

## CASE STUDY: EMPLOYMENT IN MONTENEGRO POST BEFORE ELECTIONS

**I: INTRODUCTION:** In August 2016, a month and a half before the parliamentary election in Montenegro,<sup>1</sup> the state-owned *Posta Crne Gore* (Montenegro Post) signed 74 temporary employment contracts through an employment agency *Dekra*. All contracts were signed for a period of 30 days and referred to those engagements that are a part of regular activities of the employees in the postal company. Ivan Kalezic, the official of the ruling Democratic Party of Socialists, is at the head of *Posta Crne Gore*.



*Posta Crne Gore*

### II: TEMPORARY EMPLOYMENT CONTRACTS FOR REGULAR ASSIGNMENTS:

At the end of 2015 *Posta Crne Gore* had 844 employees.<sup>2</sup> However, in 2016, *Posta* hired additional manpower through an employment agency, and in August, during the election campaign, it concluded temporary employment contracts with as many as 74 persons.<sup>3</sup> All contracts were signed for a period of 30 days for those engagements that are a part of the regular activities of the employees in the postal company, such as postmen, couriers, operators, cleaning staff, etc.

obavljanja poslova u smislu čl.4 ovog Ugovora. Radnik će biti ustupljen za privremeno obavljanje poslova kod Korisnika:  
**Pošte Crne Gore AD Podgorica**

**Član 2.**

Ovaj Ugovor sklapa se na vrijeme od 2 dana računajući od dana kad Radnik otpočne sa radom. Radnik će početi sa radom **16.08.2016 godine, do i sa datumom 14.09.2016 godine.**

*Excerpt from one of the contracts Posta Crne Gore concluded in August 2016*

The Labor Law stipulates that fixed-term and indefinite-term contracts are concluded for regular activities in the company, and **temporary employment contracts** are concluded only for providing short-term services or activities that do not require special knowledge and expertise.

**III: POSTA HIRED IN MOST MUNICIPALITIES:** *Posta Crne Gore* concluded most temporary employment contracts in Podgorica, where it hired 23 employees. In Bar it concluded 14 contracts, in Budva ten, in

<sup>1</sup> Parliamentary elections in Montenegro were announced on 11 July 2016 and held on 16 October 2016.

<sup>2</sup> Independent Auditors' Report for 2015 for "Posta Crne Gore" from Podgorica, April 2016, link:

<http://www.scmn.me/fajlovi/POCG201512R.pdf>.

<sup>3</sup> Fixed-term employment contracts for performing temporary services submitted on the basis of the decision of *Posta Crne Gore AD Podgorica* 0500-10110/5 dated 3 October 2016.

Herceg Novi six, in Tivat five, four in each Niksic and Kotor, three in Danilovgrad, two in Berane and one in Rozaje, Pljevlja and Pluzine.

Municipality	Number of employees
Podgorica	23
Bar	14
Budva	10
Herceg Novi	6
Tivat	5
Niksic	4
Kotor	4
Danilovgrad	3
Berane	2
Rozaje	1
Pljevlja	1
Pluzine	1

Table 1: Number of employees in Posta Crne Gore in August u 2016 in different municipalities

**IV: OTHER INSTTUTIONS HIRED THROUGH EMPLOYMENT AGENCIES:** Apart from *Posta Crne Gore*, the Ministry of Transport and Maritime Affairs, the Agency for Medicines and Medical Devices, the Secretariat for Local Government Niksic, companies *Parking Service Budva* and *Utility Services Budva*, then utility companies from Podgorica and Tivat and Niksic-based companies *Vodovod i kanalizacija (Water and Sewerage)* and *Sportski centar (Sports Center)* provided employment through employment agencies in 2016.

Thus, Parking service Budva<sup>4</sup> hired 17 people, *Utility Services Budva*<sup>5</sup> seven and the Agency for Medicines and Medical Devices four people,<sup>6</sup> all through the Podgorica-based agency *Dekra*. In 2016, the Ministry of Transport<sup>7</sup> hired four employees through the agency *Demano* from Podgorica, *Utility Services Tivat*<sup>8</sup> hired 16 employees through the agency *Aztek* from Budva, and the company *Utility Services Podgorica*<sup>9</sup> hired ten employees through the Podgorica-based *Work Finder*.

Furthermore, *Water and Sewerage Niksic*<sup>10</sup> hired 26 people through an employee leasing agency called *P&W Leasing Agency Two* from Niksic, whereas *Sports Center Niksic*<sup>11</sup> employed 10 staff members

<sup>4</sup> Employee Leasing Agreement No. 483 dated on 22 September 2015.

<sup>5</sup> Fixed-term employment contracts for performing temporary services submitted on the basis of the decision of *Utility Services Budva* No. 01-4825, 13 September 2016.

<sup>6</sup> Fixed-term employment contract for performing temporary services No. 339/16 dated 16 February 2016, fixed-term employment contract for performing temporary services No. 607/16 dated 16 April 2016, fixed-term employment contract for performing temporary services No. 1141/16 dated 21 June 2016, fixed-term employment contract for performing temporary services No. 1142/16 dated 21 June 2016, fixed-term employment contract for performing temporary services No. 1386/10 dated 18 July 2016.

<sup>7</sup> Employee Leasing Agreement No. 07/16 dated 1 January 2016.

<sup>8</sup> Employee Leasing Agreement No. 119-07/16 dated 1 July 2016.

<sup>9</sup> Fixed-term employment contracts for providing temporary services submitted on the basis of the decision of *Utility Services Podgorica* No. 2715 dated 20 May 2016.

<sup>10</sup> Employee Leasing Agreement No. 1320 dated 2 April 2015.

<sup>11</sup> Annex to the Employee Leasing Agreement (No. 030/15) dated 11 March 2016, dated 30 March 2016, dated 29 April 2016 and dated 10 May 2016 .

through the same agency. Finally, the Secretariat for Local Government Niksic<sup>12</sup> recruited four employees through *P&W Leasing Agency Two*.

*Author: MANS Investigation Centre  
Podgorica, November 2016*

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<sup>12</sup> Annex (No. 01/2016) to the Employee Leasing Agreement (No. 015/14) dated 1 June 2016.