
<b>Ø 2022</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>Ø 01 – 12. 2022</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>Ø 01 – 12. 2023</b>	<b>107,3</b>	<b>110,2</b>	<b>120,5</b>	<b>115,1</b>	<b>105,2</b>	<b>113,2</b>	<b>103,1</b>
<b>2022</b>							
12,	104,0	99,0	103,2	102,6	101,3	103,2	102,0
<b>2023</b>							
01.	98,3	104,0	105,2	112,9	109,6	109,8	100,5
02.	104,0	108,8	115,1	115,4	104,0	106,2	100,3
03.	103,5	106,4	118,2	115,6	103,2	105,6	102,5
04.	105,2	108,0	119,4	115,9	105,0	110,8	99,7
05.	106,6	109,9	121,5	116,4	106,7	112,2	100,0
06.	107,6	110,4	122,9	114,8	105,3	112,5	100,5
07.	109,0	111,3	122,7	114,8	105,6	114,8	102,8
08.	107,8	112,0	123,4	114,6	104,3	115,9	104,5
09.	110,4	110,9	122,9	114,3	103,6	117,6	105,5
10.	110,5	112,7	123,4	115,5	104,0	116,0	105,4
11.	111,0	113,7	123,3	115,4	104,6	117,1	106,5
12.	112,0	113,7	125,8	116,2	105,4	118,3	109,5
<b>01-12.2023/01-12.2022</b>	<b>107,3</b>	<b>110,2</b>	<b>120,5</b>	<b>115,1</b>	<b>105,2</b>	<b>113,2</b>	<b>103,1</b>

## PROSJEČNE ZARADE (BRUTO) PO OPŠTINAMA, U EUR / AVERAGE GROSS WAGES BY MUNICIPALITY, IN EUR

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2020	664	810	751	670	795	774	681	..	654	791	816	785
Ø 2021	714	781	763	663	791	793	697	...	670	791	829	777
<b>Ø 2022</b>	<b>721</b>	<b>851</b>	<b>833</b>	<b>750</b>	<b>843</b>	<b>887</b>	<b>786</b>	<b>733</b>	<b>792</b>	<b>829</b>	<b>905</b>	<b>813</b>
<b>Ø 01 – 12. 2022</b>	<b>721</b>	<b>851</b>	<b>833</b>	<b>750</b>	<b>843</b>	<b>887</b>	<b>786</b>	<b>733</b>	<b>792</b>	<b>829</b>	<b>905</b>	<b>813</b>
<b>Ø 01 – 12. 2023</b>	<b>845</b>	<b>925</b>	<b>918</b>	<b>832</b>	<b>933</b>	<b>1017</b>	<b>867</b>	<b>886</b>	<b>888</b>	<b>929</b>	<b>1 006</b>	<b>895</b>
<b>2022</b>												
12.	722	872	842	771	858	922	809	749	811	843	924	810
<b>2023</b>												
01.	805	907	891	829	887	963	832	786	872	892	974	877
02.	786	902	895	823	889	962	823	780	867	902	971	855
03.	795	917	896	824	907	970	838	830	846	898	969	854
04.	904	911	912	850	918	1 028	865	984	872	945	999	899
05.	858	930	925	855	932	1 022	870	904	904	954	1 006	908
06.	868	920	935	849	918	1 028	880	832	881	957	1 017	899
07.	868	925	921	858	930	1 038	876	917	905	937	1 015	870
08.	849	932	930	850	942	1 027	884	885	910	921	1 034	909
09.	858	937	926	799	960	1 028	901	904	892	922	1 015	896
10.	844	939	925	808	955	1 028	881	897	893	922	1 010	908
11.	855	937	928	816	968	1 039	882	892	889	941	1 026	922
12.	854	935	932	823	973	1 072	869	931	913	954	1 031	930
<b>01-12. 2023/01-12. 2022</b>	<b>117,2</b>	<b>108,7</b>	<b>110,2</b>	<b>110,9</b>	<b>110,7</b>	<b>114,7</b>	<b>110,3</b>	<b>120,9</b>	<b>112,1</b>	<b>112,1</b>	<b>111,2</b>	<b>110,1</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2020	745	659	790	824	751	820	726	711	951	...	641	...	789
Ø 2021	759	653	805	837	762	836	737	740	936	...	637	...	791
<b>Ø 2022</b>	<b>861</b>	<b>732</b>	<b>828</b>	<b>907</b>	<b>817</b>	<b>921</b>	<b>782</b>	<b>782</b>	<b>1 087</b>	<b>754</b>	<b>741</b>	...	<b>820</b>
<b>Ø 01 – 12. 2022</b>	<b>861</b>	<b>732</b>	<b>828</b>	<b>907</b>	<b>817</b>	<b>921</b>	<b>782</b>	<b>782</b>	<b>1 087</b>	<b>754</b>	<b>741</b>	...	<b>820</b>
<b>Ø 01 – 12. 2023</b>	<b>966</b>	<b>850</b>	<b>963</b>	<b>1 036</b>	<b>965</b>	<b>1 028</b>	<b>884</b>	<b>891</b>	<b>1 217</b>	<b>846</b>	<b>845</b>	<b>1 106</b>	<b>949</b>
<b>2022</b>													
12.	885	755	829	913	827	939	784	796	1 079	778	748	...	818
<b>2023</b>													
01.	926	871	904	960	931	970	839	851	1 165	763	790	1 056	914
02.	943	846	945	1 036	964	997	844	883	1 208	779	795	1 087	911
03.	960	832	906	1 026	947	1 018	845	884	1 218	790	812	1 058	904
04.	962	840	940	1 044	977	1 014	865	888	1 188	840	833	1 126	916
05.	980	864	974	1 042	973	1 025	870	911	1 181	856	825	1 064	1 031
06.	968	863	993	1 056	1 001	1 030	901	910	1 206	948	863	1 065	951
07.	964	853	1 001	1 049	954	1 033	901	905	1 188	872	870	1 112	985
08.	976	858	1 022	1 047	942	1 029	909	906	1 236	872	875	1 099	947
09.	972	861	990	1 034	954	1 040	904	896	1 247	880	874	1 124	927
10.	987	820	984	1 045	952	1 048	902	887	1 245	830	874	1 119	947
11.	988	842	944	1 045	963	1 054	904	883	1 249	832	843	1 185	943
12.	965	853	959	1 051	1 024	1 070	920	884	1 256	864	870	1 187	1 008
<b>01-12. 2023/01-12. 2022</b>	<b>112,2</b>	<b>116,1</b>	<b>116,3</b>	<b>114,2</b>	<b>118,1</b>	<b>111,6</b>	<b>113,0</b>	<b>113,9</b>	<b>112,0</b>	<b>112,2</b>	<b>114,0</b>	...	<b>115,7</b>



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

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2020	445	544	503	450	530	518	457	...	438	530	546	527
Ø 2021	479	524	511	444	528	530	467	...	449	531	555	521
<b>Ø 2022</b>	<b>593</b>	<b>690</b>	<b>677</b>	<b>613</b>	<b>686</b>	<b>715</b>	<b>643</b>	<b>604</b>	<b>646</b>	<b>676</b>	<b>731</b>	<b>655</b>
<b>Ø 01 – 12. 2022</b>	<b>593</b>	<b>690</b>	<b>677</b>	<b>613</b>	<b>686</b>	<b>715</b>	<b>643</b>	<b>604</b>	<b>646</b>	<b>676</b>	<b>731</b>	<b>655</b>
<b>Ø 01 – 12. 2023</b>	<b>688</b>	<b>748</b>	<b>742</b>	<b>677</b>	<b>754</b>	<b>815</b>	<b>705</b>	721	<b>720</b>	<b>751</b>	<b>807</b>	<b>726</b>
<b>2022</b>												
12.	595	709	686	633	697	743	662	619	667	689	747	664
<b>2023</b>												
01.	648	734	716	674	720	772	679	648	709	726	782	706
02.	645	731	724	671	722	773	673	643	707	731	780	693
03.	653	744	725	673	734	778	682	681	690	726	781	695
04.	732	739	737	693	745	828	705	792	709	761	802	729
05.	697	753	746	695	756	818	708	732	732	767	807	735
06.	705	745	753	692	743	830	715	680	714	772	814	727
07.	704	748	745	699	751	831	712	744	733	758	813	707
08.	692	754	751	693	760	824	715	721	738	747	827	737
09.	699	757	748	651	773	825	729	734	723	746	811	728
10.	688	758	746	657	770	824	716	729	724	746	810	737
11.	696	757	752	663	780	831	716	726	721	760	822	748
12.	696	757	758	667	785	854	707	756	741	771	826	754
<b>01-12. 2023/01-12. 2022</b>	<b>116,0</b>	<b>108,4</b>	<b>109,6</b>	<b>110,4</b>	<b>109,9</b>	<b>114,0</b>	<b>109,6</b>	<b>119,4</b>	<b>111,5</b>	<b>111,1</b>	<b>110,4</b>	<b>110,8</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2020	499	441	529	552	502	548	486	476	638	...	430	...	529
Ø 2021	509	438	539	561	510	560	492	496	628	...	427	...	530
<b>Ø 2022</b>	<b>693</b>	<b>601</b>	<b>672</b>	<b>727</b>	<b>663</b>	<b>740</b>	<b>637</b>	<b>640</b>	<b>868</b>	<b>621</b>	<b>607</b>	...	<b>667</b>
<b>Ø 01 – 12. 2022</b>	<b>693</b>	<b>601</b>	<b>672</b>	<b>727</b>	<b>663</b>	<b>740</b>	<b>637</b>	<b>640</b>	<b>868</b>	<b>621</b>	<b>607</b>	...	<b>667</b>
<b>Ø 01 – 12. 2023</b>	<b>778</b>	<b>690</b>	<b>779</b>	<b>832</b>	<b>779</b>	<b>870</b>	<b>715</b>	<b>725</b>	<b>957</b>	<b>692</b>	<b>686</b>	<b>880</b>	<b>763</b>
<b>2022</b>													
12.	715	621	681	736	671	754	642	655	864	643	617	...	668
<b>2023</b>													
01.	749	703	732	773	749	780	681	689	926	626	635	841	731
02.	759	684	766	830	776	800	686	720	953	640	639	862	736
03.	774	677	738	825	766	815	684	721	968	648	653	837	731
04.	776	676	762	837	788	812	697	724	933	689	680	893	739
05.	787	700	788	835	787	820	704	742	925	701	673	845	821
06.	778	702	801	846	806	824	729	740	947	769	704	854	765
07.	777	696	808	843	772	827	730	736	934	714	704	889	793
08.	786	699	826	840	760	823	734	738	970	714	709	881	762
09.	782	699	799	831	770	830	731	730	977	721	711	902	747
10.	793	668	795	841	770	836	726	724	975	680	712	897	762
11.	792	686	765	839	777	840	729	719	978	681	688	933	759
12.	776	696	771	844	820	851	742	720	983	703	709	934	810
<b>01-12. 2023/01-12. 2022</b>	<b>112,3</b>	<b>114,8</b>	<b>115,9</b>	<b>114,4</b>	<b>117,5</b>	<b>117,6</b>	<b>112,2</b>	<b>113,3</b>	<b>110,3</b>	<b>111,4</b>	<b>113,0</b>	...	<b>114,4</b>