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VERDICT

15 years ago **Momir Bulatović** sat in the leather chair of a modestly equipped courtroom, while his lawyer, young **Filip Vujanović** dutifully defended his client, then president of Montenegro, from the dock. Things have barely changed in Montenegro's courtrooms since, although Vujanović is now sitting in the president's armchair that once belonged to Bulatović. For all these years, it never once crossed the mind of the judges to summon the Prime Minister to court, if only as a witness. The verdicts, on the other hand, contain sentences that would not seem out of place in the party electoral campaign: declaring **Milo Đukanović** "successful and responsible" prime minister, and handing down three draconic fines to journalists in less than a month, the most spectacular being that of 20 000 euros to **Željko Ivanović**, director of "Vijesti".

In none of the three verdicts has the court mentioned the practice of the European Court of Human Rights, although Montenegro ratified the European Convention of Human Rights in 2003. Article 10 of this document guarantees right to the freedom of expression and the ECHR's practice mandates that politicians ought to tolerate more criticism than other citizens. You can, in other words, call your politician "idiot" and your government "criminals", if by that you promote democratic dialogue in the country.

CoE Committee of Ministers, usually known for its bureaucratically reserved manner, went out of its way to suggest that the processes against journalists in Montenegro may have an epilogue at the court in the little hometown of this pan-European human rights watchdog.

Had our judiciary been as efficient in the matter of charges for fraud against "Montenegro Airlines", "Port Bar" or in the cases of unsolved murders as it is when it comes to journalists, Montenegro would certainly be a few steps closer to the EU. **V.Ž.**

RECENT REPORT OF THE COMMITTEE OF MINISTERS IN THE COUNCIL OF EUROPE WARNS ABOUT THE OLD PROBLEMS

Fingers pointed at corruption and crime

Montenegrin Government ought to implement GRECO's recommendations for the fight against corruption and improve the results of the prosecution with regard to corruption and organised crime. Those were the conclusions of the report on Montenegro by the Committee of Ministers of the Council of Europe for the period August 2007 – April 2008, whose task was to evaluate the extent to which Montenegro fulfilled its commitments since it became a member of CoE on 11 May 2007.

The report of the oldest pan-European organisation emphasises concerns for independence of the prosecutor's office, since the parliament still has the power to appoint and dismiss prosecutors "even without qualified majority vote" and recalls the warnings of the Venetian Commission which insists that this is detrimental to autonomy of prosecution.

The report also recommends adoption of the law on political parties, their financing and financing of electoral campaigns in accordance to the recommendation of VC. CoE, as an organisation which is primarily concerned with human rights, finds "especially problematic" investigations and charges in the cases of crime against refugees from BiH and Kosovo during the war years of 1990s.

"Montenegrin police, prosecution and courts seem to have dropped most of the cases of crimes committed on the Montenegrin territory against civilians from Bosnia and Kosovo, as well as crimes committed by and against Montenegrin soldiers who served in the Yugoslav People's Army in Croatia and BiH", states the report, reminding that the UN Working Group for disappeared persons reported that Montenegro failed to supply any information about 15 unsolved cases.



The same group reported that Montenegro did not pay reparations to the families of victims and persons who disappeared during 1992, and that both investigations and reparations have been unnecessarily delayed.

The CoE report emphasises the need to improve conditions for the work of non-governmental organisations, as well as those regarding freedom and independence of the media.

Representatives of the CoE Secretariat who visited Montenegro agree that the civil sector, and NGOs in particular, have been facing difficulties in expressing their opinion about public issues.

"Non-governmental sector is divided between truly independent organisations and those affiliated with political circles whose activities have raised suspicion. Secretariat received complaints about the lack of opportunities for participation of the civil sector in the debates on important policies and laws. In the absence of truly independent public monitoring organs for the control of public administration, non-governmental organisations are an important actor in bridging this gap and taking on the role of a "watch-dog" to improve accountability of public administration", states the report.

Independence of the media from political influence ought to be strengthened, especially with regard to the Public Service.

V.Ž.

HOW FAR IS MONTENEGRO FROM EUROPEAN WORK SAFETY STANDARDS



by Danilo Mihajlović

The same year when one Italian company installed a meter measuring the number of days when no worker was hurt at work, the Parliament of Montenegro adopted the law on safety at work.

Four years later the Montenegrin "meter" is still at zero. Unfortunately, not because of the lack of workplace accidents.

Only this April three construction workers died when the wall collapsed together with the scaffolding, not a rare incident on numerous construction sites in Montenegro. The officials admitted what the public knows only too well – local companies do not respect the law on safety at work, and the state simply turns a blind eye. In the European Union, which dedicates much attention to health and safety at work, 5 500 persons die every year in work-related accidents, with an additional 4.8 million accidents causing absences from work longer than 3 days, and resulting in great human and economic losses.

In Montenegro, partly due to

Employers violate the law, state indifferent, workers uninformed

difficult economic conditions, the situation is much worse and the requisite attention and investments in improving working conditions much lower.

Expansion of the construction sector in Montenegro is therefore a cause for concern, being considered one of the most hazardous activities for the life and health of workers.

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State work safety inspector **Nataša Žugić** promised better future for the employees. After she informed the public that most enterprises did not observe the law and have not conducted evaluation of the risks in the workplace, she announced to the "indifferent" employers that the inspection will no more tolerate such behaviour.

She recently said that the agency will move into action as soon as they "complete their training in Cetinje".

Montenegrin legislation in this area is, according to the Government itself, only "in princi-

ple and partially harmonised" with European standards. The Stabilisation and Association Agreement with EU envisages implementation of 51 directives in the area of work safety. The ministry of health, work and social protection is responsible for amending the law on safety at work by the end of the year and implementing another 20 related

legal acts by 2011.

EU countries have adopted measures to protect safety and health in the workplace, protection against work accidents, illness, improving safety standards and insuring workplaces. These laws are based on European directives which establish minimum responsibilities of both employees and the employers regarding prevention of various risks and sectors and activities where such risks are known to exist.

In the EU, they have realised that every injury is a failure of prevention.

After the law was adopted in 2004 the ministry of health, work and social protection adopted numerous acts (around 40 regulations guaranteeing safety at work to the workers and employers) which unfortunately remained only on paper. In order to make Montenegro "resemble" the EU countries in this area, executive organs will soon have to adopt regulations on procedures and deadlines for regular health check-ups for high-risk categories of workers, about the content and procedures of the prevention measures, conditions to be fulfilled by the relevant health institutions and about the procedures for monitoring compliance, protection of the employers exposed to cancerogene or mutagene materials, asbestos, physically or chemically dangerous agents, minimum conditions for the protection and health at work for temporary jobs, and the minimum conditions for the usage of warning signs in the workplace.

The inspection for work safe-



photo VIJESTI

From a construction site in Montenegro

Stabilisation and Association Agreement with EU envisages implementation of 51 directives in the area of work safety. The ministry of health, work and social protection promised to change the law on safety at work by the end of the year

ty reports that very few companies have implemented risk evaluation procedures, mostly in the service sector and in big enterprises, but almost none in the

construction sector and among small and medium enterprises.

In the interview for *European Pulse*, Secretary General of the Reform wing of the council of trade unions, **Srdan Keković** said that the trade unions are not at all happy with the work safety standards, "especially with regard to construction".

"Protection in this area is below any legal minimum. This is the consequence of dissolution of large construction conglomerates that used to have organised and somewhat controlled systems of work safety. On the other hand, the construction boom, great numbers of non-resident workers and black labour, absence of trade unions in such companies, and the inferiority of employees vis-a-vis the employer contributes to complete silence about this issue, even among the workers who are most directly affected",

EMPLOYERS TO PROVIDE INFORMATION

Karanikić explains that work accidents can have negative consequences for labour relations within the firm, while bad conditions for workers' health and safety can damage public relations.

"The employers ought to inform their workers about health and safety risks, adequate prevention, first aid measures and the adequate procedures for evacuation in case of danger. When the worker is newly employed, changes position within the firm or is expected to work with new technologies, employers should provide adequate training. Where appropriate, training should also include information on risks", she said.

Karanikić says that employers have to bear in mind that some categories of workers are more vulnerable than others, and include these considerations in their accident prevention programmes".

"Such categories may include foreign workers who do not speak the language and cannot read safety instructions, temporary workers who are not trained in that particular job, or young workers and new employees without experience. On the other hand, physically intensive work can become a danger for workers above certain age limits", says the representative of UPGC.



photo VIJESTI

Srđan Keković

Keković said.

He claims that in Montenegro the employers demand extremely long working hours, regardless of the environmental conditions and without the adequate protective equipment.

"Tragic consequences are only a logical end to such behaviour. The situation is in a state of urgency", Keković said.

A healthy workplace is defined by working requirements and environment such that an employee can accomplish his or her tasks with reasonable effort, without danger to his or her health and working ability.

In other words, a job must be made suitable for the employed person, not the other way around.

The government claims it is working on a strategy according to which every construction site must have a developed strategy for protection in the workplace before any construction activity

can begin.

Ministry of health, work and social protection authorised several companies to conduct expert assistance regarding protection at

The unions are dissatisfied with work safety conditions, especially in construction where the protection remains below every legal minimum. This is the consequence of dissolution of large construction conglomerates which used to have organised and somewhat controlled work safety systems. On the other hand, the construction boom, a multitude of non-resident workers and the black market, absence of trade unions in such companies, and the inferiority of employees vis-à-vis the employer contributes to complete silence about this issue, says Srđan Keković, secretary general of the Reform wing of Trade Unions' Association

work and the procedures for monitoring working conditions.

The authorised companies are Institute for Development and Research on Work Safety, Montinspect, Safety, Techno-Control, Inginspect, Yuginspect and Mezon in Podgorica; Institute for Black Metallurgy in Nikšić, VU-TI Engineering in Bar, Rajad in Cetinje, Spinel in Kotor and Lučić Company in Herceg Novi.

According to the current regulations, the employer is not responsible for the mistakes in evaluating risks in the workplace, as this is performed by a team of professionals, but can be held accountable for not implementing adequate measures and updating evaluation.

Risk evaluation procedures cost between 100 and 170 euros per workplace.

Keković believes that the Montenegrin law on safety at work is a good one, if only it were applied in practice. He urges all "interested parties" to create the environment conducive to adequate implementation of the norms.

"This is obviously a difficult task, and the trade unions and employees cannot do it on their own, if the employees and relevant institutions remain indifferent. They should, however, look for mechanisms to oblige these

parties to implement the law effectively, whenever the law is violated by negligent employers or employees", Keković said.

The first man of the "reformed" trade union wing says he is also dissatisfied with monitoring agencies, but adds that the number of inspectors is very small and they cannot cover the entire area.

"Besides, their powers are lim-

ited. Penalties are very moderate, which fails to produce "educational" effect. It makes it cheaper for employers to pay the fine than to invest in creating adequate working conditions. However, the employees are also often careless and do not use protective measures even when they have the chance to do so", Keković said.

Ana Karanikić, economic advisor in the Montenegrin Employers' Association (UPCG) says that even existing regulations on work safety can lead to enormous costs. One accident in the workplace can financially wipe out most of the small and medium enterprises.

She reminds that UPGC has conducted several informative seminars on evaluating risks in the workplace in cooperation with their Slovenian colleagues. Montenegrin employers ought to develop adequate resources in order to find right solutions for the work safety problems in their own firms, she said.

This means, first of all, getting legal advice, appointing responsible individuals and commissioning expert advisors.



"The type of support depends on the job description, nature of risks, size of the company, legal specificity etc. Our estimates indicate that the costs to employers in this area can be enormous. One accident in the workplace can lead to bankruptcy of small and medium enterprises. Direct costs include paid leave, medical expenses, repair or replacement

of damaged machinery and equipment, reduced or temporarily interrupted production, increase in administrative or training costs, possible decrease in the quality of work, negative effect on the workers' morale etc.", said Karanikić for the *European Pulse*.

She adds that replacement of an injured worker can also be counted as indirect cost, as the new worker requires time and training to achieve the same level of productivity.

A few days earlier, an employee in a furniture showroom who insisted on anonymity was fired for "neglect". Having accidentally broken a mirror, she was told not to return to work even before the doctors managed to mend her injured arm, and will also have to pay the price of the mirror out of her severance pay.

The last seminar on safety at work in Cetinje was completed two weeks ago.

RISK EVALUATION ACT

According to the current regulations, risk prevention acts ought to contain description of firm in terms of usage of productive and other capacities, approach to and procedures for risk evaluation, reduction or elimination of risks, conclusion, as well as amendments to the risk evaluation act. The following factors determine categories of risk in the workplace: mechanical (related to the usage of equipment, with description of the workplace), related to the use of electric energy, dangerous materials, physical and biological agents, microclimatic conditions, psychological conditions, work organisation, as well as those connected to external factors (work with animals, in the conditions of high or low atmospheric pressure, adverse weather conditions, working under ground, at high elevation or depth). The act can be altered if the established measures are found inadequate or insufficient vis-a-vis risk evaluation.

Regulations so far do not provide employers with a standardised format for risk evaluation acts, but the law allows employers to entrust risk evaluation procedures to an authorised person or a registered firm.

IS MONTENEGRO A BRIGHT SPOT IN THE REGION OR A HYBRID SOPHISTICATED AUTOCRACY



by Neđeljko Rudović

The next big challenge for the Montenegrin authorities will be to implement the new legislation and transform national strategies and action plans into concrete, tangible results. This will be the most important step for the Montenegrin citizens, most of whom are sceptical about the real changes in their everyday lives, states the recently published Report on Montenegro by the Committee of Ministers in the Council of Europe.

The conclusions of the oldest pan-European organisation, which is not formally related to European Union, gave a new sense of urgency to the old dilemma. Is Montenegro really implementing the reforms necessary for its rapprochement with the European Union, or is the Government only simulating reforms, unable or unwilling to turn them into reality? Government's and Parliament's working reports seem to suggest that Montenegro is grabbing towards Europe in giant steps. The reality is, however, different. It takes time for the new institutions to start functioning, and for the old ones to become reformed and free of political influences, corruption, ignorance and lack of professionalism.

Why do our "reforms" remain mostly on paper? Two answers come to mind: weak administrative capacities and the lack of political will.

As time goes by, the first problem will have to find its solutions, and the political will remains the key Montenegro's entry into the company of prosperous, orderly states where the laws are implemented equally for all citizens.

From agenda to Kosovo

All important areas have already been covered by action plans, strategies and agendas, but a quick sketch of the reality is as follows: international organisations warning about the lack of transparency in privatisation and party finances, shady connections between local politicians and Russian investors, politicised judiciary, media and administration controlled by the government and steered by the political interests of DPS, failures of the fight against corruption, money laundering and crime... Hosts of agencies, directorate and commissions have been formally established but have not started functioning, or have minimal responsibilities which only enable them to write reports and recommendations that are not binding for anyone. Directory for anti-corruption initiatives, for instance, can barely do its work since

The ruling coalition still manages to shape the Council in its own image, ignoring repeated warnings that "independence of the media from political influence must be strengthened, especially with regard to the Public Service".

If you ask the critical public, the picture of Montenegro becomes darker: immobilised public institutions controlled by the officials of the ruling party and "elegant" suffocation of free thought and public expression by controlled judges through libel suits. If you ask the government, Montenegro is the brightest spot in the region, solidly advancing towards EU. The truth may be somewhere around the middle, but perhaps the best measure comes from the reports of European Commission and other international organisations. Those from the outside have the clearest picture of what goes inside.

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it lacks "resources, mandate and functional independence to enable it to play a serious role in fighting corruption", as noted by foreign observers. Law on free access to information, another important weapon in the fight against corruption which promotes transparency and public responsibility, is applied selectively – the courts have mostly ignored the law, especially in the matters of privatisation. Non-governmental organisations and civil society are confronted with a long, difficult and costly process of accessing information.

A good example of evading European rules, simulating and repackaging them into faded local wrapping is the law on public broadcasting services, which forbids authorities to interfere in the election of members for the Council of RTCG.

One leader of the opposition describes Montenegrin everyday life as "sophisticated hybrid autocracy".

"Seen from the outside, we have all characteristics of a democratic country. We have elections, multi-party parliament, coalition government, non-governmental sector and what not. From an insiders' standpoint, however, we live in one-party, one-thought system without basic freedoms, with a dubious, perverted system of values, far away from the rule of law".

Those are the words of Miodrag Živković, and the "outsiders" seem to agree on at least one thing: Due to EU's readiness to consider Milo Đukanović a factor of stability in the turbulent times surrounding Kosovo's independence, Montenegro will continue its progress towards membership in EU and NATO.

PRESIDENT OF THE EUROPEAN MOVEMENT IN SERBIA ŽIVORAD KOVAČEVIĆ
SAYS THE POSTPONEMENT OF APPLICATION IS NO REASON TO WORRY

Delays will always be there, what matters is that Brussels is on your side

President of the European Movement in Serbia and a renowned diplomat of former Yugoslavia Živorad Kovačević says that the postponement of Montenegro's EU membership application is not a cause for concern.

"Things have gone smoothly so far, so there is really no reason to worry. What matters is that there is no strong anti-Montenegrin lobby in Europe – if Brussels is on your side, it does not really matter whether you apply this month or next, although every government wants it to be as soon as possible", says Kovačević for the *European Pulse*.

He adds that democratic institutions in Montenegro have matured and are well functioning, indicating that Montenegro is now a stable country.

"Needless to say, you will have to deal with the problems emphasised by EU. If you chose for EU, there is no way but to accelerate reforms, and the EU will not turn a blind eye – they will insist on eradicating corruption, organized crime, strengthening freedom of the media...", Kovačević said.

● **Why has the Montenegrin Government delayed EU application, according to you?**

I can think of two reasons. One lays in the ongoing issues within EU, which are due to multiple circumstances. EU has problems of its own: it is, after all, a rather cumbersome bureaucratic



Živorad Kovačević

structure.

On the other hand, however, I

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do not think that there political barriers to Montenegrin application. Those immediately concerned can get a little nervous about the process slowing down, but such delays are only to be expected.

● **What will be the effect of the new government in Serbia on European integration of the Western Balkans?**

The very consolidation of a democratic government in Serbia, regardless of its structure, would be a positive development for the whole region. It is perfectly clear that anti-democratic forces in the

Serbian government, now led by (Vojislav) Koštunica, would be fatal for Serbia, but also for the region. Even if such a government would be willing to cooperate, the relations within the region and with EU would not be easy.

● **Does that mean the West Balkan countries will join EU together, regardless of the official "regatta policy" of Brussels?**

The principle of accession by individual merit remains, but in historical perspective it is the region that matters. I believe that these countries will join more or less at the same time, with Croatia leading the way. Afterwards, stabilisation of relations within the region will contribute to acceleration of the accession process.

● **According to advocates of Montenegro's membership in the NATO, Euro-Atlantic and European integrations are inseparable, emphasising the last two waves of accession as an example. On the other hand, Malta and Cyprus are only members of EU and not of NATO. Can Montenegro join EU without entering the NATO first?**

This argument reminds me of the usual "Why should Serbia join EU if Switzerland and Norway did not?". If we were Switzerland or Norway, we could afford to ponder

about it. These two things are closely related – a safety umbrella is the key to Europe – they are suspicious of the countries refusing to get under the same umbrella. The EU will never tell you that you cannot join because you are not a NATO member, but the door will remain locked.

● How would you comment on the criticism by Montenegrin intellectuals directed towards EU because of its lenience towards Đukanović, whom they consider important for the stability of the region, regardless of the problems with corruption and crime?

I am not in a position to take sides in the internal Montenegrin debate. Those who follow integration processes closely know that



the same EU has supported Koštunica's government, even

before he entered a coalition with the democrats.

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YOU MUST TELL THE PEOPLE WHAT THE EU MEMBERSHIP BRINGS

● European integrations in Montenegro are still a matter of "high politics" and political phrases. When will Montenegrin citizens realise what European standards mean in their everyday life?

The history of countries that have joined EU shows that a year, year and a half before they join EU Euroscepticism soars among the public. This is to be expected – on the one hand, there is the fear of losing identity, on the other the fact that people do not realise the benefits.

I am the president of an NGO that, since 1992, has worked on explaining EU to the common citizens. The result of the Serbian elections has been influenced by two events that took place the day after the Stabilisation and Association Agreement was signed. One was the offer to eliminate visa fees for 17 EU countries and the other the agreement signed with FIAT.

The president of FIAT said: "We are signing this agreement today because you signed the other one yesterday". Although the link is not as direct as it appears to the Serbian citizens, they have clearly understood the advantages of signing SAA.

I believe that during this campaign the pro-European forces did more than ever before, for their own sake, to explain EU and European integrations to the citizens. This issue was thoroughly underestimated on previous occasions, by these same forces, it all ended with empty rhetoric. One commonplace phrase is easily countered by another. So the pro-European forces – the Government, the non-governmental sector, the media, ought to help to explain what EU really means, without hiding anything, because Europe is no paradise on earth. People should know both the good and the bad sides of EU.

They only insist on the criteria which are necessary for the next phase of European integrations, which is already enough to support democracy in Montenegro, and will certainly not go out of their way to change things. The leading EU members prefer to steer clear of the internal affairs in the region, unless something really drastic takes place.

● Isn't Solana patting Đukanović's shoulder few days before the presidential elections a somewhat drastic interference?

To put it bluntly, EU has its priorities. Stability in the region is the absolute priority. We had Belgrade agreement only because the EU and Solana himself believed that Montenegro was too divided and that a referendum could explode precarious peace in the region. So they gave their blessing to SCG without a second thought about the structural impact of this political curiosity. EU's insistence on stability above political preferences is something to be counted with.

V. ŽUGIĆ

Why not bother with deadlines

by Brano Mandić

There would be no happy ending to that fairy tale if Cinderella forgot all about deadlines. Although EU is hardly an evil stepmother (or so our politicians would have us believe), Montenegro still needs to finish up the chores before applying for the grace of the young prince, i.e. the much desired EU membership.

Compared to the earlier examples of great historical goals, authorities have changed the rhetoric. On the eve of the referendum, deadlines were a preferred subject of speculations, even among the politicians. Ever since there is no alternative to EU, however, deadlines have become a taboo.

Instead, Đukanović, Roćen and Đurović propose that the public should rather focus on achieving European living standards.

Roćen said: "the date of application is unnecessarily politicised. We should not be forcing the dilemma whether to apply or not right now, as if it were to be or not to be of our further European progress".

Well, there would be no bone-picking about deadlines in our transition to the "European road" if there was any other way to measure this



applicant country and its prime minister can receive from Brussels, with the exception of pre-electoral pats on the shoulder.

In translation, the sooner a country signs such an agreement with EU, applies or becomes a candidate, the more credible are its officials' speeches about progress in attaining European standards. (European Commission reports would be excellent measuring rods to evaluate the progress, but the practice has shown that the government and the opposition tend to derive diametrically opposed interpretations of these sim-

are a politician, but also that there is no point in courting the wondrous Brussels try as we may (not) to do our chores.

"There is a tendency towards closure in the EU, they have elections and interests of their own, but we ought to qualify for entry, as before, by concrete results and desire to become an EU member as soon as possible", admits president of the Parliament Ranko Krivokapić.

Podgorica knows all too well that corruption, nationalism and crime never prevented Bulgaria from becoming a member of the elite club. At the same time, eradicating this pestilence is no guarantee for entry to Montenegro.

If Brussels is using the rhetoric of European standards to cover up its real-politics reasons, we could also ask whether Montenegrin government is fetishising European standards in order to hide its own inability to win this political match within reasonable deadlines.

Gordana Đurović can pull ironic comments at the "journalists' favourite question" – when will we join EU – but the fact is that the only more

The proposition that "we are interested in substance, not in deadlines" is touching, demonstrating Government's mature ability of introspection, and justifying all imaginable delays

progress except by concrete agreements with Brussels such as the Stabilisation and Association Agreement and, by the same token, membership application.

Đukanović's inspired fascination with European living standards sounds credible enough, but for us mortals the dates are the only concrete forms of recognition that the

ple messages from Brussels).

The proposition that "we are interested in substance, not in deadlines" is touching, demonstrating Government's mature ability of introspection, and justifying all imaginable delays. When Đukanović said that he has no intention of courting European Union, he suggests that he has his pride, which is good if you

important question at this moment is – when will we ask for membership?

If it is true that the government in Podgorica has to move cautiously because of the dangers of the Lisbon treaty failing at the referendum in Ireland, our politicians should also tell us why would it bother an average Irishman so much to open the newspapers on the day of the referendum and read that Montenegro has just applied for membership. They should also explain who left the national priorities at the mercy of some Irish journalist who would decorate the name of Montenegro on the cover page with a pile of data on smuggling, corruption and organised crime, also used by the script writers of the last James Bond.

Still, there is some justification for their fears in the real image of the European Unions which is carefully camouflaged and hidden from the citizens – the dark side of the singing squares and helium balloons harmoniously flown by the local and Brussels' politicians on the Day of Europe.

Accession is a political decision. A candidate country can achieve administrative stability of Luxembourg

or lower its crime rates below Portugal's and still not get the membership. Which is not something you would mention in a decent company in this country devoid of Eurosceptics. The only critique of the EU's real politics in Montenegro came from the pen of professor

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Milan Popović who is now a persona non grata not only for the authorities, but also for the department where he has taught for years.

The price of political illiteracy in the Montenegrin public is paid at the elections, but if even the University refuses to host a sensible debate on European dilemmas and rather chooses to accept the process lock stock and barrel – we have an ideal situation in which the government can indefinitely purr its story about

the EU as the secret medicine of the pale face. The public is so ignorant indeed that our ministers are only missing the alchemist's hood when they start talking about European integrations as a process beyond time and deadlines which cannot be comprehended through standard

cognitive operations.

This is why it is heresy to ask in which five-year plan can the middle class expect to live by the standards it had in SFRY, and which it is now to recover through membership in the EU.

Finally, instead of bluffing that they do not care about deadlines, it is more realistic to say that they had no chance to decide on any deadlines, mostly because of the political history they have pursued since 1989. They could be honest and take responsibility for it, but instead they are just human, like a party that has just won the elections where the citizens did not ask for any remorse or accountability. This is why, may God help him, president **Filip Vujanović** took his oath a few days ago. "Like no other"...way to demonstrate his demagogic potential from a quote, born to be translated to Latin:

"Membership in the European Union is the condition and a guarantee for a better life for all our citizens. When, through these standards, Montenegro becomes EU, the integration of our country will be the job of European Union".

The author is a journalist of the daily newspaper "Vijesti"



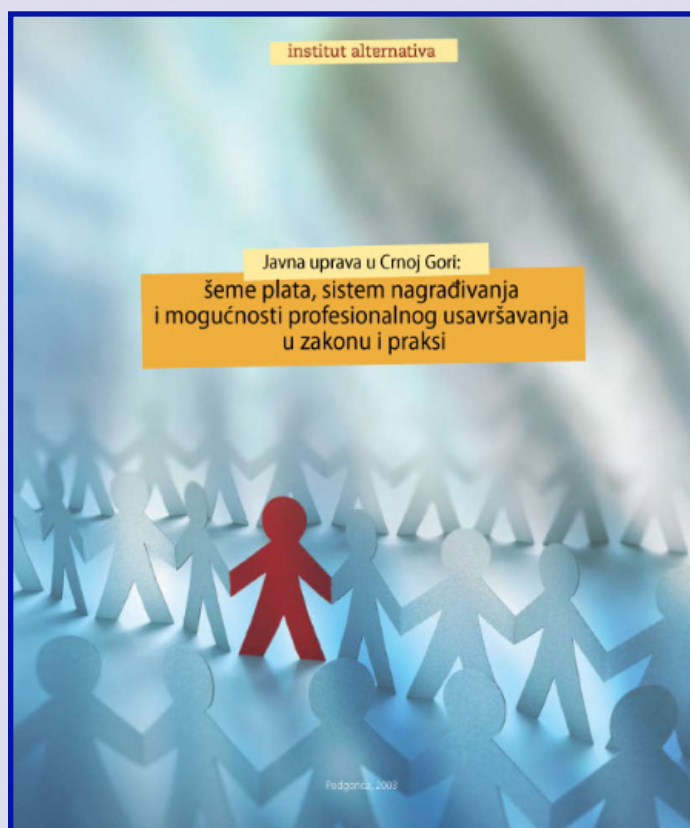
RECOMMENDATIONS OF THE INSTITUTE ALTERNATIVE FOR THE STRENGTHENING OF MONTENEGRIN ADMINISTRATIVE CAPACITIES

Motivate and sanction to create good civil servants

Montenegrin Government and the Parliament ought to adopt a single administrative act regulating pay in all units of public administration, including independent agencies where salaries are highest, in order to prevent outflow of quality cadre from public to independent and private sector. Employees should be motivated by clear, transparent criteria regulating promotions and compensation.

These are conclusions of the report "Public Administration in Montenegro" by NGO Institute Alternative (IA).

The document provides a detailed overview of current legislation and practices, as well as



comparative analyses.

Relying on the evaluations by foreign experts, international documents and own research in

public institutions, IA provides clear recommendations about the future strategies for the Montenegrin authorities regarding administrative capacities. This area has been singled out as one of the key stumbling stones for Montenegro on its road to EU and overall integration into modern global developments. The executive and legislative branch, for instance, should establish a clear system of job descriptions and indicate responsibilities for each position.

Heads of state institutions and agencies should attend trainings

to help them evaluate their employees better, whereas those who fail to provide written evaluations should be sanctioned, recommends IA.

Even though written evaluations have become obligatory by law, IA reports that many public institutions have failed to implement these procedures. More than 40% of civil servants in leading positions have not been evaluated, although things have slightly improved since 2005.

IA reminds that the law prescribes skill evaluation procedures as a measure to be implemented by the head manager in case an employee receives

REWARDS FOR THOSE WORKING ON EUROPEAN INTEGRATIONS

There should be a standard procedure for rewarding civil servants working in the field of European integrations, and full information about their future career opportunities, says IA.

"Perhaps Montenegrin civil administration should learn from the examples of Hungary and Romania. EU provided subsidies for civil servants in Romania according to the principle of inverted pyramid (biggest subsidies for the least paid to balance compensations). In Hungary, all employees of public administration dealing with EU integrations received salaries twice the amount of wages in other public sectors. The effect of these policies is increased motivation of expert staff to work on the matters of European integrations, which greatly improved the performance of Hungarian public administration during the stage of negotiations", states the document.

"unsatisfactory" grade, as well as disciplinary measures against those who fail to demonstrate professionalism.

Ministry of Health and Social Protection, for instance, used this measure against two of its employees, reducing their wage by 30%.

"Other areas of public administration, such as the Secretariat for European Integration, have no similar disciplinary measures. This largely means that employees cannot be held accountable for their behaviour in the workplace. Evaluation mechanisms are still not functioning and employees cannot be adequately evaluated as long as the sanctioning mechanisms are not standardised", states the report.



Government of Montenegro

IA also warns that top management should not have the right to refuse applicants who fulfil all job criteria. Instead, there should be a transparent set

of regulations regarding selection and complaint procedures.

The trade unions should be involved in negotiating changes in the General Collective Agreement in order to gradually decrease the importance of seniority in pay and promotions for civil servants.

According to the current legislation, years of working experience provide for a difference of up to 35% between the newcomers and their more senior colleagues, which can have adverse effect on motivating younger cadres.

Interns who achieve best results during the trial period should be motivated to stay in public administration, allowing them opportunities for horizontal and vertical career advance based on merit and quality of work instead of automatic seniority promotions, and providing special rewards in order to stimulate quality performance.

IA recommends to create an internal on-job training system by bringing best civil servants to train interns and young employees.

SECURITY CLOSE TO THE HEART

According to the Directory for Human Resources, in September last year Montenegrin state administration counted 12.640 employees, with 10.211 employed on permanent basis.

Most employees are in the Police Directory (without policemen) – 5.071, followed by Ministry for Internal Affairs and Public Administration (1.154) and Tax Administration (744). Directory of Customs has 669 employees, Agency for National Security 210, Bureau for sanctions 405, and Ministry of Defence 374.

As a comparison, Ministry for the Protection of Human Rights has 11 employees, Ministry of Justice 40, Finance Ministry 170, and Secretariat for European Integrations 39.

"This suggests that a large number of civil servants work for security-related institutions. At the same time, in some areas dealing directly with Copenhagen criteria (e.g. judicial reform, protection of minority rights, economic stability and the adoption of Acquis) the number of employees is much smaller", concludes the analysis.

General classification of civil servants according to their gender, educational level, years of experience etc. does not exist yet. However, a research conducted in eight public institutions suggests that women working in public administration outnumber men by 100%, most employees have tertiary diploma and are between 30 and 50 years of age.

Public administration has no information on the national/ethnic profile of employees, but the poll conducted among the civil servants suggests that the structure of public employees in state and local administration as well as in the judiciary fails to reflect the national structure of overall population.

The example of Slovenia demonstrates that the state ought to provide a number of scholarships for the best students and generally expand its budget for education and training.

"The procedure for awarding scholarships and stipends has to be developed after detailed analysis of the needs of public administration in the European integration

process. The procedure for transparent, based on clear criteria and public ranking. The



recipients of stipends will be obliged to return after the completion of studies and work several years for public administration", the document explains.

It also recommends establishing a special office or a personnel officer in every public organ who would be in charge of professional development, in cooperation with employees and

management. This person would at the same time work with the Direction for Cadres, providing information for future trainings and seminars for civil servants.

"Criteria for professional development and promotions ought to be clear. For instance, in order to receive a promotion, every employee will have to collect a number of points, received after a successful completion of trainings/seminars. The number of points per seminar will be clearly indicated and based on their length, difficulty and evaluation methods. The second suggested criteria for professional advancement should be efficiency in the workplace, also evaluated through transparent mechanisms", states the document.

It is also recommended that the central register of cadres should contain all data, including statistics on the number of civil servants according to the years of experience, gender, nationality, knowledge of foreign languages and completed trainings.

OLDER COLLEAGUES HAVE GREATER PRIVILEGES

Average net wage of civil servants in 2008 is 345 euros, similar to the average wage in 2007.

"Taking into account inflationary pressures, and the estimates of the living costs for 2008, public employees continue to be paid less than average", concludes IA.

Regulations on the system of compensations in public administration divide total salaries into fixed wage, additional compensation and variable part.

Most of the wage is fixed, and the accounting system is geared towards credible evaluation of efforts on the part of the civil servants, which should result in merit-based salaries.

However, expert on wages in the European Agency for Reconstruction Hugh Grant warns that opportunities for horizontal mobility remain limited. In Western Europe, where there is less vertical segmentation on the wage ladder, opportunities for horizontal mobility within these segments are greater, leading to promotions based on merit instead of automatic seniority advances.

Authors provide reflections on the report by World Bank (WB), which indicates that the Montenegrin system of wages heavily relies on seniority.

"WB experts have shown that Montenegrin civil servants have right to up to 35% of their basic wage as a bonus for the years of experience", explains the document. It reminds that 10 years of experience lead to 0.75% extra pay per year of work, while the percentage climbs to 1% for more than 20 years of experience.

"Montenegrin case is exceptional in this region. Similar bonuses in Serbia and BiH are limited to about 0.5%. Such practice hampers the progress of those less experienced workers whose higher productivity and better education could greatly contribute to the realisation of tasks in public administration", concludes the report of Institute Alternative.

BRANISLAV RADULOVIĆ, SECRETARY GENERAL OF THE MONTENEGRIN LAWYERS' ASSOCIATION

European or a mammoth state

The need to build up the Montenegrin state with a full range of requisite institutions in the image of bigger EU states can lead to a lack of critical attitude and create unfortunate results, says **Branislav Radulović**, Secretary General of the Montenegrin Lawyers' Association. According to him, Montenegro ought to adopt a more cautious policy in creating new state agencies than did, for instance, Poland.

"In the course of this process, which is a fundamentally positive one, two elements are usually forgotten. First, the size of Montenegrin territory and population and second, the number of newly founded institutions, which are all financed from the public coffers, causing greater strain on the budget and bloating the already cumbersome state apparatus", Radulović said.



of the protector of state property.

Radulović suggests "zipping" certain segments of the state apparatus and assigning future or missing responsibilities to the existing institutional struc-

Montenegro ought to reconsider the structure of its public administration and the enormous number of new administrative organs

He adds that excessive dispersion of state functions can be equally detrimental for the efficiency of the system as excessive centralisation.

"In the past decade Montenegro relocated a number of traditional state functions, especially in the area of executive, regulatory and monitoring functions. The trend is that every function gets an institution of its own, with the result that Montenegro today has 13 ministries, 14 directorates, 3 secretariats, 10 bureaus, 4 directions, two national agencies, 3 regulatory agencies, 5 national funds...", Radulović said.

He stresses that Montenegro should already reconsider the structure of its public administration and the enormous number of new administrative organs which are still multiplying at a steady rate. The example is the draft Law on state property which envisages establishment of two new institutions – the bureau for state property and office

ture.

"Thus we could avoid having several agencies working in the same domain with more or less identical administrative functions. The section of administration dealing with foreign investments alone has three separate institutions which together account for million euros in state expenditures: Privatisation Council, Agency for privatisation and foreign investments, Agency for the promotion of foreign investments, plus the "regular" state apparatus and the appropriate ministry. Add the Direction for small and medium enterprises, Development fund etc.", Radulović said.

Germany, with 82 million inhabitants, has recently merged three independent organs for the control of insurance, banks and stock market, justifying it by the need to cut down on state expenditure and reduce administration.

"While here in Montenegro the

quality of legislation is usually measured in the number of laws, the more numerous and territorially and economically larger states are employing the "regulatory guillotine" in order to eliminate the burden of legislation and administration. They are also financially assisted in this process by the World Bank – in 2007, Croatia used the assistance to execute a "speed-cut", reducing state administration", says Secretary General of the Lawyers' Association.

He warns, however, against the danger of going into the other extreme, promoting the "homemade" concept of "micro-stat with 333 civil servants". "Aside for drawing media attention by its flashiness, the proposal has nothing to contribute to the serious debate on this topic", Radulović said.

"Hyperproduction and indiscriminate approach to legislation are typically explained in Montenegro by the "requirements of the international community". The need to harmonise with *acquis*, however, must not turn into "hoarding" of new bodies and institutions, especially because the international community itself prefers efficiency over normative compliance", he added.

Mere accumulation of legal provisions without sound structural fundamentals will not yield a "European government".

"Fortunately, professor **Stiglitz** leaves no place for dilemma. The winner of the Nobel Prize for economics claims that only private monopolies are worse than public monopolies", Radulović said. He concludes that the phase of quantitative legislation must be supplanted by qualitative phase, in order to avoid reading in one of the next reports of the European Parliament that "the plan to build a state through legislative hyperproduction and excessive dilution of state functions can only lead to state dissolution".

v.ž.

DEMANDING EXAMINATION PROCEDURES IN EU INSTITUTIONS REPULSE GOOD CANDIDATES

Marathon to win a well-paid EU job

A less than three percent chance of getting the job. Months of studying, learning hundreds of acronyms and obscure politicians' names to be able to answer tricky quiz questions in seconds. Would you go for it?

Every year, tens of thousands of Europeans do, entering the European Union's public service job marathon. The prize is a 21st-century rarity: a highly paid, low-tax, job for life.

"Preparing for the competition is a big adventure, it invades all your time, your life," said one Hungarian EU parliamentary assistant who took part in several of these competitions.

"It's like a sport ... you need to train every day," said the Brussels-based woman, who requested anonymity to keep her job bids private from her employer and colleagues.

She failed to get in.

In the past five years, more than 290,000 hopefuls have applied for EU jobs. A mere 7,049 were eventually recruited by the 27-nation bloc's institutions, mostly based in Brussels, but also in Luxembourg and a few other EU states.

They got in at the end of a gruelling process which takes at least a year, sometimes three to

"Preparing for the competition is a big adventure, it invades all your time, your life," says one EU parliamentary assistant

four, starting with a multiple choice quiz on the EU's history, financing and politics, as well as verbal and numerical reasoning tests.

"You have to be the type for



exams, you can't just be good for the job," said **Jasmine Seifert**, a 39-year-old German who tried to get a job as an EU proof-reader.

The quiz stage is most candidates' nightmare and the reason

Every year, tens of thousands of Europeans study for months, memorising hundreds of acronyms and obscure politicians' names when they decide to enter a marathon for a job in European Union's public service. In the past five years, more than 290,000 hopefuls have applied for EU jobs. A mere 7,049 were eventually recruited by the 27-nation bloc's institutions, mostly based in Brussels, but also in Luxembourg and a few other EU states

why the most determined spend weekend after weekend learning about EU programmes. This is also where most candidates fail.

Some of the quiz questions would-be EU officials train to

answer:

- In the latest EU opinion poll, how many people thought their country had benefited from EU membership?

- What is the "Intelligent energy for Europe" programme?

- What are PRINCE, CAFE, the "Petersberg missions"?

Verbal reasoning tests can be on virtually everything, from nature conservation and the Bible to **Brad Pitt's** pro-Tibet policies, sample tests on the EU's recruitment Web site show (http://europa.eu/epso/index_en.htm).

"It's hard not to panic when you see the table on the screen, and you need to solve it in 120 seconds," said the Hungarian applicant.

For the lucky ones, the benefits are significant.

Child, house and expatriate allowances add up to a low-taxed wage so that at the lowest range of the pay scale, an EU official with two children earns 3,681 euros net

per month, after paying a mere 39.40 euros of taxes.

Guy van Biesen, a senior official at the European Personnel Selection Office, the body in charge of recruiting for EU institutions, said it was at this lower end of the spectrum that the EU was most attractive, compared with the private sector.

At the very top of the EU public service — secretary-general of one of the bloc's institutions for example — the net revenue per



month after taxes can exceed 15,000 euros.

Jobs in the various EU institu-

Are such tests the best way to decide who can join the over 30,000-strong EU staff and take part in shaping the bloc's competition, transport or migration policies?

tions range from adviser on air transport issues to translator, communications officer, Latin America trade expert or working for the EU's top courts.

Asked why she had entered the competition, German-Polish **Evelina Schulz**, said: "It's for a guaranteed job in a European environment."

"Of course, it's also for the money," she added.

But she said she had not applied for jobs for which she was over-qualified, unlike many Polish friends who were attracted by better wages than they would get for more senior jobs at home.

"I did not go for that, I do not want to be a secretary for three years," said Schulz, who works as assistant to an EU lawmaker, which does not make her an EU official.

A niche industry of training and

sample-test books has developed around the EU tests.

Schulz paid 150 euros for a

one-day course organised by the German foreign ministry to boost the chances of its nationals, and trained every weekend for three months on sample-test books.

"If you live outside of Brussels

Child, house and expatriate allowances add up to a low-taxed wage so that at the lowest range of the pay scale, an EU official with two children earns 3,681 euros net per month, after paying a mere 39.40 euros of taxes. At the very top of the EU public service — secretary-general of one of the bloc's institutions for example — the net revenue per month after taxes can exceed 15,000 euros

you don't even know (these books) exist, your chances of succeeding are very low," the Brussels-based 28-year-old said.

Those who succeed in the quiz take a written exam testing their competence in the area they run for, followed by an interview. Successful applicants' names are

then put on a list, from which the EU institutions can pick and choose. Even then getting a job is not guaranteed and can take a couple of years.

Are such tests the best way to decide who can join the over 30,000-strong EU staff and take part in shaping the bloc's competition, transport or migration policies?

Many candidates say people who would be good for the job get stuck on the quiz.

Schulz, still waiting for the results of a competition launched a year and a half ago, said the lengthy process damages the bloc's ability to attract the best candidates.

But van Biesen said the system provided EU institutions with high-value recruits, even if some potentially good ones were lost on the way.

"With a system that handles thousands of applications you always lose good candidates ... it is a pity for the individual person, but not for the institution," van Biesen told Reuters.

Nevertheless, the EU recruitment office was working on making changes to the tests, to focus more on checking competence rather than learning about the EU by heart, he said.

Seiffert said the EU did not have any other option.

"It's easy to say it's long and complicated, but how are you going to do it otherwise ... they can't take 13,000 people for an interview."

Prepared by: V. ŠĆEPANOVIĆ



by Jelena Mitrović

A few months ago my PC became richer for another constantly open window for diverting attention from my daily work. Worldwide

Sky Europe flies from Warsaw to Madrid for 29 euros. In Montenegro, a bus fare from Pljevlja to Herceg Novi is 14 euros

disease called Facebook spread through Montenegro too in the form of an epidemic. Incredible what a person can learn when stuck with this, admittedly creative, form of time-wasting – from daily horoscopes, long-term weather forecasts, to ongoing insights into your friends' physical and psychological state of being and their reflections on personal events. Inspired by that, I use this opportunity to share one reflection caused by a simple information from this webpage.

On a sunny Monday few weeks ago I was checking what my friends were up to. My eyes froze on the sentence "S is going to fly."

It may be that this sentence means nothing to you. It is nothing special for the Montenegrin society that one 20-year old person should board a plane for the first time in her life, on the inevitable and well known relation Podgorica–Belgrade.

Why do I want to be a citizen of Europe?

The idea that this 20-year old, the best student in the history of her department and the future pillar of this society, has never seen a plane from close up until the age of 20 would, however, sound rather incredible to an average European. Renowned universities in Great Britain, Italy and France have long opened their doors for the best students from across Europe. Even students from this region have had a chance to participate in exchange programmes to several European countries. In the EU mobility is not

After many years of practicing the same procedure, the stages have come to approximate combinations of number 3 – 13 minutes to put together all necessary documents, 33 minutes to fill out on-line application, 133 euros for the visa fee, waiting for 333 other applications to be processed before it's your turn, all that for a 3-day visit to London, my favourite European city. Subject to this procedure, an average Briton would not come to visit Montenegro even for free.

West Balkans, an unusual coinage used to distance the five ex-SFRY republics and Albania from Slovenia, has declared its readiness to become a part of the family of European nations and thus improve the quality of life of its citizens.

13 minutes to put together all necessary documents, 33 minutes to fill out on-line application, 133 euros for the visa fee, waiting for 333 other applications to be processed before it's your turn, all that for a 3-day visit to London, my favourite European city. Subject to this procedure, an average Briton would not come to visit Montenegro even for free





Bilateral agreements are being signed, laws ratified, while the life goes on as usual and remains where it was, stuck by the word "reciprocity". One cannot live from love alone, some things must be sacrificed. That something cannot be safely called the commodity of our existence.

It is hard to have adequate administrative capacities for European integrations if 10 years ago we have not had a single student abroad that could be enlisted as the necessary cadre. EU budget does not contain resources for further enlargements until 2013, the

I want to be a citizen of Montenegro in Europe so that 600 000 of my compatriots can earn enough to live decently both in Podgorica and Prague, where a trip between the two will cost them 30 euros, where our master students from Bruges can represent Montenegrin interests in Brussels

number of years that one high school student from Kolašin would take to complete his or her studies in Belgium or France.

A country with two years of history has a long way to go to join EU.

Sitting in a local Starbucks at Westminster, the Babel of London

It is hard to have adequate administrative capacities for European integrations if 10 years ago we have not had a single student abroad that could be enlisted as the necessary cadre. EU budget does not contain resources for further enlargements until 2013, the number of years that one high school student from Kolašin would take to complete his or her studies in Belgium or France. A country with two years of history has a long way to EU

offers you sounds from the street in Spanish, Italian, Greek, but also in ex-YU Esperanto. I like to think that maybe all these people are just visiting Britain, that they are not permanent Balkan migrants with no ticket home who remember their countries from the old photos of high-school trips to Bečići.

It's up to us. Europe will not run away, we are the ones that need to get closer to it in order to make our dreams come true, dreams of all the advantages given to an average Irishman which today an average Montenegrin can only hop for.

I want to be a citizen of Mon-

tenegro in Europe so that 600 000 of my compatriots can earn enough to live decently both in Podgorica and Prague, where a trip between the two will cost them 30 euros, where our master students from Bruges can represent Montenegrin interests in Brussels, where my friend S will not have to answer millions of questions for non-residents at every "NON-EU Countries" window, where my friends could go for a holiday trip to Lisbon without fist queuing for hours at +40°C of Belgrade asphalt and where my parents will not have to fret over every one of my trips "abroad" but will know that we are still together and in the same house.

The author is secretary for international relations of Social Democratic Party

Irish "No" a disaster for EU



Possible rejection of the Lisbon Treaty at the referendum in Ireland on 12 June could be a disaster for Europe, as there is no viable "Plan B".

These are the conclusions of the new report by Bertelsmann Foundation. There are four possible scenarios in case the Irish

reject the agreement, but none of them is very realistic.

Repeated referendum, like in 2002 when the Irish rejected the Nice Treaty a year earlier is not "particularly realistic". Amendments to the EU treaty are even less so, as it is not clear what Ireland would like to change in order to make the treaty palatable to its voters in the second referendum. Besides, the amendments would have to be accepted by all EU members, which implies significant delays and a return to sensitive institutional and political debates.

The document also suggest the "darkest" option: that the EU abandons all efforts to adopt a general treaty and focus instead on minimal reforms implemented through a mini-agreement or inter-institutional agreements. Simply put, concludes the analysis, an Irish "no" would be a disaster for EU.

Czechs budget shopping in Germany

Czechs have started buying their new Skoda "Octavias" in Germany, where this car, produced in the Czech Republic, is 15% cheaper and better equipped, warn the free Czech economic daily E-15, claiming that this is a consequence of the appreciation of Czech currency.

According to the daily, in some EU countries the same Skoda can be bought for up to 20% less – in Finland, Greece or Slovenia.

One single dealer in Dresden, who insisted on anonymity, sells 15–20 Octavias per day to Czech nationals. Czech are also fond of shopping for electrical gadgets in Germany, which is a



large market where competition brings down prices, while in the Czech Republic the prices are sticky and not too well adjusted to the appreciating crown. Tourist arrangements are also significantly cheaper, so Germany features as a convenient starting point for a multitude of holiday-goers.

Sofia loses half a billion on corruption charges

European Commission will take 500 million euros from the EU funds available to Bulgaria because of corruption, reports Reuters. According to this agency, Sofia will lose the already approved financing from the PHARE and SAPHARD programmes, because of the fears of fraud.

EU will also strengthen its control over the distribution of the remaining 11

billion euros, which is the amount Bulgaria can claim from the current EU budget until 2013.

EC will submit its proposal on judicial reforms and fight against crime and corruption in Bulgaria and Romania in July. While Bulgaria will most probably receive fierce criticism and lose the money, Romania will only be warned to step up its fight against corruption.

Euro blocks reforms

European Monetary Union could be a good thing if it could have protected its members from painful and necessary structural reforms, concludes London based Financial Times regarding the tenth anniversary of EMU. Economic growth in the Eurozone hovers around 2%, with small inflations and low interest rates, and since 1999 sixteen million new jobs have been created in the Eurozone. Euro has not, however, forced the governments to implement structural reforms. Recent difficulties confronting Spain, Ireland and Greece will be a severe test of EMU's long-term viability.

Sanctions for Rupel

Slovenian minister of foreign affairs **Dimitrij Rupel** and Secretary General of the ministry of internal affairs, **Igor Jukič**, have been fined with 1.660 euros, according to the verdict by the secretary for information of public importance, **Nataša Pirc Musar**.

In the course of the process it turned out that Rupel and Jukič have been part of the "Washington affair" in the Slovenian ministry of internal affairs, where they illegally allowed company Sinfonica to gain access to personal data of all MIA employees.

In the course of the affair, US have demanded that Slovenia be among the first countries to recognise Kosovo's independence, as the presiding EU member. The decision is not legally confirmed yet.

50 millions for culture

EU has allocated around 50 million euros for reconstruction of 26 cultural monuments in the Western Balkans in order to assist integration of this region. The money will be available from 2008 to 2010. The monuments scheduled for reconstruction include archeological sites, churches and mosques in Montenegro, Serbia, Albania, BiH, Bulgaria, Macedonia, Kosovo, Romania and Croatia. European Commission explained that it will finance reconstruction of one site in each of this countries, while the other project will be financed by national governments and private investors.

REPRESENTATIVES OF THE SECRETARIAT FOR EUROPEAN INTEGRATIONS SIGNED A COOPERATION AGREEMENT WITH A GROUP OF NON-GOVERNMENTAL ORGANISATION



Together to Brussels

On 7 May, in Cetinje, representatives of the Secretariat for European Integrations (SEI) signed Cooperation Agreement with non-governmental organisations (NGO) for the introduction of reforms necessary for the implementation of Stabilisation and Association Agreement, strengthening of administrative capacities for the harmonisation of Montenegrin legislation with *acquis communautaire* and implementation of the Communication strategy for informing the public about the process of Montenegro's association with EU.

Secretariat will cooperate with ADP Zid, Centre for Democracy and Human Rights (CEDEM), Centre for Civic Education (CCE), Centre for Monitoring (CEMI), Centre for Development of Non-Governmental organisations (CD-NGO), European Movement in Montenegro (EMiM), Institute Alternative (IA), Montenegrin Media Institute (MMI), Network for Affirmation of Integrative Processes and Nansen Dialogue Centre (NDC) on conducting preparations for pre-accession funds, development of social and economic cohesion, preservation of cultural heritage, environment and sustainable development.

SEI and NGOs will maintain regular, timely exchange of information on activities regarding preparation, adoption and implementation of strategic documents which are in the domain of Secretariat's responsibilities.

Secretariat promised to invite NGO representatives to submit their written recommendations and suggestions on the strategic documents created by the department led by **Ana Vukadinović**.

Secretariat also announced that it will organised public debates on draft documents in its area of responsibility, where it will invite NGOs to participate after first allowing for a reasonable time period for the analysis of proposals.

"Where appropriate, Secretariat will commission NGO representatives to participate in its working groups. SEI will also appoint a person for communication with NGOs who will be in charge of disseminating information, maintaining a database of NGOs signatories of this agreement, coordinate relevant activities by the Secretariat and propose the appropriate modes of cooperation. SEI and NGOs will together organise round tables and other gatherings for the purpose of the promotion of European integration processes and discussions about evaluation and improvement of the policies related to EU integrations", states the Agreement.

SEI also promised to establish and maintain a website in order to provide access to all data regarding its work, especially on the draft strategic documents. NGOs, on the other hand, will make sure that their programmes, projects and activities in the field of European integrations are complementary with SEI's objectives.

"Non-governmental organisations will regularly invite and involve Secretariat in their activities regarding the process of European integrations, NGOs will propose qualified representatives to SEI's working groups as well as concrete modes of cooperation with SEI and will, to the best of their abilities, contribute to improvement and strengthening of mutual cooperation. NGOs will also contribute to the maintenance of a website dedicated to European integrations", states the Agreement.

For the purposes of cooperation, the two parties will create a joint working group for coordination of activities and monitoring of implementation of the Communication Strategy.

The said working group will consist of seven members: three form the Secretariat and four NGO representatives. The working group will be coordinated by a contact person in the Secretariat for European Integrations.

"When appointing representatives to the working group, NGOs will carefully assess their qualifications in the area of European integrations. NGO representatives to the working group will be elected by NGOs by a procedure established by the Secretary of SEI. Their mandate in the working group will be two years", states the agreement.

The working group will meet four times a year. All disagreements over the interpretation and implementation of the Agreement will be resolved cooperatively, in the spirit of mutual friendship and respect.

"The Agreement is open to all other non-governmental organisations and civil society organisations which agree to its terms", concludes the document.

V.Ž.

A GUIDE TO WORDS AND EXPRESSIONS
FREQUENTLY USED BY THE PEOPLE WHO ARE
PROFESSIONALLY DEALING WITH EU INTEGRATION



People within the EU institutions and in the media dealing with EU affairs often use 'eurojargon' words and expressions that they alone understand. Eurojargon can be very confusing to the general public, which is the reason we decided to introduce those terms for the benefit of those who are new yet entirely comfortable with the field of EU integrations.

Lisbon strategy: To compete with other major world players, the EU needs a modern efficient economy. Meeting in Lisbon in March 2000, the EU's political leaders set it a new goal: to become, within a decade, "the most competitive and dynamic knowledge-based economy in the world, capable of sustainable growth with more and better jobs and greater social cohesion." The EU's leaders also agreed on a detailed strategy for achieving this goal. The 'Lisbon strategy' covers such matters as research, education, training, Internet access and on-line business. It also covers reform of Europe's social protection systems, which must be made sustainable so that their benefits can be enjoyed by future generations. Every spring the European Council meets to review progress in implementing the Lisbon strategy.

Eurojargon

Maastricht criteria: These are five criteria that determine whether an EU country is ready to adopt the euro. They relate to:

- Price stability: The inflation rate should be no more than 1.5 percentage points above the rate for the three EU countries with the lowest inflation over the previous year;
- Budget deficit: This must generally be below 3% of gross domestic product (GDP);
- Debt: The national debt should not exceed 60% of GDP, but a country with a higher level of debt can still adopt the euro provided its debt level are falling steadily;
- Interest rates: The long-term rate should be no more than two percentage points above the rate in the three EU countries with the lowest inflation over the previous year;
- Exchange rate stability: The national currency's exchange rate should have stayed within certain pre-set margins of fluctuation for two years.

These criteria were laid down in the Maastricht Treaty – hence their name.

Mainstreaming: Put simply, mainstreaming an issue means making sure it is fully taken into account in all EU policies. For example, every policy decision must now take account of its environmental implications.

Member state: The countries that belong to an international organisation are its 'member states'. The term is also often used to mean the governments of those countries. Since 2007, EU has 27 member states.

NON – GOVERNMENTAL ORGANISATIONS IN EUROPEAN UNION



YOUTH ACTION FOR PEACE

Youth Action for Peace is an international peace movement which aims for societies of peace, justice, and self determination. Since 1923 Youth Action for Peace has been committed to promote peace and dialogue in local communities through the active participation of young people. Youth Action for Peace has 17 member organisations and numerous partner organisations in close cooperation in more than 40 countries of the world.

YAP's programs raise awareness about the impacts and actions against discrimination, social exclusion, injustice, and violent conflicts. The movement believes that active participation of young people from all around the world in local community projects and international training courses together with the support from the local communities helps to transform society towards social inclusion, justice, and peace. Consequently, working in conflict and post-conflict areas such as Algeria, the Balkans, Palestine, and West Sahara is one of the priorities of YAP.

YAP believes in dialogue and non-formal education to promote non-violent behaviour, attitudes, values, and actions directed towards "Culture for Peace". Youth Action for Peace organizes international exchanges of volunteers into non-profit initiatives, international training courses and seminars and other activities such as conferences, campaigns and various publications.

The programs of Youth Action for Peace focus on:

- Youth Participation / Active Citizenship
- Peace and Development Education
- Inclusion of Young People with Fewer Opportunities
- Community Development

The movement engages and trains international and local volunteers. In 2006 4000 international volunteers participated in their programs world wide. For more information see www.yap.org

Prepared by: Petar ĐUKANOVIĆ

A different view on the road to EU



On May 15, Centre for Civic Education (CEE) in cooperation with Friedrich Ebert Stiftung (FES) organised a conference on the topic "Populism and political memory: Montenegrin challenges on the road to EU".

The goal of the conference was to bring eminent participants in the public and political life to discuss important issues in the process of development of the Montenegrin state and society on its way to EU, which have

been neglected in the everyday public discourse.

The conference took place in two parts. The first sessions hosted representatives of the civil society, University and the media: Dr **Čedomir Čupić** from the Faculty of Political Science of Belgrade University, Dr **Milan Popović** from the Faculty of Political Science of the University of Montenegro, **Milka Tadić Mijović** from the weekly Monitor and **Stevo Muk** of Institute Alternative. In the second part the speakers were representatives of political parties which had a candidate at the recent Montenegrin presidential elections: **Goran Danilović** (Serbian People's Party), **Goran Batričević** (Movement for Changes), and **Vasilije Lalošević** (Socialist People's Party). **Miodrag Vuković** of the Democratic Party of Socialist was also invited but had to cancel his participation in the last moment.

New opportunities for civil society in the Western Balkan

International conference "IPA, Western Balkans and Civil Society", organised by the European Movement in Montenegro (EMiM) with support of the Open Society Foundation East East Programme and Balkan Trust for Democracy took place in Podgorica on 26 May.

The conference is a part of the "Ljubljana agenda for the new phase of stabilisation and association" project, which is a continuation of the successfully implemented project "Regional framework for development and European cooperation" from 2007, organised by the networks of think-tanks from the South Eastern Europe (SEE).

Most development priorities in the Western Balkans are related to the process of European integrations. Consequently, most developmental and reform projects are implemented

through the Instrument for Pre-Accession Assistance (IPA). Successful implementation of these projects requires intensive exchange among all relevant subjects in the process – European institutions on the one hand and national governments and civil society actors from the Western Balkans on the other.

Guest speakers at the conference were: **Momčilo Radulović**, Secretary General of EMiM, **Pierre Mirrel**, director for the Western Balkans in the DG Enlargement of the European Commission, **Maja Bobić**, Secretary General of the European Movement in Serbia, **Sanja Elezović**, director of the FOSI ROM, **Ditmir Bushati**, Secretary General of the European Movement in Albania, **Qemajl Marmullakaj** from KIPRED, Kosovo, **Ratka Sekulović**, deputy head of the Secretariat for European Integrations in the Govern-

New generations of Human and Minority Rights School

Participants of the V generation of Human and Minority Rights School received their diplomas on 26 May 2008. The School is organised by Centre for Civic Education with support of the Government's commission for distribution of profits from lottery games. During several months of intensive programme, 26 participants from political parties, non-governmental organizations, media, lawyers, public administration and students successfully completed the training. The curriculum consisted of lectures by renowned national and international experts, university professors, judges, lawyers, politicians, NGO representatives and journalists. The diplomas were awarded to the participants by **Dragan Drobnjak**, president of the commission for distribution of profits from lottery games and deputy minister of culture, media and sports (sports and youth department). The participants were also addressed by the president of the Committee for Human Rights and Freedoms of the Parliament of Montenegro, **Koča Pavlović** and executive director of CCE, **Daliborka Uljarević**.

ment of Montenegro, **Daliborka Uljarević**, executive director of CEE, **Ana Jesse**, Balkans programme director in the Institute for Strategic Studies (ISS GROUP) from Ljubljana, Slovenia, **Thomas Schmidt**, ambassador of Germany to Montenegro, **Nataša Gospodjinački**, CBIB Team Leader, **Vassilis Maragos**, DG Enlargement, EC, Dr **Gordana Đurović**, deputy prime minister of Montenegro, Dr **Tanja Mišćević** from the Office for European Integrations in the Government of Serbia and **Darija Ramljak**, deputy director of the Directorate for European Integrations, Council of Ministers BiH.

FOR THIS ISSUE WE RECOMMEND:

RAOUL WALLENBERG INSTITUTE – REGIONAL PROGRAMME ON HUMAN RIGHTS FOR PARTICIPANTS FROM EASTERN EUROPE, BALKANS AND CENTRAL ASIA

Place: Lund, Sweden

Time: October 2008 and May 2009

<http://www.rwi.lu.se/news/tempact/osshumr08.shtml>

<http://www.rwi.lu.se/pdf/misc/37EUinfo.pdf>
(Information Brochure)

<http://www.rwi.lu.se/news/tempact/faq.shtml>
(frequently asked questions)

The objective of the programme is to provide participants with in-depth knowledge of international and regional systems for the promotion and protection of human rights, regional and international monitoring mechanisms and national implementation procedures in the field of human rights. The programme will also provide an opportunity for participants to exchange ideas and experiences from their national contexts. Through the programme, participants will gain knowledge in the area of human rights which can be utilized in the participants' own line of work.

The programme will accept 25 participants and is primarily designed for mid-level and senior officials in public service (e.g. in government, the judiciary and central police and prison authorities) as well as representatives (e.g. lecturers and researchers) from academic institutions and non-governmental organisations dealing with human rights issues. Participants should have advanced knowledge of English, since courses and discussions are conducted in English.

During Phase I of the programme, participants will be requested to formulate, in writing, an individual assignment identifying human rights challenges in their home countries, focusing on a particular issue or area of relevance to their respective institution or organisation. They are expected to implement this assignment after returning

home, then report on it during a second meeting abroad in May 2009.

The issue or area of focus in the individual assignment should concern one of the following topics:

- Minority Rights
- Rights of vulnerable groups (persons with disabilities, migrants, IDPs)
- HR of women
- Independence of judiciary
- National application of ECHR

Applicants must submit a draft of their individual assignment when applying to the programme.

Application deadline: July 4, 2008

DEPARTMENT OF POLITICAL SCIENCE UNIVERSITEIT ANTWERPEN

The department of Political Science of the Faculty of Political and Social Sciences of the University of Antwerp currently has three vacancies:

Doctoral grants (100%) in Political Science Your task:

* you prepare a Phd dissertation in political science, more in particular in the sub-disciplines of International Relations, EU studies, or Political Sociology (fitting in with one of the research programmes within the Department)

* you take up limited (10%) tasks of teaching assistance within the Department and the Faculty

Your Profile:

. you have a master's degree in political science, sociology, or communication science

– students in their last year of study can apply

– you have a record of outstanding study results

– your teaching and research qualities fit well with the aims of the university

* you have demonstrable knowledge of the subdiscipline International Relations, EU studies, or Political Sociology

– you have good language and writing skills

– you are team player, but are able to ful-



fill tasks on an independent basis, and have the sense of initiative.

- you meet the requirements for a doctoral grant holder. You can find these requirements on the Faculty website (www.ua.ac.be/psw under the heading 'vacatures', or else contact the head of Department).

We offer:

* a doctoral grant for a period of two year, renewable twice for a period of two years conditional on a positive evaluation

* your doctoral research is evaluated yearly by the doctoral committee

* start date of the grant is 1 October 2008. Also students in their last year of study are eligible on condition that they graduate this year.

Interested?

* you fill out the obligatory application form (at <http://www.ua.ac.be/vacatures> or tel. 03 265 31 53/54), and deliver this by registered post or in person to the University of Antwerp, Campus Middelheim, departement Personeel (cel AP), Middelheimlaan 1, 2020 Antwerpen not later than 27 June 2008.

* To the application form you add a three page document in which you set out a plan for a doctoral dissertation.

* For information concerning the content of your PhD plans, please contact the head of department, prof. dr. Stefaan Walgrave (stefaan.walgrave@ua.ac.be, 03 275 57 25).

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