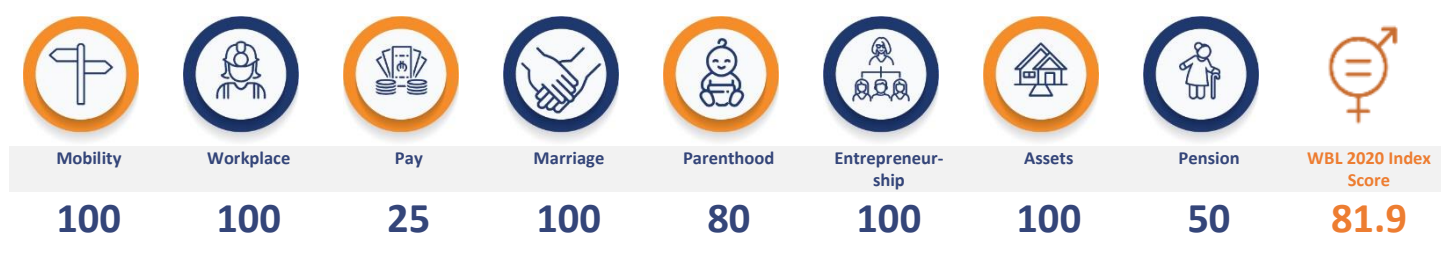


# Montenegro

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Podgorica). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Montenegro scores 81.9 out of 100**. The overall score for Montenegro is lower than the regional average observed across Europe & Central Asia (84.2).

## Montenegro - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Montenegro gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, Montenegro could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Montenegro is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Montenegro may wish to consider allowing women to work the same night hours as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents, Arts. 2 and 7
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 5
	Is there legislation on sexual harassment in employment?	Yes	Law on Prohibition of Harassment at Work, Art. 7; Labor Law, Art. 8
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Prohibition of Harassment at Work, Art. 34a(1) <i>Civil:</i> Law on Prohibition of Harassment at Work, Art. 26(3)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law on Prohibition of Discrimination, Art. 16
	Can women work the same night hours as men?	No	Labor Law, Art. 110
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Law, Art. 104 Jobs deemed arduous: Labor Law, Art. 104 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Law, Art. 104 Construction: Labor Law, Art. 105 Factories: Labor Law, Art. 105 Agriculture: No restrictions could be located Energy: No restrictions could be located Water: Labor Law, Art. 104 Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on Domestic Violence Protection; Criminal Code, Arts. 142(31), 144(7) and 220
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law, Art. 111a
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Social and Child Protection, Arts. 1 and 51-55
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Law, Art. 111
	Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Art. 108
Entrepreneur.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act of Montenegro of 2010, Arts. 2 and 11
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Law Act, Arts. 9 and 65
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law on Inheritance of 2008, Arts. 10 and 11
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance of 2008, Arts. 10, 11 and 13
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law Act, Art. 9
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, Art.9
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on Pension and Disability Insurance, Arts. 17, 197 and 197 Men: Law on Pension and Disability Insurance, Arts. 17, 197 and 197
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law on Pension and Disability Insurance, Arts. 17a, 27a, 197e and 197 Men: Law on Pension and Disability Insurance, Arts. 17a, 27a, 197e and 197
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Law, Art. 139(1) Men: Labor Law, Art. 139(1)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Pension and Disability Insurance Law, Arts. 64, 25 and 26