

CASE STUDY: EMPLOYMENT AGENCY DOUBLED EMPLOYMENT IN ELECTION YEAR OF 2016

I: INTRODUCTION: In the election year of 2016 the Employment Agency of Montenegro employed nearly fifteen hundred workers more than the Work Program envisaged at the beginning of the year. Namely, instead of the planned 1,350 jobs, the Agency, in the eve of the parliamentary elections¹, created jobs for as many as 2,845 persons.

The programs of the Employment Agency are used for short-term employment, which essentially do not solve the problem of unemployment in the country, instead they are an ideal way for creating jobs in pre-election periods.

II: EMPLOYMENT OF 1,350 WORKERS ENVISAGED IN EARLY 2016: The Agency's program², adopted in February 2016, within the four employment programs, envisaged giving jobs to 1,350 workers and for this purpose a sum of €1.75 million was allocated. Under the program aimed at public works employment of 750 worker was planned to be employed, under the education and training program 350 adults, the program for employees training envisaged to create jobs for 200 persons and the program "The youth is our potential, give it a chance" 50 persons. Their engagement was supposed to end in early summer, when the announcement of parliamentary elections was expected.

III: AGENCY INCREASED EMPLOYMENT LEVEL DESPITE THE PLAN: Although a certain employment level was projected at the beginning of the year, as early at the end of March 2016, the Agency decided to hire 258 persons, within the public works program, which is related to environmental protection and social care of children and young people, instead of the planned 190, for a period of one to three months.³

Furthermore, although at the beginning of the year the recruitment of 210 teaching assistants, who would provide assistance to children with special educational needs in primary and secondary schools, was envisaged, as well as the employment of 200 personal assistants, who would provide support to persons with disabilities in the associations' centers, a decision to hire 258 teaching assistants⁴ and 220 personal assistants⁵ was reached at the end of March.

¹ Parliamentary elections in Montenegro were announced on 11 July 2016 and were held on 16 October 2016

² Employment Agency's Work Program for 2016, January 2016, link: <http://www.zzzcg.me/planovianalize-i-izvjestaji/>

³ Decision on selection of the contractor of public works No. 01-3430 dated on 30 March 2016, link:

<http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-izboru-izvodjaca-javnih-radova.pdf>

⁴ Decision on selection of the contractor of public work "Teaching Assistant" No. 01-3175 dated 22 March 2016, link:

<http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-izboru-izvodjaca-jr-Asistent-u-nastavi.pdf> and Decision on

selection of the contractor of public works "Teaching Assistant" No. 01-3690 dated 6 April 2016, link:

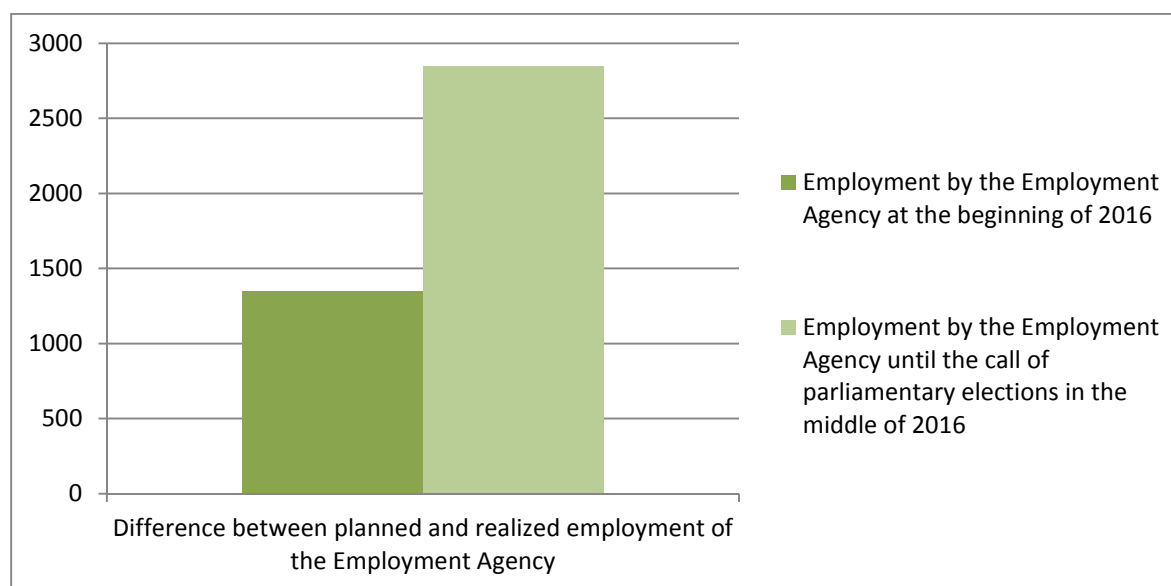
<http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-izboru-izvo%C4%91a%C4%8Da-javnog-rada-Asistent-u-nastavi.pdf>

⁵ Decision on selection of the contractor of public work "Personal Assistant" No. 01-3431 dated 30 March 2016, link:

<http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-izboru-izvodjaca-jr-Personalni-asistent.pdf> and Decision on Amendment to the Decision No. 01-3971 dated 13 April 2016, link: <http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-izmjeni-Odluke-Personalni-asistent.pdf>

Furthermore, an invitation to tender for employee training was issued at the end of March and it envisaged hiring 260 unemployed people⁶ instead of the planned 200. This program is implemented by private sector employers, who, based on their needs, train and hire people who have not been employed in the previous year, for a period of three to eight months. However, unlike 2015, when the tender remained open to employers only eight days, in 2016 the tender was open until 1 September, only a month before the parliamentary elections.

Also, in May 2016, the Agency adopted a decision to provide jobs for 106 persons, instead of the initial 100, in municipal utility companies for a period of four months,⁷ through the program, "Keep it clean". It also continued the project "The Youth is Our potential, Give it a Chance" for a period of nine months so as to employ 50 young people with a college degree.⁸



Graph 1: Short-term employment doubled in 2016

IV: ADDITIONAL PROJECT BEFORE ELECTIONS:

⁶ Tender open to employers for subsidized employment of persons from The Agency's Register No.0301-2941 dated 18 March 2016, link: <http://www.zzzcg.me/32153-2/#more-32153>

⁷ Decision on selection of the contractor of public work "Neka bude cisto" ("Keep it clean") No. 01-4875 dated 10 May 2016, link: <http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-3.pdf>

⁸ Decision on approving funds for the program "Mladi su naš potencijal, pružimo im šansu" ("The youth is our potential, give it a chance") No. 01-1479 dated 16 February 2016, link: <http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-o-odobravanju-sredstava-za-finansiranje-programa-Mladi-su-nas-potencijal-pruzimo-im-sansu.pdf>

In May 2016, the Board of the Agency launched another employment program "Training the Youth for Jobs Aimed at Preventing Grey Economy",⁹ although the Work Program at the beginning of the year did not envisage its implementation.

Owing to this program, in August 2016¹⁰ and during the election campaign, 100 persons who have a higher education degree got a temporary job at the Tax Administration, the Inspection Directorate and the Police Directorate in the area related to providing technical support and assistance in registration of taxpayers, control of registration of applications and decisions on registration. A hundred persons were provided a three-month employment.

2. osposobljavanje korisnika programa za rad na poslovima suzbijanja neformalnog poslovanja, u trajanju do 30 dana, kroz tri modula, razvoj ličnih kompetencija, stručnih kompetencija i bezbjednosti na radu;

3. zapošljavanje korisnika programa na određeno vrijeme, u trajanju od tri mjeseca, na poslovima pružanja tehničke podrške i pomoći službenim licima u suzbijanju neformalnog poslovanja.

Additional program provided three-month employments

VI: AMENDMENT TO WORK PROGRAM: In June 2016 the Agency adopted an amendment to the work program for that year¹¹, which enabled hiring another 1,048 people. This means that during the election year, instead of the planned 1,350, the Agency created 2,845 temporary jobs.

In June 2016, the government redirected one million from the budget item "unemployment benefits" explaining that the money was being spent slower than planned. In this way an additional funding for the program of the active employment policy was provided.

So, instead of the originally projected 1.75 million for short-term employment, a sum of 2.75 million was provided in the election year of 2016.

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Podgorica, October 2016*

⁹ Decision on implementing the pilot project "Training and Employment of the Youth for Jobs Preventing Grey Economy" No. 01-5114 dated 16 May 2016, link: <http://www.zzzcg.me/wp-content/uploads/2015/12/Odluka-1.pdf>

¹⁰ Link: <http://www.zzzcg.me/realizacija-projekta-stop-sivoj-ekonomiji/>

¹¹ Amendment to the Work Program of the Agency for 2016, June 2016, link: http://www.zzzcg.me/wp-content/uploads/2016/06/Dopuna-Programa-rada-ZZZCG-za-2016.god_.pdf