**Montenegro**

**Labor Law (**in force since January 1, 2022**)**

*Employment contract for the performance of work outside the employer's premises*

**Article 42**

(1) An employment relationship can be established for the performance of work outside the employer's premises, when the nature of the work allows it.

(2) Employment for the performance of work outside the employer's premises includes remote work and work from home.

(3) The employment contract concluded in terms of paragraph 1 of this article, in addition to the information from article 31 paragraph 1 of this law, also contains information about:

 1) type of work and way of organizing work;

 2) working conditions and the manner of supervising work;

 3) use of own funds for work and reimbursement of costs for their use;

 4) reimbursement of other costs related to the performance of work and the method of their determination; and

 5) other rights and obligations.

*Records of employment contracts for the performance of work outside the employer's premises*

**Article 43**

(1) The employer is obliged to keep records of the employment contract referred to in Article 42 of this law and to notify the administrative body responsible for inspection supervision (hereinafter: labor inspection).

(2) The labor inspection can prohibit the employer from performing work outside the employer's premises when there is an immediate danger to the life and health of the employees and if this work endangers the environment.

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*Professional training and development*

**Article 93**

(1) The employee is obliged, in accordance with his abilities and the needs of the work process, to receive professional training and improvement for work.

(2) The costs of professional training and development are provided from the funds of the employer and other sources, in accordance with the law and the collective agreement.

(3) Professional training from paragraph 1 of this article is performed, as a rule, during working hours, unless the employer and employee agree otherwise.

*Compensation of earnings*

**Article 102**

(1) The employee has the right to remuneration in the amount determined by the collective agreement and the employment contract during absence from work due to: national and religious holidays in which no work is done; vacation; paid leave; responding to the invitation of state authorities; professional development by order of the employer, temporary incapacity during the time of being prevented from working according to health insurance regulations and during the use of maternity, parental, adoptive and foster care leave and leave for child care, in accordance with this law; interruption of work that occurred through no fault of the employee; refusing to work when prescribed safety and health measures at work have not been implemented; absence from work on the basis of pre-arranged participation in the work of the employer's and union's bodies; during requalification, requalification and training for work in other jobs while they last and in other cases established by law, collective agreement and employment contract.

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