

Montenegro

Worker Classifications

There are no official subcategories of Workers in Montenegro.

Fixed Term Contracts

Fixed-term contracts are allowed in specific instances for a maximum of 36 months. If the agreement is renewed or extended it can be deemed indefinite.

Probationary Periods

Probationary periods are permitted but must be specified in the employment agreement. Probationary periods are generally 3 months but cannot be longer than 6. A worker must be notified of the termination of the employment agreement at least 5 days before the expiration of the probationary period.

Holidays

Workers have the right to be absent from work during national and religious holidays in accordance with the law. A worker must be given three days' notice before required work on a public holiday. If a Worker does perform work on a holiday, the Worker has a right to a salary increase in accordance with the employment contract.

Vacation

The minimum statutory annual leave is 20 paid working days for each year. Some Workers may be entitled to more (e.g. minors, those with disabilities, those in certain industries, those who work a six-day work week, etc.). Workers cannot be compensated for unused annual leave, except in the case of termination that occurs before the Worker has utilized their entire annual leave entitlement for the given year.

Sick Leave

Workers are obligated to provide a medical certificate within three days of the start of their sick leave. Workers are entitled to 70% of their compensation for the first 60 days of sick leave.

Working Hours

A regular workweek for most industries is 40 hours over five days. A standard working day includes a paid daily break of 30 minutes for a minimum of six hours worked. The daily break may not be used at the beginning or end of the work day.

Overtime

Overtime is only permitted and may not exceed 50 hours total per week. No Worker may work more than 48 hours per week on average within four months. Overtime work is payable at 140%.

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Mandatory Bonuses

There are no mandatory bonuses in Montenegro.

Termination

Termination is permitted for a limited number of reasons including unsuitability for the role. Rules surrounding termination vary depending on the grounds for termination. Generally, three months of notice is required. Agreements on consensual termination will have to be certified by a notary. Severance may also be due.

Resignation

Thirty days' notice is required for resignation. Workers may also be entitled to severance if the resignation is due to a violation of employment laws or the employment contract.

Other End Of Employment Rules

If a worker is laid off through no fault of their own (i.e. "redundancy"), then they will be entitled to extended notice and severance generally equal to three month's average wages. There are also filing requirements in such instances.