



UNIJA POSLODAVACA  
CRNE GORE  
MONTENEGRIN EMPLOYERS FEDERATION

**COMMUNICATION ON ENGAGEMENT (COE)  
OF MONTENEGRIN EMPLOYERS' FEDERATION (MEF)**

**1) MEF activities under EU-funded project „CSR for ALL“:**

ACTIVITY	TIMEFRAME
Conducting National Review Study (NRS) on Sustainability Reporting in Montenegro (under „CSR for ALL“ project, <a href="http://www.csrforall.eu">www.csrforall.eu</a> )	End of May 2015
Presentation of MEF report „Non-financial reporting of SMEs in Montenegro on CSR reporting“, within the celebration of the European week of sustainable development (ESDW) in Montenegro. The event was organised in cooperation with the Ministry of Sustainable Development and Tourism - Department of support to the National Council for Sustainable Development. ( <a href="http://www.esdw.eu/events/non-financial-reporting-of-smes-in-montenegro-with-focus-on-csr-reporting/">http://www.esdw.eu/events/non-financial-reporting-of-smes-in-montenegro-with-focus-on-csr-reporting/</a> )	2 June, 2015
Round Table discussion on NRS (all partners under „CSR for ALL“ project)	30 June, 2015
MEF Award for CSR (among Montenegrin companies). The aim of “MEF Award for CSR” is promotion of best practice examples of corporate social responsibility in Montenegro, as well as promotion of enterprises who act in accordance with corporate-social responsibility principles. “MEF Award for CSR” is awarded for the second year.	5 November, 2015
Developing EO's Handbook to Guide Enterprises in Sustainability reporting (together with partners in „CSR for ALL“ project)	End of November 2015
Conference on CSR and Sustainability Reporting	November/December 2015
Preparation of trainings for members on sustainability reporting	December 2015

**2) Other MEF's activities in line with its status, mission and field of work:**

ACTIVITY	TIMEFRAME
Under the ILO support, MEF implemented a project „Promoting equality and preventing discrimination at work in Montenegro“.	March 2014-February 2015

<p>Output – 3 brochures (Legal framework; Practical guide for employers; Guiding principles); established MEF team of trainers and training program for employers; 3 seminars for employers (north, central and south of Montenegro), lecture for students at the University of Mediterranean in Podgorica, Montenegro.</p> <p>The project is sustainable (confirmed by promotional activities and seminars held by the end of the year).</p>	
<p>Memorandum of Cooperation between the MEF and the Ministry for Human and Minority Rights signed.</p> <p>The objective: to establish the principles, policy measures and activities in respect of human rights and freedoms, with particular emphasis on issues of minorities and other minority groups, protection of members of socially vulnerable groups and the development of equal opportunities for men and women.</p>	18 July, 2014
<p>Decent Work Country Program 2015-2017 between the ILO and Montenegro was signed by Minister of Labour and Social Welfare, ILO Regional Director for Europe and Central Asia, and social partners - heads of MEF and trade unions, on 8 April 2015 in Podgorica, Montenegro. Decent Work Country Program priorities in Montenegro are: (1) social dialogue enforcement, (2) employment promotion and enabling environment for sustainable enterprises, (3) formalization of informal economy.</p>	2015-2017
<p>MEF's position paper on Informal Economy in Montenegro presented (covers issues related to labour rights in the informal economy and informal employment and recommendations for its transition to the formal economy)</p>	March 2015
<p>Participation in the Management Board of the UNDP Montenegro project on informal economy under its National Human Development Report</p>	During 2015
<p>Presentation of the findings of the National Review Study on Sustainability Reporting (under European Sustainable Development Week, 30 May-5 June, 2015)</p>	2 June, 2015
<p>Action Plan for 2015 under National Strategy for Development of SMEs (2011-2015) covers CSR related activities (MEF is one of the institutions implementing AP)</p>	During 2015
<p>Strategy for Development of Women Entrepreneurship in Montenegro 2015-2020 envisages, besides promotion of women rights, support for women in business and their greater involvement in economy. The Strategy was adopted in July 2015 (with AP for 2015). MEF is one of the institutions developing Strategy and implementing AP.</p>	2015-2020
<p>Participation on the sub-regional ILO conference "Promotion of green employment in the Western Balkans", organized by the International Training Centre (ITC) of the ILO, in cooperation with the ILO Green Jobs Programme, the Team for decent work ILO Office in Budapest and the ILO Regional Office for Europe.</p>	29 September-1 October 2015

Memorandum of Cooperation between the MEF and the Association of Youth with Disabilities (UMHCG) signed. The objective of the memorandum is to create conditions to facilitate the transition of young people and students with disabilities in the open labor market.

17 December, 2015

## **GLOBAL COMPACT LOCAL NETWORK MONTENEGRO**

### **Vision**

Montenegrin Employers' Federation (MEF) has been a signatory of Global Compact initiative since 2008, and was one of the initiators and organizers (together with the UNDP Office in Montenegro, the Directorate for SME Development and the Centre for Development of NGOs) of the Launching Conference of the Global Compact in Montenegro in December 2010. (*the report from this Conference is attached to this e-mail*)

In addition, since 2007, MEF also promotes the concept of corporate social responsibility, which is an inseparable part related to the ten principles of the Global Compact. MEF promotes and encourages the responsibility of enterprises in the area of their impact on society through the establishment of procedures for integrating social, ethical, environmental issues, human rights and consumer protection in its business activities. In this area numerous activities were performed, of which the most important ones within the project "CSR for ALL" - Research on CSR in Montenegro with the official report, Handbook on CSR for employers' organizations (brochure), CSR Award.

As a membership-based institution and a social partner, MEF has very good relationships both with the private sector and the public and governmental institutions. At the public level, MEF has an opportunity to act as a voice of business in creation of all business related regulations, strategies, action plans that create good business environment, and at the business level it has a mandate and obligation to promote fair business behaviour, compliance with laws and best practices in order to enable sustainability of companies at all levels.

Majority of our target companies are foreign-owned medium to large companies who operate in Montenegro – commercial banks and insurance companies, telecommunication operators, ports and transportation companies, as well as some medium domestic owned firms like food-processing and trading companies.

We expect that the work of Local Network could be financed from the membership fees from companies – future signatories of the GC initiative in Montenegro.

The most important topics we plan to focus on are corporate social responsibility and promotion of labour and human rights. Since we, as MEF, cooperate very closely with the UN institutions such as International Labour Organization and United Nations Development Programme, we expect (based on our rich previous experience), we will be able offer services to our members, such as trainings, conferences, learning materials etc. on above mentioned issues as well as to attract new participants to the Local Network. Also, the opportunity of networking through GC and support from the HQ will be of utmost importance for keeping the Local Network credible, valuable and sustainable.