

## **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 obzira da li su radni odnos zasnovali na neodređeno ili određeno vrijeme i da li rade puno ili kraće od punog radnog vremena. Od 1. januara 2009. godine u ukupan broj zaposlenih u Crnoj Gori ulaze i zaposleni stranci na osnovu čl1 Zakona o zapošljavanju i radu stranaca ("Sl.list CG", br. 22 od 02.04.2008.godine), a stupio na snagu 1. januara 2009. godine, stranac se može zaposliti, odnosno, raditi u Crnoj Gori pod uslovima 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 Agenc.*

*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, 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:

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. <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 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 – 04. 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>Ø 01 – 04. 2023</b>	<b>233 953</b>	<b>2 282</b>	<b>1 769</b>	<b>14 103</b>	<b>3 242</b>	<b>5 694</b>	
<b>2022</b>							
04.	217 520	2 011	1 621	13 406	3 172	5 495	
05.	222 901	2 026	1 673	13 116	3 178	5 508	
06.	230 765	2 116	1 712	13 362	3 184	5 532	
07.	235 343	2 169	1 695	13 558	3 205	5 559	
08.	230 984	2 203	1 691	13 476	3 188	5 547	
09.	226 500	2 267	1 676	13 416	3 191	5 547	
10.	226 341	2 179	1 682	13 529	3 233	5 557	
11.	227 500	2 160	1 687	13 693	3 251	5 590	
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	
<b>01-04. 2023/01-04. 2022(p)</b>	<b>109,1</b>	<b>114,4</b>	<b>110,9</b>	<b>105,8</b>	<b>103,7</b>	<b>104,5</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 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 – 04. 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>Ø 01 – 04. 2023</b>	<b>16 787</b>	<b>45 507</b>	<b>12 751</b>	<b>20 964</b>	<b>10 806</b>	<b>4 381</b>	<b>2 788</b>
<b>2022</b>							
04.	15 108	42 813	12 891	19 728	7 358	4 292	2 156
05.	15 283	43 772	13 169	22 545	7 757	4 294	2 251
06.	15 428	45 130	13 553	27 127	8 167	4 293	2 344
07.	16 108	45 815	13 008	28 863	8 762	4 302	2 398
08.	15 998	44 873	12 864	25 363	9 097	4 291	2 416
09.	16 008	44 184	12 554	21 195	9 378	4 317	2 411
10.	16 170	44 161	12 579	20 303	9 664	4 311	2 494
11.	16 343	44 631	12 574	19 798	9 962	4 356	2 527
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
<b>01-04. 2023/01-04. 2022(p)</b>	<b>112,5</b>	<b>107,4</b>	<b>100,2</b>	<b>113,7</b>	<b>149,6</b>	<b>102,4</b>	<b>132,7</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 – 04. 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>Ø 01 – 04. 2023</b>	<b>14 366</b>	<b>10 672</b>	<b>23 099</b>	<b>17 137</b>	<b>14 646</b>	<b>6 948</b>	<b>6 011</b>
<b>2022</b>							
04.	12 495	9 523	22 943	16 229	14 295	6 517	5 467
05.	12 642	10 057	23 019	16 168	14 317	6 610	5 516
06.	12 861	10 440	22 995	15 714	14 317	6 861	5 629
07.	13 100	11 158	23 070	15 455	14 328	6 949	5 841
08.	13 125	10 800	23 089	15 845	14 364	6 874	5 880
09.	13 181	10 588	23 093	16 489	14 439	6 725	5 841
10.	13 389	10 618	22 943	16 622	14 387	6 685	5 835
11.	13 599	10 389	22 994	16 835	14 527	6 773	5 811
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
<b>01-04. 2023 / 01-04. 2022(p)</b>	<b>116,5</b>	<b>115,7</b>	<b>100,8</b>	<b>106,1</b>	<b>103,3</b>	<b>107,3</b>	<b>109,3</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 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 – 04. 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>Ø 01 – 04. 2023</b>	<b>574</b>	<b>15 663</b>	<b>5 246</b>	<b>9 505</b>	<b>20 690</b>	<b>3 904</b>	<b>4 430</b>	<b>291</b>	<b>12 298</b>	<b>1 552</b>	<b>8 034</b>	<b>1 340</b>
<b>2022</b>												
04.	621	13 959	5 125	9 159	17 496	3 662	3 945	276	11 486	1 470	7 662	1 319
05.	615	14 689	5 139	9 242	18 953	3 684	4 147	275	12 113	1 492	7 988	1 331
06.	605	15 731	5 123	9 251	20 979	3 750	4 156	279	12 999	1 499	8 324	1 308
07.	612	16 081	5 161	9 358	21 884	3 767	4 230	280	13 623	1 504	8 574	1 311
08.	611	15 297	5 218	9 303	20 899	3 771	4 249	279	13 066	1 513	8 367	1 317
09.	607	14 756	5 232	9 375	19 315	3 777	4 290	287	12 076	1 496	7 949	1 328
10.	604	14 912	5 222	9 425	18 781	3 806	4 337	278	11 823	1 503	7 808	1 339
11.	606	14 952	5 218	9 445	18 886	3 816	4 337	297	11 899	1 518	7 746	1 347
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
<b>01-04. 2023 / 01-04. 2022(p)</b>	<b>94,3</b>	<b>113,4</b>	<b>102,2</b>	<b>103,7</b>	<b>124,3</b>	<b>106,8</b>	<b>110,9</b>	<b>107,0</b>	<b>110,7</b>	<b>105,4</b>	<b>108,7</b>	<b>101,1</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 – 04. 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>...</b>	<b>676</b>
<b>Ø 01 – 04. 2023</b>	<b>16 695</b>	<b>332</b>	<b>1 353</b>	<b>6 634</b>	<b>513</b>	<b>102 940</b>	<b>3 593</b>	<b>320</b>	<b>7 095</b>	<b>2 244</b>	<b>5 616</b>	<b>2 378</b>	<b>713</b>
<b>2022</b>													
04.	15 880	322	1 352	6 214	501	98 768	3 471	328	6 504	1 966	5 361	...	673
05.	16 041	320	1 363	6 285	508	99 712	3 465	335	6 789	1 981	5 745	...	689
06.	16 546	334	1 357	6 421	514	100 995	3 450	339	7 431	1 973	6 649	...	752
07.	16 575	316	1 372	6 424	527	102 530	3 461	339	7 616	2 010	6 990	...	798
08.	16 300	320	1 384	6 453	532	102 048	3 505	344	7 296	2 014	6 130	...	768
09.	16 242	323	1 390	6 486	512	101 929	3 511	344	6 915	2 055	5 602	...	703
10.	16 256	327	1 387	6 462	514	102 719	3 524	339	6 729	2 020	5 528	...	698
11.	16 382	322	1 358	6 480	512	103 389	3 556	333	6 799	2 103	5 515	...	684
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	10 3873	3 649	327	7 352	2 279	5 786	2 426	712
<b>01-04. 2023/01-04. 2022(p)</b>	<b>105,7</b>	<b>102,5</b>	<b>99,6</b>	<b>106,6</b>	<b>102,8</b>	<b>105,4</b>	<b>103,4</b>	<b>100,6</b>	<b>113,2</b>	<b>117,2</b>	<b>106,6</b>	<b>...</b>	<b>105,5</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 <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 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 – 04. 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>Ø 01 – 04. 2023</b>	<b>43 967</b>	<b>18 314</b>	<b>16 502</b>	<b>10 241</b>	<b>25 137</b>	<b>9 768</b>	<b>1 607</b>	<b>2 224</b>
<b>2022</b>								
04.	50 552	20 427	18 080	10 839	28 995	10 828	1 673	3 504
05.	47 584	19 398	17 138	10 680	26 994	10 017	1 292	3 466
06.	46 159	19 081	16 816	10 383	26 251	9 799	1 255	2 112
07.	45 116	18 735	16 513	10 487	25 913	9 662	1 613	1 909
08.	44 449	18 572	16 320	10 404	25 575	9 559	1 199	1 495
09.	44 265	18 520	16 241	10 412	25 322	9 529	1 924	1 753
10.	44 923	18 908	16 297	10 299	25 786	9 594	2 715	1 476
11.	46 389	19 686	16 293	10 479	26 729	9 604	3 139	1 402
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>81,6</b>	<b>84,0</b>	<b>84,6</b>	<b>88,4</b>	<b>79,1</b>	<b>80,5</b>	<b>69,9</b>	<b>63,3</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 – 04. 2022</b>	<b>876</b>	<b>813</b>	<b>1 098</b>	<b>689</b>	<b>1 455</b>	<b>779</b>
<b>Ø 01 – 04. 2023</b>	<b>962</b>	<b>838</b>	<b>1 280</b>	<b>738</b>	<b>1 530</b>	<b>813</b>
<b>2022</b>						
04.	873	809	1 111	699	1 422	785
05.	876	814	1 139	701	1 429	794
06.	873	853	1 189	707	1 473	802
07.	881	818	1 118	718	1 427	792
08.	886	818	1 129	717	1 415	798
09.	887	816	1 131	720	1 438	795
10.	891	839	1 124	728	1 424	785
11.	892	842	1 166	735	1 413	790
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
<b>01-04. 2023/01-04. 2022</b>	<b>109,8</b>	<b>103,1</b>	<b>116,6</b>	<b>107,1</b>	<b>105,2</b>	<b>104,4</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 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 – 04. 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>Ø 01 – 04. 2023</b>	<b>892</b>	<b>773</b>	<b>893</b>	<b>846</b>	<b>1 273</b>	<b>1 610</b>	<b>1 231</b>
<b>2022</b>							
04.	812	718	861	786	1 165	1 552	1 117
05.	814	723	876	811	1 129	1 530	1 122
06.	833	720	867	785	1 093	1 492	1 158
07.	846	729	869	808	1 098	1 517	1 116
08.	832	738	884	814	1 105	1 521	1 100
09.	825	746	906	818	1 099	1 536	1 149
10.	835	739	914	822	1 115	1 541	1 062
11.	832	744	891	786	1 103	1 551	1 051
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>111,4</b>	<b>108,7</b>	<b>104,3</b>	<b>108,9</b>	<b>109,6</b>	<b>104,5</b>	<b>108,6</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 – 04. 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>Ø 01 – 04. 2023</b>	<b>834</b>	<b>751</b>	<b>1057</b>	<b>994</b>	<b>1 130</b>	<b>834</b>	<b>808</b>
<b>2022</b>							
04.	799	729	894	843	1 036	765	797
05.	799	700	905	842	1 044	779	794
06.	801	695	934	834	1 014	762	779
07.	801	701	912	859	1 095	763	795
08.	806	709	919	869	1 089	771	788
09.	802	707	916	865	1 075	769	796
10.	811	708	917	871	1 070	775	797
11.	826	711	922	871	1 074	782	811
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>103,3</b>	<b>106,1</b>	<b>116,7</b>	<b>118,8</b>	<b>106,4</b>	<b>108,6</b>	<b>99,9</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 – 04. 2022</b>	<b>701</b>	<b>610</b>	<b>844</b>	<b>551</b>	<b>1 088</b>	<b>628</b>
<b>Ø 01 – 04. 2023</b>	<b>774</b>	<b>688</b>	<b>1 022</b>	<b>604</b>	<b>1 183</b>	<b>668</b>
<b>2022</b>						
04.	707	660	887	571	1 102	647
05.	710	665	912	574	1 105	652
06.	708	697	950	579	1 135	660
07.	714	668	892	588	1 101	652
08.	718	670	900	586	1 092	658
09.	718	668	901	587	1 108	654
10.	720	689	896	595	1 094	646
11.	721	693	928	602	1 086	651
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>110,4</b>	<b>112,8</b>	<b>121,1</b>	<b>109,6</b>	<b>108,7</b>	<b>106,4</b>

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Crna Gora Montenegro	građevinarstvo <i>Construction</i>	PO SEKTORIMA / BY ACTIVITY SECTORS					
		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 – 04. 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>Ø 01 – 04. 2023</b>	<b>719</b>	<b>634</b>	<b>724</b>	<b>688</b>	<b>997</b>	<b>1 230</b>	<b>965</b>
<b>2022</b>							
04.	654	591	702	643	917	1 187	881
05.	655	595	712	662	889	1 175	883
06.	672	593	705	642	860	1 147	914
07.	682	601	706	660	863	1 165	885
08.	669	608	717	666	869	1 169	874
09.	664	614	732	667	863	1 180	910
10.	672	608	739	668	876	1 184	841
11.	667	612	721	640	865	1 191	833
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>112,9</b>	<b>110,5</b>	<b>105,7</b>	<b>108,5</b>	<b>109,7</b>	<b>104,3</b>	<b>107,5</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

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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 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	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 – 04. 2022</b>	<b>650</b>	<b>575</b>	<b>731</b>	<b>686</b>	<b>844</b>	<b>623</b>	<b>657</b>
<b>Ø 01 – 04. 2023</b>	<b>675</b>	<b>616</b>	<b>851</b>	<b>801</b>	<b>898</b>	<b>681</b>	<b>656</b>
<b>2022</b>							
04.	647	603	728	691	831	625	650
05.	649	578	738	690	836	637	646
06.	651	573	760	685	813	624	634
07.	652	579	742	703	878	626	648
08.	657	585	747	709	875	631	641
09.	654	579	744	705	865	628	647
10.	661	580	745	709	858	633	648
11.	670	581	749	708	861	640	657
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>103,8</b>	<b>107,1</b>	<b>116,4</b>	<b>116,8</b>	<b>106,4</b>	<b>109,3</b>	<b>99,8</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					snabdijevanje vodom , pravljanje 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	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 – 04. 2022</b>	<b>99,2</b>	<b>98,4</b>	<b>97,3</b>	<b>97,2</b>	<b>101,0</b>	<b>98,6</b>	
<b>Ø 01 – 04. 2023</b>	<b>108,9</b>	<b>101,5</b>	<b>113,5</b>	<b>104,1</b>	<b>106,2</b>	<b>102,9</b>	
<b>2022</b>							
04.	98,9	97,9	98,5	98,6	98,7	99,4	
05.	99,2	98,5	101,0	98,9	99,2	100,5	
06.	98,9	103,3	105,4	99,7	102,2	101,5	
07.	99,8	99,0	99,1	101,3	99,0	100,3	
08.	100,3	99,0	100,1	101,1	98,2	101,0	
09.	100,5	98,8	100,3	101,6	99,8	100,6	
10.	100,9	101,6	99,6	102,7	98,8	99,4	
11.	101,0	101,9	103,4	103,7	98,1	100,0	
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	
<b>01-04. 2023 / 01-04. 2022</b>	<b>109,8</b>	<b>103,1</b>	<b>116,6</b>	<b>107,1</b>	<b>105,2</b>	<b>104,4</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	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 – 04. 2022</b>	<b>97,4</b>	<b>97,5</b>	<b>97,6</b>	<b>97,2</b>	<b>103,6</b>	<b>100,4</b>	<b>101,9</b>
<b>Ø 01 – 04. 2023</b>	<b>108,5</b>	<b>106,0</b>	<b>101,8</b>	<b>105,9</b>	<b>113,5</b>	<b>104,9</b>	<b>110,6</b>
<b>2022</b>							
04.	98,8	98,5	98,2	98,4	103,8	101,1	100,4
05.	99,0	99,2	99,9	101,5	100,6	99,7	100,8
06.	101,3	98,8	98,9	98,2	97,4	97,2	104,0
07.	102,9	100,0	99,1	101,1	97,9	98,8	100,3
08.	101,2	101,2	100,8	101,9	98,5	99,1	98,8
09.	100,4	102,3	103,3	102,4	98,0	100,1	103,2
10.	101,6	101,4	104,2	102,9	99,4	100,4	95,4
11.	101,2	102,1	101,6	98,4	98,3	101,0	94,4
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>111,4</b>	<b>108,7</b>	<b>104,3</b>	<b>108,9</b>	<b>109,6</b>	<b>104,5</b>	<b>108,6</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 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 – 04. 2022</b>	<b>99,8</b>	<b>100,4</b>	<b>98,9</b>	<b>98,1</b>	<b>99,6</b>	<b>99,5</b>	<b>101,0</b>
<b>Ø 01 – 04. 2023</b>	<b>103,1</b>	<b>106,5</b>	<b>115,4</b>	<b>116,5</b>	<b>106,0</b>	<b>108,0</b>	<b>100,9</b>
<b>2022</b>							
04.	98,8	103,4	97,6	98,8	97,2	99,1	99,5
05.	98,8	99,3	98,8	98,7	97,9	100,9	99,1
06.	99,0	98,6	102,0	97,8	95,1	98,7	97,3
07.	99,0	99,4	99,6	100,7	102,7	98,8	99,3
08.	99,6	100,6	100,3	101,9	102,2	99,9	98,4
09.	99,1	100,3	100,0	101,4	100,8	99,6	99,4
10.	100,2	100,4	100,1	102,1	100,4	100,4	99,5
11.	102,1	100,9	100,7	102,1	100,8	101,3	101,2
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>103,3</b>	<b>106,1</b>	<b>116,7</b>	<b>118,8</b>	<b>106,4</b>	<b>108,6</b>	<b>99,9</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 otpadnim vodom kontrolisanje procesa uklanjanja 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 – 04. 2022</b>	<b>98,5</b>	<b>92,3</b>	<b>94,8</b>	<b>95,7</b>	<b>98,9</b>	<b>97,4</b>
<b>Ø 01 – 04. 2023</b>	<b>108,7</b>	<b>104,1</b>	<b>114,8</b>	<b>104,9</b>	<b>107,5</b>	<b>103,6</b>
<b>2022</b>						
04.	99,3	99,8	99,7	99,1	100,2	100,3
05.	99,7	100,6	102,5	99,7	100,5	101,1
06.	99,4	105,4	106,7	100,5	103,2	102,3
07.	100,3	101,1	100,2	102,1	100,1	101,1
08.	100,8	101,4	101,1	101,7	99,3	102,0
09.	100,8	101,1	101,2	101,9	100,7	101,4
10.	101,1	104,2	100,7	103,3	99,5	100,2
11.	101,3	104,8	104,3	104,5	98,7	100,9
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>110,4</b>	<b>112,8</b>	<b>121,1</b>	<b>109,6</b>	<b>108,7</b>	<b>106,4</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 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 – 04. 2022</b>	<b>96,7</b>	<b>96,1</b>	<b>96,8</b>	<b>97,2</b>	<b>103,3</b>	<b>100,2</b>	<b>101,9</b>
<b>Ø 01 – 04. 2023</b>	<b>109,1</b>	<b>106,2</b>	<b>102,3</b>	<b>105,5</b>	<b>113,3</b>	<b>104,5</b>	<b>109,5</b>
<b>2022</b>							
04.	99,2	99,0	99,2	98,6	104,2	100,8	100,0
05.	99,4	99,7	100,6	101,5	101,0	99,8	100,2
06.	102,0	99,3	99,6	98,5	97,7	97,5	103,7
07.	103,5	100,7	99,7	101,2	98,1	99,0	100,5
08.	101,5	101,8	101,3	102,1	98,8	99,3	99,2
09.	100,8	102,8	103,4	102,3	98,1	100,3	103,3
10.	102,0	101,8	104,4	102,5	99,5	100,6	95,5
11.	101,2	102,5	101,8	98,2	98,3	101,2	94,6
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
<b>01-04. 2023 / 01-04. 2022</b>	<b>112,9</b>	<b>110,5</b>	<b>105,7</b>	<b>108,5</b>	<b>109,7</b>	<b>104,3</b>	<b>107,5</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

	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 – 04. 2022</b>	<b>99,1</b>	<b>99,7</b>	<b>98,4</b>	<b>98,4</b>	<b>99,1</b>	<b>98,9</b>	<b>100,9</b>
<b>Ø 01 – 04. 2023</b>	<b>102,9</b>	<b>106,8</b>	<b>114,5</b>	<b>114,9</b>	<b>105,4</b>	<b>108,1</b>	<b>100,8</b>
<b>2022</b>							
04.	98,6	104,5	98,0	99,1	97,5	99,2	99,8
05.	98,9	100,2	99,3	99,0	98,1	101,1	99,2
06.	99,2	99,3	102,3	98,3	95,4	99,0	97,4
07.	99,4	100,3	99,9	100,9	103,1	99,4	99,5
08.	100,2	101,4	100,5	101,7	102,7	100,2	98,5
09.	99,7	100,3	100,1	101,1	101,5	99,7	99,4
10.	100,8	100,5	100,3	101,7	100,7	100,5	99,5
11.	102,1	100,7	100,8	101,6	101,1	101,6	100,9
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
<b>01-04. 2023/01-04. 2022</b>	<b>103,8</b>	<b>107,1</b>	<b>116,4</b>	<b>116,8</b>	<b>106,4</b>	<b>109,3</b>	<b>99,8</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 – 04. 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>Ø 01 – 04. 2023</b>	<b>822</b>	<b>910</b>	<b>899</b>	<b>832</b>	<b>900</b>	<b>981</b>	<b>840</b>	<b>858</b>	<b>865</b>	<b>910</b>	<b>978</b>	<b>871</b>
<b>2022</b>												
04.	711	850	819	741	832	858	771	733	779	830	896	866
05.	719	841	822	744	849	861	794	728	776	831	900	817
06.	720	839	841	755	837	865	777	725	791	824	904	804
07.	726	845	847	759	840	895	779	727	787	829	906	841
08.	709	854	831	753	852	907	802	729	805	826	916	807
09.	709	858	834	754	848	898	797	723	796	832	916	813
10.	712	862	839	758	853	898	801	732	796	839	927	810
11.	710	862	828	768	854	897	810	738	798	824	926	812
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	1028	865	984	872	945	999	899
<b>01-04. 2023/01-04. 2022</b>	<b>112,6</b>	<b>107,7</b>	<b>108,6</b>	<b>113,4</b>	<b>108,3</b>	<b>112,0</b>	<b>109,8</b>	<b>116,6</b>	<b>110,1</b>	<b>110,6</b>	<b>110,8</b>	<b>107,4</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 – 04. 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>Ø 01 – 04. 2023</b>	<b>948</b>	<b>846</b>	<b>923</b>	<b>1 016</b>	<b>955</b>	<b>1 000</b>	<b>848</b>	<b>877</b>	<b>1 195</b>	<b>794</b>	<b>807</b>	<b>1 081</b>	<b>911</b>
<b>2022</b>													
03.	827	713	792	884	784	916	764	763	1 135	731	709	...	817
04.	843	752	809	878	796	914	771	784	1 098	737	737	...	813
05.	856	752	823	893	808	911	783	775	1 114	760	743	...	822
06.	858	705	823	915	811	903	782	795	1 055	765	772	...	858
07.	868	704	846	902	839	915	792	792	1 060	765	749	...	821
08.	872	744	856	931	840	918	793	808	1 069	759	756	...	785
09.	869	737	827	926	825	922	781	776	1 079	751	756	...	789
10.	870	747	828	923	826	927	778	784	1 099	756	751	...	822
11.	884	751	829	919	814	928	785	794	1 080	752	735	...	822
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
<b>01-04. 2023/01-04. 2022</b>	<b>112,7</b>	<b>117,0</b>	<b>112,8</b>	<b>114,3</b>	<b>118,9</b>	<b>108,3</b>	<b>109,3</b>	<b>114,2</b>	<b>107,7</b>	<b>107,3</b>	<b>112,1</b>	...	<b>110,2</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 – 04. 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>Ø 01 – 04. 2023</b>	<b>669</b>	<b>737</b>	<b>726</b>	<b>678</b>	<b>730</b>	<b>788</b>	<b>685</b>	<b>700</b>	<b>704</b>	<b>736</b>	<b>786</b>	<b>706</b>
<b>2022</b>												
04.	589	690	668	609	678	694	633	606	639	680	726	685
05.	590	683	671	610	692	701	652	602	637	681	730	669
06.	595	681	685	620	681	704	637	600	649	676	733	660
07.	599	687	688	624	686	725	638	601	647	679	735	686
08.	586	695	683	619	696	733	658	597	661	677	739	661
09.	584	698	684	619	690	723	654	596	654	682	738	667
10.	584	700	683	623	693	725	656	601	654	687	749	665
11.	583	700	675	630	693	725	661	606	657	675	750	665
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
<b>01-04. 2023/01-04. 2022</b>	<b>111,7</b>	<b>108,1</b>	<b>108,7</b>	<b>113,9</b>	<b>108,1</b>	<b>112,4</b>	<b>110,0</b>	<b>115,1</b>	<b>111,9</b>	<b>110,5</b>	<b>110,7</b>	<b>112,1</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>...</b>	<b>667</b>
<b>Ø 01 – 04. 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>...</b>	<b>670</b>
<b>Ø 01 – 04. 2023</b>	<b>765</b>	<b>684</b>	<b>749</b>	<b>816</b>	<b>770</b>	<b>802</b>	<b>687</b>	<b>714</b>	<b>945</b>	<b>652</b>	<b>651</b>	<b>857</b>	<b>734</b>
<b>2022</b>													
04.	685	620	659	711	652	737	632	646	881	611	605	...	668
05.	695	619	669	724	662	735	637	639	890	628	614	...	671
06.	697	573	672	740	661	729	642	654	847	631	636	...	700
07.	706	577	684	729	686	739	648	650	845	632	618	...	672
08.	709	613	702	751	686	739	654	662	854	629	622	...	643
09.	705	608	675	749	675	742	641	640	862	621	622	...	646
10.	701	615	674	744	676	746	637	647	879	625	619	...	664
11.	712	619	680	742	665	747	644	654	863	622	606	...	666
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
<b>01-04. 2023/01-04. 2022</b>	<b>114,3</b>	<b>115,9</b>	<b>114,2</b>	<b>116,2</b>	<b>119,2</b>	<b>109,0</b>	<b>110,1</b>	<b>114,8</b>	<b>107,1</b>	<b>107,8</b>	<b>112,2</b>	<b>...</b>	<b>109,6</b>