

## 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.

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 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 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: „pravno 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.*

*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 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:*

- ako zaključi ugovor o radu sa punim radnim vremenom; se odjavi iz evidencije nezaposlenih lica;
- odbije uključivanje ili ne izvršava obaveze utvrđene ugovorom o uključivanju u program aktivne politike zapošljavanja;
- postane vlasnik ili većinski suvlasnik preduzeća;
- postane preduzetnik;
- odbije odgovarajuće zaposlenje;
- nije dalo tačne podatke o ispunjavanju uslova za sticanje statusa nezaposlenog lica;
- navršši 65 godina života;
- ostvari pravo na starosnu ili invalidsku penziju;
- ostane potpuno nesposoban za rad;
- ode na izdržavanje kazne zatvora u trajanju dužem od šest mjeseci;
- aktivno ne traži zaposlenje;
- je radno angažovano suprotno propisima o radnim odnosima („rad na crno“);
- 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, zadrugе 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:

- 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.
- 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:
- 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.
- 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.

- the person signs contract on work with full working time; is signed off from the records of the unemployed persons;*
- refuses inclusion or does not perform obligations specified in the agreement on the inclusion in the programme of active employment policy;*
- becomes the owner or major co-owner of an enterprise;*
- becomes an entrepreneur;*
- refuses appropriate employment;*
- did not give correct data on meeting conditions for getting the unemployment status*
- is 65 years old;*
- gets right to the old-age and survivor pensions;*
- is completely incapable to work;*
- is serving the imprisonment punishment longer than 6 months;*
- is not actively looking for employment;*
- is working contrary to the regulations on labour ("unregistered work");*
- 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:

- 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.*
- 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, number: 13/07, 79/08, 86/09, 78/10, 14/12 and 62/13) in paragraph (1) and paragraph (2) states that:
- 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.*
- 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<sup>1)</sup>**  
**EMPLOYEES BY ACTIVITY SECTORS<sup>1)</sup>**

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 2019	203 545	1 998	1 434	13 022	2 775	5 045
Ø 2020	176 693	1 553	1 318	11 263	2 662	4 784
<b>Ø 2021</b>	<b>188 964</b>	<b>1 821</b>	<b>1 433</b>	<b>11 735</b>	<b>2 872</b>	<b>5 110</b>
<b>ØI – IV 2021</b>	<b>173 924</b>	<b>1 642</b>	<b>1 333</b>	<b>10 830</b>	<b>2 778</b>	<b>4 926</b>
<b>ØI – IV 2022</b>	<b>214 361</b>	<b>1 994</b>	<b>1 595</b>	<b>13 334</b>	<b>3 127</b>	<b>5 447</b>
<b>2021</b>						
IV	177 932	1 714	1 359	11 122	2 789	4 979
V	180 956	1 756	1 380	11 318	2 793	5 009
VI	185 344	1 798	1 403	11 527	2 823	5 054
VII	189 975	1 822	1 424	11 789	2 855	5 114
VIII	193 449	1 868	1 460	11 969	2 915	5 145
IX	198 549	2 010	1 514	12 179	2 947	5 200
X	202 981	2 055	1 545	12 535	2 962	5 291
XI	209 323	2 009	1 572	13 187	3 008	5 396
XII	211 302	1 962	1 567	12 995	3 044	5 412
<b>2022(p)</b>						
I	212 046	1 952	1 573	13 230	3 092	5 424
II	212 959	1 998	1 587	13 322	3 087	5 420
III	214 917	2 026	1 601	13 378	3 157	5 451
IV	217 520	2 011	1 621	13 406	3 172	5 495
<b>I–IV 2022 / I–IV 2021(p)</b>	<b>123,2</b>	<b>121,4</b>	<b>119,7</b>	<b>123,1</b>	<b>112,6</b>	<b>110,6</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 nekretninama <i>Real estate activities</i>
Ø 2019	14 031	39 834	12 500	18 350	5 566	4 239	1 743
Ø 2020	11 130	34 922	11 136	13 325	5 320	3 916	1 587
<b>Ø 2021</b>	<b>12 684</b>	<b>37 658</b>	<b>11 367</b>	<b>15 222</b>	<b>6 239</b>	<b>3 936</b>	<b>1 801</b>
<b>ØI – IV 2021</b>	<b>11 222</b>	<b>34 735</b>	<b>10 599</b>	<b>13 027</b>	<b>5 756</b>	<b>3 769</b>	<b>1 641</b>
<b>ØI – IV 2022</b>	<b>14 918</b>	<b>42 389</b>	<b>12 722</b>	<b>18 438</b>	<b>7 224</b>	<b>4 279</b>	<b>2 101</b>
<b>2021</b>							
IV	11 810	35 426	10 819	13 481	5 894	3 825	1 689
V	12 110	35 972	10 959	14 010	5 993	3 868	1 727
VI	12 403	36 974	11 157	14 869	6 133	3 901	1 771
VII	12 773	38 003	11 423	15 726	6 224	3 933	1 815
VIII	13 163	38 734	11 634	16 239	6 346	3 964	1 859
IX	13 553	39 490	11 838	16 715	6 496	3 992	1 910
X	13 990	40 331	12 092	17 300	6 673	4 061	1 951
XI	14 556	41 386	12 364	17 777	6 965	4 185	1 988
XII	14 769	42 073	12 540	17 919	7 009	4 251	2 033
<b>2022(p)</b>							
I	14 752	42 103	12 592	17 762	7 109	4 254	2 075
II	14 854	42 116	12 668	17 851	7 156	4 291	2 062
III	14 958	42 523	12 735	18 412	7 271	4 279	2 112
IV	15 108	42 813	12 891	19 728	7 358	4 292	2 156
<b>I–IV 2022 / I–IV 2021(p)</b>	<b>132,9</b>	<b>122,0</b>	<b>120,0</b>	<b>141,5</b>	<b>125,5</b>	<b>113,5</b>	<b>128,0</b>

<sup>1)</sup> Podaci o broju zaposlenih za 2021. godinu su revidirani. Za više informacija, molimo da pogledate zajedničko saopštenje Uprave prihoda i carina i Uprave za statistiku: [Zajedničko saopštenje](#)

(p) Preliminarni podaci

<sup>1)</sup> Data on the number of employees for 2021 have been revised. For more information, please see the joint release of the Revenue and Customs Administration and the Statistical Office: [Joint release](#)

(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 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 2019	10 462	12 500	22 092	14 770	12 715	5 744	4 725
Ø 2020	9 600	7 770	21 026	13 653	12 118	5 395	4 215
<b>Ø 2021</b>	<b>10 521</b>	<b>6 876</b>	<b>21 961</b>	<b>14 212</b>	<b>12 992</b>	<b>5 709</b>	<b>4 815</b>
<b>ØI – IV 2021</b>	<b>9 685</b>	<b>5 691</b>	<b>21 076</b>	<b>13 296</b>	<b>12 355</b>	<b>5 220</b>	<b>4 343</b>
<b>ØI – IV 2022</b>	<b>12 332</b>	<b>9 227</b>	<b>22 924</b>	<b>16 156</b>	<b>14 178</b>	<b>6 477</b>	<b>5 499</b>
<b>2021</b>							
IV	9 950	5 929	21 400	13 379	12 569	5 320	4 478
V	10 109	6 185	21 560	13 531	12 707	5 403	4 566
VI	10 347	6 444	22 033	13 580	12 905	5 550	4 672
VII	10 565	6 947	22 180	13 760	13 053	5 768	4 801
VIII	10 733	7 284	22 354	13 831	13 171	5 902	4 878
IX	10 964	7 569	22 576	15 244	13 338	6 048	4 966
X	11 212	7 873	22 711	15 591	13 513	6 170	5 125
XI	11 552	8 578	22 866	16 124	13 773	6 363	5 674
XII	12 034	8 873	22 941	15 705	14 021	6 428	5 726
<b>2022(p)</b>							
I	12 142	8 897	22 931	16 007	14 065	6 444	5 642
II	12 261	9 141	22 915	16 177	14 140	6 454	5 459
III	12 429	9 346	22 908	16 211	14 210	6 492	5 428
IV	12 495	9 523	22 943	16 229	14 295	6 517	5 467
<b>I–IV 2022 / I–IV 2021(p)</b>	<b>127,3</b>	<b>162,1</b>	<b>108,8</b>	<b>121,5</b>	<b>114,8</b>	<b>124,1</b>	<b>126,6</b>

(p) Preliminarni podaci

(p) Preliminary data

## ZAPOSLENI PO OPŠTINAMA / EMPLOYEES BY MUNICIPALITY

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2019	542	12 673	5 106	8 259	16 838	3 571	3 842	...	11 168	1 333	7 743	1 224
Ø 2020	494	11 146	4 724	7 421	13 438	3 268	3 473	...	9 311	1 186	6 352	1 121
<b>Ø 2021</b>	<b>530</b>	<b>12 043</b>	<b>5 012</b>	<b>8 258</b>	<b>14 326</b>	<b>3 419</b>	<b>3 757</b>	...	<b>9 570</b>	<b>1 276</b>	<b>6 577</b>	<b>1 217</b>
<b>ØI – IV 2021</b>	<b>491</b>	<b>11 015</b>	<b>4 650</b>	<b>7 676</b>	<b>12 870</b>	<b>3 250</b>	<b>3 494</b>	...	<b>8 678</b>	<b>1 165</b>	<b>6 101</b>	<b>1 139</b>
<b>ØI – IV 2022</b>	<b>609</b>	<b>13 810</b>	<b>5 135</b>	<b>9 167</b>	<b>16 650</b>	<b>3 656</b>	<b>3 995</b>	<b>272</b>	<b>11 109</b>	<b>1 473</b>	<b>7 393</b>	<b>1 326</b>
<b>2021</b>												
IV	501	11 287	4 740	7 851	13 263	3 311	3 579	...	8 928	1 190	6 215	1 155
V	508	11 476	4 842	7 956	13 642	3 336	3 645	...	9 110	1 202	6 321	1 164
VI	517	11 765	4 922	8 101	14 122	3 386	3 721	...	9 425	1 231	6 504	1 179
VII	528	12 148	4 991	8 230	14 634	3 429	3 796	...	9 688	1 255	6 668	1 214
VIII	537	12 352	5 123	8 357	14 996	3 470	3 829	...	9 870	1 271	6 783	1 234
IX	554	12 664	5 254	8 644	15 344	3 528	3 926	...	10 143	1 327	6 902	1 291
X	567	12 966	5 355	8 805	15 624	3 568	4 013	...	10 388	1 404	7 028	1 307
XI	590	13 345	5 521	9 174	15 973	3 633	4 065	...	10 640	1 460	7 106	1 309
XII	599	13 744	5 535	9 127	16 100	3 677	4 120	...	10 860	1 499	7 214	1 345
<b>2022(p)</b>												
I	593	13 771	5 223	9 181	16 172	3 667	4 146	266	10 885	1 494	7 256	1 347
II	600	13 731	5 084	9 166	16 257	3 648	3 942	273	10 917	1 470	7 238	1 318
III	623	13 780	5 106	9 164	16 676	3 648	3 948	272	11 147	1 456	7 415	1 322
IV	621	13 959	5 125	9 159	17 496	3 662	3 945	276	11 486	1 470	7 662	1 319
<b>I–IV 2022/I–IV 2021(p)</b>	<b>124,0</b>	<b>125,4</b>	<b>110,4</b>	<b>119,4</b>	<b>129,4</b>	<b>112,5</b>	<b>114,3</b>	...	<b>128,0</b>	<b>126,4</b>	<b>121,2</b>	<b>116,4</b>

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	Opštine / Municipalities											
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Žabljak
Ø 2019	14 605	...	1 403	5 863	477	93 762	3 068	287	5 992	...	5 081	708
Ø 2020	12 924	...	1 394	5 195	422	81 822	2 873	267	4 893	...	4 371	598
<b>Ø 2021</b>	<b>14 014</b>	...	<b>1 529</b>	<b>5 653</b>	<b>475</b>	<b>87 155</b>	<b>3 168</b>	<b>289</b>	<b>5 285</b>	...	<b>4 773</b>	<b>638</b>
<b>ØI – IV 2021</b>	<b>13 014</b>	...	<b>1 443</b>	<b>5 302</b>	<b>448</b>	<b>80 289</b>	<b>2 943</b>	<b>274</b>	<b>4 710</b>	...	<b>4 379</b>	<b>593</b>
<b>ØI – IV 2022</b>	<b>15 796</b>	<b>324</b>	<b>1 359</b>	<b>6 221</b>	<b>499</b>	<b>97 646</b>	<b>3 476</b>	<b>318</b>	<b>6 268</b>	<b>1 914</b>	<b>5 269</b>	<b>676</b>
<b>2021</b>												
IV	13 280	...	1 466	5 389	459	82 096	3 004	278	4 870	...	4 466	604
V	13 425	...	1 482	5 452	463	83 461	3 049	278	5 015	...	4 519	610
VI	13 719	...	1 498	5 565	468	85 341	3 117	284	5 183	...	4 668	628
VII	13 999	...	1 515	5 640	476	87 438	3 163	288	5 347	...	4 876	652
VIII	14 231	...	1 533	5 709	481	89 050	3 223	295	5 481	...	4 965	659
IX	14 618	...	1 580	5 865	498	91 399	3 319	298	5 650	...	5 071	674
X	14 945	...	1 598	5 992	506	93 618	3 376	302	5 802	...	5 136	681
XI	15 440	...	1 682	6 189	515	96 943	3 493	314	6 010	...	5 240	681
XII	15 732	...	1 683	6 214	507	97 450	3 497	319	6 097	...	5 279	704
<b>2022(p)</b>												
I	15 863	328	1 383	6 307	509	95 904	3 509	318	6 117	1 840	5 265	702
II	15 670	325	1 350	6 170	490	97 584	3 464	313	6 171	1 908	5 206	664
III	15 773	321	1 351	6 191	496	98 327	3 459	312	6 279	1 941	5 246	664
IV	15 880	322	1 352	6 214	501	98 768	3 471	328	6 504	1 966	5 361	673
<b>I–IV 2022/I–IV 2021(p)</b>	<b>121,4</b>	...	<b>94,2</b>	<b>117,3</b>	<b>111,4</b>	<b>121,6</b>	<b>118,1</b>	<b>116,1</b>	<b>133,1</b>	...	<b>120,3</b>	<b>114,0</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 <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 2019	36 693	14 911	13 693	12 368	21 356	8 230	2 032	2 291
Ø 2020	41 612	16 351	14 782	12 623	24 326	8 985	2 809	1 747
<b>Ø 2021</b>	<b>54 560</b>	<b>21 949</b>	<b>19 415</b>	<b>12 144</b>	<b>32 377</b>	<b>12 130</b>	<b>3 195</b>	<b>2 105</b>
<b>ØI – IV 2021</b>	<b>52 852</b>	<b>20 698</b>	<b>18 682</b>	<b>12 259</b>	<b>30 965</b>	<b>11 500</b>	<b>3 762</b>	<b>1 805</b>
<b>ØI – IV 2022</b>	<b>53 914</b>	<b>21 797</b>	<b>19 497</b>	<b>11 586</b>	<b>31 771</b>	<b>12 137</b>	<b>2 300</b>	<b>3 513</b>
<b>2021</b>								
IV	56 431	22 197	19 967	12 104	33 057	12 345	2 782	1 300
V	56 385	22 270	20 056	11 944	32 998	12 403	2 629	2 212
VI	55 703	22 350	20 008	12 142	32 790	12 427	2 536	2 643
VII	54 697	21 973	19 700	12 294	32 613	12 324	2 266	2 454
VIII	53 986	21 776	19 543	12 546	32 467	12 304	1 751	2 101
IX	53 958	21 998	19 636	12 168	32 350	12 373	2 429	1 786
X	55 241	22 742	19 627	12 109	33 196	12 444	3 838	2 020
XI	55 956	23 468	19 546	11 845	33 727	12 452	3 916	2 726
XII	57 386	24 024	20 134	11 641	34 522	12 833	3 922	2 095
<b>2022</b>								
I	56 233	22 735	20 400	11 916	33 642	12 969	2 859	3 769
II	55 462	22 460	20 175	11 801	33 081	12 777	2 268	2 704
III	53 409	21 567	19 331	11 789	31 367	11 974	2 401	4 073
IV	50 552	20 427	18 080	10 839	28 995	10 828	1 673	3 504
<b>I – IV 2022 / I – IV 2021</b>	<b>102,0</b>	<b>105,3</b>	<b>104,4</b>	<b>94,5</b>	<b>102,6</b>	<b>105,5</b>	<b>61,1</b>	<b>194,6</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> According to the article 5 Of the Law on Employment Mediation and Rights during Unemployment t („Official Gazzete of RoM”, No. 24/19 form 22.4.2019)

<sup>3)</sup> According to the Article 48 Of the Law on Employment Mediation and Rights during Unemployment

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

<sup>5)</sup> According to the Article 66 Of the Law on Employment Mediation and Rights during Unemployment

**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>	vadenje 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 2019	773	854	1 010	599	1 299	719
Ø 2020	783	766	1 050	615	1 385	735
<b>Ø 2021</b>	<b>793</b>	<b>668</b>	<b>1 068</b>	<b>585</b>	<b>1 381</b>	<b>733</b>
<b>ØI – IV 2021</b>	<b>789</b>	<b>641</b>	<b>1 059</b>	<b>584</b>	<b>1 374</b>	<b>725</b>
<b>ØI – IV 2022</b>	<b>876</b>	<b>813</b>	<b>1 098</b>	<b>689</b>	<b>1 455</b>	<b>779</b>
<b>2021</b>						
IV	790	628	1 046	611	1 372	716
V	792	645	1 041	586	1 373	716
VI	792	651	1 072	603	1 387	727
VII	791	673	1 055	584	1 377	738
VIII	795	684	1 065	568	1 393	733
IX	796	696	1 078	579	1 393	753
X	798	707	1 079	583	1 385	741
XI	799	702	1 090	590	1 376	740
XII	802	676	1 100	588	1 386	745
<b>2022</b>						
I	890	866	1 079	654	1 636	801
II	875	840	1 104	700	1 427	766
III	868	584	1 102	699	1 356	764
IV	873	809	1 111	699	1 422	785
<b>I – IV 2022 / I – IV 2021</b>	<b>111,0</b>	<b>126,8</b>	<b>103,7</b>	<b>118,0</b>	<b>105,9</b>	<b>107,4</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 osiguranja <i>Financial and insurance act.</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2019	667	569	835	642	1 105	1 512	1 124
Ø 2020	664	573	797	589	1 047	1 438	1 036
<b>Ø 2021</b>	<b>706</b>	<b>591</b>	<b>767</b>	<b>594</b>	<b>1 033</b>	<b>1 441</b>	<b>954</b>
<b>ØI – IV 2021</b>	<b>694</b>	<b>584</b>	<b>770</b>	<b>570</b>	<b>1 035</b>	<b>1 449</b>	<b>959</b>
<b>ØI – IV 2022</b>	<b>801</b>	<b>711</b>	<b>856</b>	<b>777</b>	<b>1 162</b>	<b>1 541</b>	<b>1 134</b>
<b>2021</b>							
IV	688	582	755	570	1 032	1 453	951
V	701	588	760	563	1 041	1 432	984
VI	704	585	760	587	1 019	1 428	1 007
VII	712	592	756	606	1 042	1 442	925
VIII	710	600	762	615	1 026	1 461	895
IX	704	597	767	619	1 044	1 456	915
X	719	595	770	606	1 040	1 430	933
XI	722	599	772	611	1 025	1 424	994
XII	730	596	774	609	1 027	1 427	1 009
<b>2022</b>							
I	811	701	851	770	1 194	1 552	1 179
II	782	711	865	751	1 163	1 505	1 103
III	802	712	848	795	1 136	1 555	1 154
IV	812	718	861	786	1 165	1 552	1 117
<b>I – IV 2022 / I – IV 2021</b>	<b>115,4</b>	<b>121,7</b>	<b>111,2</b>	<b>136,3</b>	<b>112,3</b>	<b>106,3</b>	<b>118,2</b>

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

/nastavak/

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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 2019	655	524	910	746	833	645	726
Ø 2020	699	526	902	806	937	623	680
<b>Ø 2021</b>	<b>676</b>	<b>534</b>	<b>901</b>	<b>822</b>	<b>968</b>	<b>634</b>	<b>675</b>
<b>ØI – IV 2021</b>	<b>677</b>	<b>521</b>	<b>891</b>	<b>822</b>	<b>961</b>	<b>625</b>	<b>665</b>
<b>ØI – IV 2022</b>	<b>807</b>	<b>708</b>	<b>906</b>	<b>837</b>	<b>1 062</b>	<b>768</b>	<b>809</b>
<b>2021</b>							
IV	665	512	894	823	976	622	675
V	673	514	899	826	981	618	670
VI	686	498	915	826	966	623	681
VII	671	515	899	815	978	637	671
VIII	667	532	903	826	972	628	664
IX	660	548	906	822	968	641	671
X	673	560	909	824	971	652	679
XI	682	566	905	820	973	642	694
XII	696	586	914	820	960	661	715
<b>2022</b>							
I	789	683	899	823	1 155	801	847
II	816	714	935	840	1 025	753	808
III	820	701	897	842	1 032	755	794
IV	799	729	894	843	1 036	765	797
<b>I – IV 2022 / I – IV 2021</b>	<b>119,2</b>	<b>135,9</b>	<b>101,7</b>	<b>101,8</b>	<b>110,5</b>	<b>122,9</b>	<b>121,7</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 2019	515	580	672	399	858	480	
Ø 2020	524	521	703	412	916	492	
<b>Ø 2021</b>	<b>532</b>	<b>452</b>	<b>716</b>	<b>392</b>	<b>924</b>	<b>492</b>	
<b>Ø I – IV 2021</b>	<b>529</b>	<b>435</b>	<b>709</b>	<b>391</b>	<b>918</b>	<b>487</b>	
<b>Ø I – IV 2022</b>	<b>701</b>	<b>610</b>	<b>844</b>	<b>551</b>	<b>1 088</b>	<b>628</b>	
<b>2021</b>							
IV	529	425	701	409	919	480	
V	530	436	698	393	920	481	
VI	530	440	719	404	929	488	
VII	530	455	707	391	923	495	
VIII	532	463	714	380	933	491	
IX	533	471	722	388	933	503	
X	534	479	723	391	928	496	
XI	535	475	730	395	922	495	
XII	537	458	737	394	928	500	
<b>2022</b>							
I	686	613	734	481	1 106	601	
II	706	602	881	571	1 090	630	
III	704	475	882	572	1 056	632	
IV	707	660	887	571	1 102	647	
<b>I – IV 2022 / I – IV 2021</b>	<b>132,5</b>	<b>140,2</b>	<b>119,0</b>	<b>140,9</b>	<b>118,5</b>	<b>129,0</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 djelatnosti osiguranja Financial and insurance act.	poslovanje s nekretninama Real estate activities
Ø 2019	447	381	557	429	732	1 000	748
Ø 2020	446	384	533	392	697	960	694
<b>Ø 2021</b>	<b>474</b>	<b>395</b>	<b>514</b>	<b>395</b>	<b>693</b>	<b>967</b>	<b>640</b>
<b>Ø I – IV 2021</b>	<b>466</b>	<b>392</b>	<b>516</b>	<b>378</b>	<b>694</b>	<b>972</b>	<b>643</b>
<b>Ø I – IV 2022</b>	<b>637</b>	<b>574</b>	<b>685</b>	<b>634</b>	<b>909</b>	<b>1 179</b>	<b>898</b>
<b>2021</b>							
IV	462	391	507	378	692	975	637
V	471	394	509	373	698	961	660
VI	473	391	509	390	683	958	675
VII	478	396	506	403	698	968	620
VIII	477	400	510	410	688	979	599
IX	473	399	514	413	701	976	613
X	483	397	516	405	700	960	625
XI	485	400	518	408	689	955	666
XII	491	398	519	407	689	956	677
<b>2022</b>							
I	610	526	641	610	902	1 186	929
II	630	585	701	618	918	1 156	886
III	645	587	689	655	896	1 186	908
IV	654	591	702	643	917	1 187	881
<b>I – IV 2022 / I – IV 2021</b>	<b>136,7</b>	<b>146,4</b>	<b>132,8</b>	<b>167,7</b>	<b>131,0</b>	<b>121,3</b>	<b>139,7</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 2019	437	352	603	498	559	427	484
Ø 2020	468	354	601	540	630	414	453
<b>Ø 2021</b>	<b>453</b>	<b>359</b>	<b>603</b>	<b>551</b>	<b>650</b>	<b>425</b>	<b>452</b>
<b>ØI – IV 2021</b>	<b>453</b>	<b>350</b>	<b>596</b>	<b>550</b>	<b>647</b>	<b>418</b>	<b>444</b>
<b>ØI – IV 2022</b>	<b>650</b>	<b>575</b>	<b>731</b>	<b>686</b>	<b>844</b>	<b>623</b>	<b>657</b>
<b>2021</b>							
IV	445	344	598	551	654	417	451
V	451	345	601	554	657	414	449
VI	459	334	612	554	650	418	457
VII	449	346	602	546	657	427	450
VIII	446	357	603	553	651	421	445
IX	442	368	606	550	650	430	450
X	450	376	608	552	651	437	455
XI	456	380	605	550	653	431	465
XII	467	394	611	549	646	443	479
<b>2022</b>							
I	622	515	716	672	895	636	675
II	661	588	751	688	820	616	660
III	662	581	729	691	831	616	648
IV	647	603	728	691	831	625	650
<b>I – IV 2022 / I – IV 2021</b>	<b>143,5</b>	<b>164,3</b>	<b>122,7</b>	<b>124,7</b>	<b>130,4</b>	<b>149,0</b>	<b>148,0</b>

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

Ø 2021=100

u EUR

in EUR

Crna Gora Montenegro	Ukupno <i>Total</i>	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama kontrolisanje procesa uklanjanja otpada i sl. <i>Water supply, sewerage, waste management and remediation activities</i>
		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 2019	97,5	127,8	94,6	102,4	94,1	98,1	
Ø 2020	98,7	114,7	98,3	105,1	100,3	100,3	
<b>Ø 2021</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 – IV 2021</b>	<b>99,5</b>	<b>96,0</b>	<b>99,2</b>	<b>99,8</b>	<b>99,5</b>	<b>98,9</b>	
<b>ØI – IV 2022</b>	<b>110,5</b>	<b>121,7</b>	<b>102,8</b>	<b>117,8</b>	<b>105,4</b>	<b>106,3</b>	
<b>2021</b>							
IV	99,6	94,0	97,9	104,4	99,3	97,7	
V	99,9	96,6	97,5	100,2	99,4	97,7	
VI	99,9	97,5	100,4	103,1	100,4	99,2	
VII	99,7	100,7	98,8	99,8	99,7	100,7	
VIII	100,3	102,4	99,7	97,1	100,9	100,0	
IX	100,4	104,2	100,9	99,0	100,9	102,7	
X	100,6	105,8	101,0	99,7	100,3	101,1	
XI	100,8	105,1	102,1	100,9	99,6	101,0	
XII	101,1	101,2	103,0	100,5	100,4	101,6	
<b>2022</b>							
I	112,2	129,6	101,0	111,8	118,5	109,3	
II	110,3	125,7	103,4	119,7	103,3	104,5	
III	109,5	87,4	103,2	119,5	98,2	104,2	
IV	110,1	121,1	104,0	119,5	103,0	107,1	
<b>I – IV 2022 / I – IV 2021</b>	<b>111,0</b>	<b>126,8</b>	<b>103,7</b>	<b>118,0</b>	<b>105,9</b>	<b>107,4</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 rekretninama <i>Real estate activities</i>
Ø 2019	94,5	96,3	108,9	108,1	107,0	104,9	117,8
Ø 2020	94,1	97,0	103,9	99,2	101,4	99,8	108,6
<b>Ø 2021</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 – IV 2021</b>	<b>98,3</b>	<b>98,8</b>	<b>100,4</b>	<b>96,0</b>	<b>100,2</b>	<b>100,6</b>	<b>100,5</b>
<b>ØI – IV 2022</b>	<b>113,5</b>	<b>120,3</b>	<b>111,6</b>	<b>130,8</b>	<b>112,5</b>	<b>106,9</b>	<b>118,9</b>
<b>2021</b>							
IV	97,5	98,5	98,4	96,0	99,9	100,8	99,7
V	99,3	99,5	99,1	94,8	100,8	99,4	103,1
VI	99,7	99,0	99,1	98,8	98,6	99,1	105,6
VII	100,8	100,2	98,6	102,0	100,9	100,1	97,0
VIII	100,6	101,5	99,3	103,5	99,3	101,4	93,8
IX	99,7	101,0	100,0	104,2	101,1	101,0	95,9
X	101,8	100,7	100,4	102,0	100,7	99,2	97,8
XI	102,3	101,4	100,7	102,9	99,2	98,8	104,2
XII	103,4	100,8	100,9	102,5	99,4	99,0	105,8
<b>2022</b>							
I	114,9	118,6	111,0	129,6	115,6	107,7	123,6
II	110,8	120,3	112,8	126,4	112,6	104,4	115,6
III	113,6	120,5	110,6	133,8	110,0	107,9	121,0
IV	115,0	121,5	112,3	132,3	112,8	107,7	117,1
<b>I – IV 2022 / I – IV 2021</b>	<b>115,4</b>	<b>121,7</b>	<b>111,2</b>	<b>136,3</b>	<b>112,3</b>	<b>106,3</b>	<b>118,2</b>

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

Ø 2021=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 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 2019	96,9	98,1	101,0	90,8	86,1	101,7	107,6
Ø 2020	103,4	98,5	100,1	98,1	96,8	98,3	100,7
<b>Ø 2021</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 I – IV 2021</b>	<b>100,1</b>	<b>97,6</b>	<b>98,9</b>	<b>100,0</b>	<b>99,3</b>	<b>98,6</b>	<b>98,5</b>
<b>Ø I – IV 2022</b>	<b>119,4</b>	<b>132,6</b>	<b>100,6</b>	<b>101,8</b>	<b>109,7</b>	<b>121,1</b>	<b>119,9</b>
<b>2021</b>							
IV	98,4	95,9	99,2	100,1	100,8	98,1	100,0
V	99,6	96,3	99,8	100,5	101,3	97,5	99,3
VI	101,5	93,3	101,6	100,5	99,8	98,3	100,9
VII	99,3	96,4	99,8	99,1	101,0	100,5	99,4
VIII	98,7	99,6	100,2	100,5	100,4	99,1	98,4
IX	97,6	102,6	100,6	100,0	100,0	101,1	99,4
X	99,6	104,9	100,9	100,2	100,3	102,8	100,6
XI	100,9	106,0	100,4	99,8	100,5	101,3	102,8
XII	103,0	109,7	101,4	99,8	99,2	104,3	105,9
<b>2022</b>							
I	116,7	127,9	99,8	100,1	119,3	126,3	125,5
II	120,7	133,7	103,8	102,2	105,9	118,8	119,7
III	121,3	131,3	99,6	102,4	106,6	119,1	117,6
IV	118,2	136,5	99,2	102,6	107,0	120,7	118,1
<b>I – IV 2022 / I – IV 2021</b>	<b>119,2</b>	<b>135,9</b>	<b>101,7</b>	<b>101,8</b>	<b>110,5</b>	<b>122,9</b>	<b>121,7</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 2021=100**

Crna Gora Montenegro	Ukupno <i>Total</i>	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom , upravljanje otpadnim vodama kontrolisanje procesa uklanjanja otpada i sl, <i>Water supply, sewerage, waste management and remediation activities</i>
		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 2019	96,8	128,3	93,9	101,8	92,9	97,6	
Ø 2020	98,5	115,3	98,2	105,1	99,1	100,0	
<b>Ø 2021</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 I – IV 2021</b>	<b>99,4</b>	<b>96,2</b>	<b>99,0</b>	<b>99,7</b>	<b>99,4</b>	<b>99,0</b>	
<b>Ø I – IV 2022</b>	<b>131,8</b>	<b>135,0</b>	<b>117,9</b>	<b>140,6</b>	<b>117,7</b>	<b>127,6</b>	
<b>2021</b>							
IV	99,4	94,0	97,9	104,3	99,5	97,6	
V	99,6	96,5	97,5	100,3	99,6	97,8	
VI	99,6	97,3	100,4	103,1	100,5	99,2	
VII	99,6	100,7	98,7	99,7	99,9	100,6	
VIII	100,0	102,4	99,7	96,9	101,0	99,8	
IX	100,2	104,2	100,8	99,0	101,0	102,2	
X	100,4	106,0	101,0	99,7	100,4	100,8	
XI	100,6	105,1	102,0	100,8	99,8	100,6	
XII	100,9	101,3	102,9	100,5	100,4	101,6	
<b>2022</b>							
I	128,9	135,6	102,5	122,7	119,7	122,2	
II	132,7	133,2	123,0	145,7	118,0	128,0	
III	132,3	105,1	123,2	145,9	114,3	128,5	
IV	132,9	146,0	123,9	145,7	119,3	131,5	
<b>I – IV 2022 / I – IV 2021</b>	<b>132,5</b>	<b>140,2</b>	<b>119,0</b>	<b>140,9</b>	<b>118,5</b>	<b>129,0</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 2019	94,3	96,5	108,4	108,6	105,6	103,4	116,9
Ø 2020	94,1	97,2	103,7	99,2	100,6	99,3	108,4
<b>Ø 2021</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 I – IV 2021</b>	<b>98,3</b>	<b>99,2</b>	<b>100,4</b>	<b>95,7</b>	<b>100,1</b>	<b>100,5</b>	<b>100,5</b>
<b>Ø I – IV 2022</b>	<b>134,4</b>	<b>145,3</b>	<b>133,3</b>	<b>160,5</b>	<b>131,2</b>	<b>121,9</b>	<b>140,3</b>
<b>2021</b>							
IV	97,5	99,0	98,6	95,7	99,9	100,8	99,5
V	99,4	99,7	99,0	94,4	100,7	99,4	103,1
VI	99,8	99,0	99,0	98,7	98,6	99,1	105,5
VII	100,8	100,3	98,4	102,0	100,7	100,1	96,9
VIII	100,6	101,3	99,2	103,8	99,3	101,2	93,6
IX	99,8	101,0	100,0	104,6	101,2	100,9	95,8
X	101,9	100,5	100,4	102,5	101,0	99,3	97,7
XI	102,3	101,3	100,8	103,3	99,4	98,8	104,1
XII	103,6	100,8	101,0	103,0	99,4	98,9	105,8
<b>2022</b>							
I	128,7	133,2	124,7	154,4	130,2	122,6	145,2
II	132,9	148,1	136,4	156,5	132,5	119,5	138,4
III	136,1	148,6	134,0	165,8	129,3	122,6	141,9
IV	138,0	149,6	136,6	162,8	132,3	122,8	137,7
<b>I – IV 2022 / I – IV 2021</b>	<b>136,7</b>	<b>146,4</b>	<b>132,8</b>	<b>167,7</b>	<b>131,0</b>	<b>121,3</b>	<b>139,7</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 2021=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 2019	96,5	98,1	100,0	90,4	86,0	100,5	107,1
Ø 2020	103,3	98,6	99,7	98,0	96,9	97,4	100,2
<b>Ø 2021</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 – IV 2021</b>	<b>100,0</b>	<b>97,5</b>	<b>98,8</b>	<b>99,8</b>	<b>99,5</b>	<b>98,4</b>	<b>98,2</b>
<b>ØI – IV 2022</b>	<b>143,5</b>	<b>160,2</b>	<b>121,2</b>	<b>124,5</b>	<b>129,8</b>	<b>146,6</b>	<b>145,4</b>
<b>2021</b>							
IV	98,2	95,8	99,2	100,0	100,6	98,1	99,8
V	99,6	96,1	99,7	100,5	101,1	97,4	99,3
VI	101,3	93,0	101,5	100,5	100,0	98,4	101,1
VII	99,1	96,4	99,8	99,1	101,1	100,5	99,6
VIII	98,5	99,4	100,0	100,4	100,2	99,1	98,5
IX	97,6	102,5	100,5	99,8	100,0	101,2	99,6
X	99,3	104,7	100,8	100,2	100,2	102,8	100,7
XI	100,7	105,8	100,3	99,8	100,5	101,4	102,9
XII	103,1	109,7	101,3	99,6	99,4	104,2	106,0
<b>2022</b>							
I	137,3	143,5	118,7	122,0	137,7	149,6	149,3
II	145,9	163,8	124,5	124,9	126,2	144,9	146,0
III	146,1	161,8	120,9	125,4	127,8	144,9	143,4
IV	142,8	168,0	120,7	125,4	127,8	147,1	143,8
<b>I – IV 2022 / I – IV 2021</b>	<b>143,5</b>	<b>164,3</b>	<b>122,7</b>	<b>124,7</b>	<b>130,4</b>	<b>149,0</b>	<b>148,0</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	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac	
Ø 2019	657	787	703	645	806	740	663	...	652	762	794	774	
Ø 2020	664	810	751	670	795	774	681	...	654	791	816	785	
<b>Ø 2021</b>	<b>714</b>	<b>781</b>	<b>763</b>	<b>663</b>	<b>791</b>	<b>793</b>	<b>697</b>	...	<b>670</b>	<b>791</b>	<b>829</b>	<b>777</b>	
<b>ØI – IV 2021</b>	<b>716</b>	<b>770</b>	<b>749</b>	<b>668</b>	<b>778</b>	<b>793</b>	<b>686</b>	...	<b>672</b>	<b>799</b>	<b>824</b>	<b>791</b>	
<b>ØI – IV 2022</b>	<b>730</b>	<b>845</b>	<b>828</b>	<b>734</b>	<b>831</b>	<b>876</b>	<b>765</b>	<b>736</b>	<b>786</b>	<b>823</b>	<b>883</b>	<b>811</b>	
<b>2021</b>													
IV	715	780	751	681	775	789	690	...	663	786	821	778	
V	729	779	753	653	784	797	708	...	673	793	802	785	
VI	731	778	762	667	783	783	699	...	684	804	816	773	
VII	711	775	764	663	797	786	702	...	667	811	813	759	
VIII	709	792	760	663	802	796	707	...	667	809	826	776	
IX	712	775	780	654	806	776	695	...	663	798	847	773	
X	706	794	780	667	792	805	706	...	666	797	869	770	
XI	705	787	772	656	791	797	689	...	670	741	840	772	
XII	704	819	786	656	814	803	717	...	667	749	838	757	
<b>2022</b>													
I	775	871	883	722	846	921	762	733	765	826	901	814	
II	743	836	814	737	834	870	755	741	815	831	862	794	
III	694	826	798	735	816	856	770	738	783	806	878	775	
IV	711	850	819	741	832	858	771	733	779	830	896	866	
<b>I–IV 2022 / I–IV 2021</b>	<b>102,0</b>	<b>109,7</b>	<b>110,5</b>	<b>109,9</b>	<b>106,8</b>	<b>110,5</b>	<b>111,5</b>	...	<b>117,0</b>	<b>103,0</b>	<b>107,2</b>	<b>102,5</b>	

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	Opštine / Municipalities											
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Žabljak
Ø 2019	719	624	750	803	751	808	694	659	984	...	609	767
Ø 2020	745	659	790	824	751	820	726	711	951	...	641	789
<b>Ø 2021</b>	<b>759</b>	<b>653</b>	<b>805</b>	<b>837</b>	<b>762</b>	<b>836</b>	<b>737</b>	<b>740</b>	<b>936</b>	...	<b>637</b>	<b>791</b>
<b>ØI – IV 2021</b>	<b>763</b>	<b>650</b>	<b>815</b>	<b>827</b>	<b>760</b>	<b>829</b>	<b>735</b>	<b>732</b>	<b>931</b>	...	<b>647</b>	<b>831</b>
<b>ØI – IV 2022</b>	<b>841</b>	<b>723</b>	<b>818</b>	<b>889</b>	<b>803</b>	<b>923</b>	<b>776</b>	<b>768</b>	<b>1 110</b>	<b>740</b>	<b>720</b>	<b>827</b>
<b>2021</b>												
IV	755	649	809	830	771	832	737	742	939	...	632	783
V	763	640	814	827	759	835	732	741	958	...	619	760
VI	756	648	819	841	775	833	743	748	939	...	618	774
VII	750	651	795	833	753	836	738	740	928	...	629	751
VIII	761	646	810	847	757	837	742	757	937	...	619	829
IX	754	656	789	836	755	841	732	751	921	...	655	748
X	755	662	806	843	770	840	742	743	944	...	637	763
XI	761	671	785	846	766	846	730	746	927	...	638	776
XII	758	666	785	855	764	844	738	726	956	...	639	806
<b>2022</b>												
I	864	714	849	914	823	939	792	754	1 119	734	718	852
II	833	712	829	881	810	924	776	770	1 090	757	715	828
III	827	713	792	884	784	916	764	763	1 135	731	709	817
IV	843	752	809	878	796	914	771	784	1 098	737	737	813
<b>I–IV 2022 / I–IV 2021</b>	<b>110,2</b>	<b>111,2</b>	<b>100,4</b>	<b>107,5</b>	<b>105,7</b>	<b>111,3</b>	<b>105,6</b>	<b>104,9</b>	<b>119,2</b>	...	<b>111,3</b>	<b>99,5</b>

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

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2019	439	525	470	432	538	490	445	...	436	509	531	516
Ø 2020	445	544	503	450	530	518	457	...	438	530	546	527
<b>Ø 2021</b>	<b>479</b>	<b>524</b>	<b>511</b>	<b>444</b>	<b>528</b>	<b>530</b>	<b>467</b>	...	<b>449</b>	<b>531</b>	<b>555</b>	<b>521</b>
<b>ØI – IV 2021</b>	<b>480</b>	<b>516</b>	<b>502</b>	<b>448</b>	<b>518</b>	<b>530</b>	<b>459</b>	...	<b>450</b>	<b>536</b>	<b>552</b>	<b>531</b>
<b>ØI – IV 2022</b>	<b>599</b>	<b>682</b>	<b>668</b>	<b>595</b>	<b>675</b>	<b>701</b>	<b>623</b>	<b>608</b>	<b>629</b>	<b>666</b>	<b>710</b>	<b>630</b>
<b>2021</b>												
IV	480	523	504	457	516	528	462	...	444	528	551	521
V	489	522	505	438	522	532	475	...	452	531	538	526
VI	490	522	512	446	522	523	469	...	458	540	545	517
VII	477	520	513	443	532	525	470	...	446	544	543	509
VIII	475	531	510	444	536	532	473	...	447	543	553	521
IX	477	520	523	439	539	520	466	...	444	535	566	519
X	473	532	523	448	531	539	474	...	445	535	583	516
XI	473	528	517	440	529	535	462	...	449	497	564	517
XII	472	549	528	440	545	538	480	...	446	503	562	507
<b>2022</b>												
I	621	677	689	557	666	715	604	603	569	644	692	609
II	616	682	662	607	683	701	622	612	661	676	700	617
III	576	677	654	605	673	695	633	610	641	663	716	615
IV	589	690	668	609	678	694	633	606	639	680	726	685
<b>I–IV 2022/I–IV 2021</b>	<b>124,8</b>	<b>132,2</b>	<b>133,1</b>	<b>132,8</b>	<b>130,3</b>	<b>132,3</b>	<b>135,7</b>	...	<b>139,8</b>	<b>124,3</b>	<b>128,6</b>	<b>118,6</b>

	Opštine / Municipalities											
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Žabljak
Ø 2019	479	418	502	536	499	538	463	440	656	...	407	511
Ø 2020	499	441	529	552	502	548	486	476	638	...	430	529
<b>Ø 2021</b>	<b>509</b>	<b>438</b>	<b>539</b>	<b>561</b>	<b>510</b>	<b>560</b>	<b>492</b>	<b>496</b>	<b>628</b>	...	<b>427</b>	<b>530</b>
<b>ØI – IV 2021</b>	<b>512</b>	<b>436</b>	<b>546</b>	<b>554</b>	<b>509</b>	<b>556</b>	<b>492</b>	<b>490</b>	<b>625</b>	...	<b>434</b>	<b>557</b>
<b>ØI – IV 2022</b>	<b>669</b>	<b>590</b>	<b>656</b>	<b>702</b>	<b>646</b>	<b>736</b>	<b>624</b>	<b>622</b>	<b>882</b>	<b>605</b>	<b>580</b>	<b>670</b>
<b>2021</b>												
IV	507	436	541	556	516	558	493	497	630	...	423	525
V	511	429	544	554	509	559	489	497	643	...	415	510
VI	507	436	549	564	519	559	496	501	630	...	414	519
VII	503	437	533	558	505	560	493	496	623	...	422	504
VIII	510	433	544	567	507	559	496	507	628	...	415	556
IX	505	440	527	560	506	563	489	503	617	...	440	501
X	506	442	539	566	516	562	496	498	633	...	427	511
XI	511	450	525	568	513	566	488	500	622	...	428	520
XII	508	445	525	573	512	566	494	487	643	...	429	540
<b>2022</b>												
I	641	576	677	663	632	729	615	578	870	587	547	666
II	674	579	656	712	657	741	621	635	869	619	586	679
III	672	585	634	718	641	738	626	629	905	605	582	666
IV	685	620	659	711	652	737	632	646	881	611	605	668
<b>I – IV 2022/I – IV 2021</b>	<b>130,7</b>	<b>135,3</b>	<b>120,1</b>	<b>126,7</b>	<b>126,9</b>	<b>132,4</b>	<b>126,8</b>	<b>126,9</b>	<b>141,1</b>	...	<b>133,6</b>	<b>120,3</b>