



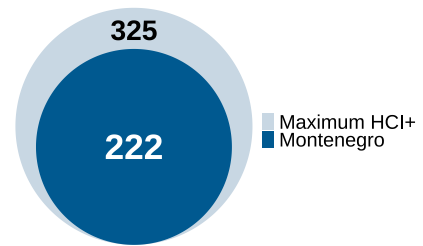
MONTENEGRO

Region: Europe & Central Asia
Income Category: Upper-middle Income

Human capital - people’s knowledge, skills, and health - drives productivity and growth. The Human Capital Index Plus (HCI+) measures the human capital a child born today can expect to accumulate over their working life, extending the original HCI by incorporating tertiary education and work experience. This brief summarizes **Montenegro’s** HCI+ score and its performance in building human capital.

What is Montenegro’s HCI+ and what does it mean?

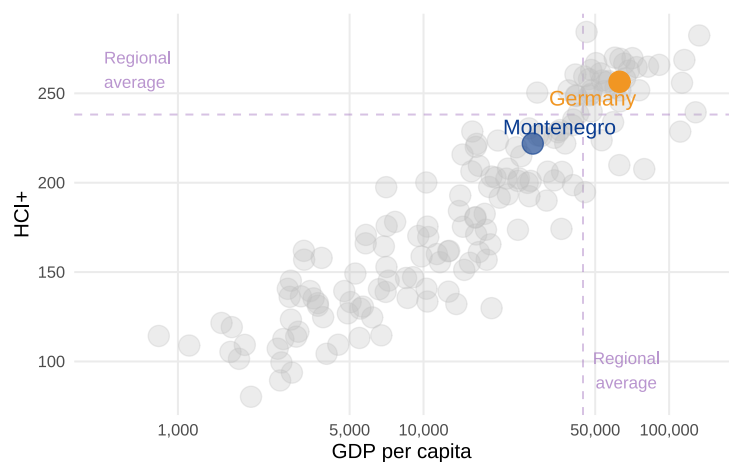
Montenegro’s HCI+ score is **222** (out of a maximum of **325**), reflecting its investments in **health, education, and employment**. A 10-point increase in the index would translate into approximately 10 percent higher future income. Closing the current gaps in these areas relative to high-performing countries with similar GDP per capita would boost future income by 33%.



How does Montenegro’s HCI+ compare to other countries?

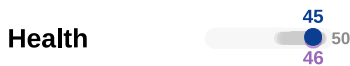
Montenegro’s HCI+ is lower than the average for the **Europe & Central Asia region (240)** and higher than the average for **upper-middle-income countries (204)**.

Montenegro’s HCI+ score is also **34 points lower than Germany’s**.



What explains Montenegro’s HCI+?

The HCI+ has three components corresponding to health, education, and employment.



The HCI+ score for the **Health pillar is 45**, about the same as the **regional average of 46**.



The HCI+ score for the **Education pillar is 133**, lower than the **regional average of 146**.

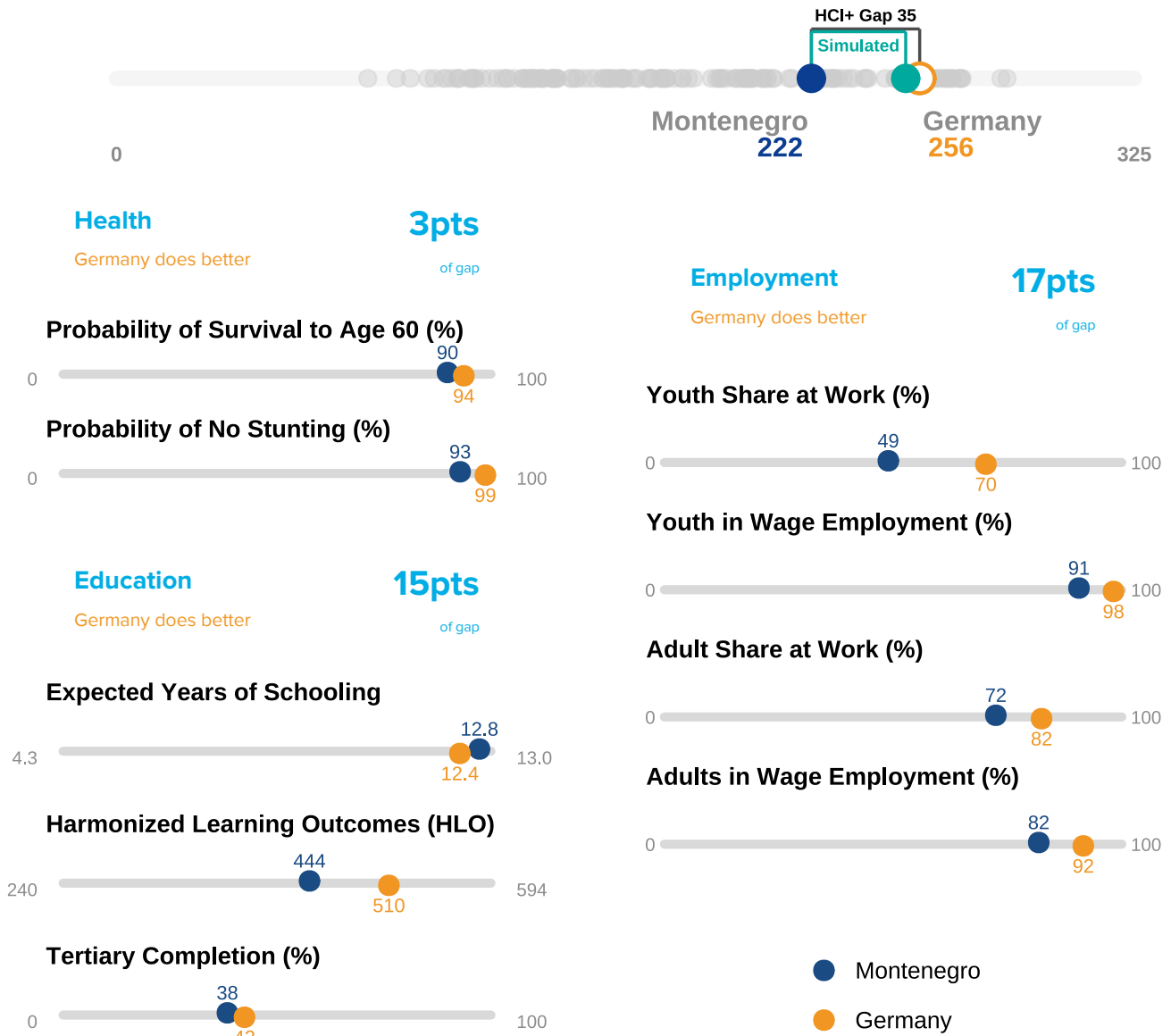


The HCI+ score for the **Employment pillar is 43**, slightly lower than the **regional average of 48**.



What indicators are responsible for Montenegro's HCI+ gap with Germany?

Montenegro's HCI+ score (222) is lower than Germany's (256). The indicators that account for the largest share of the HCI+ gap between Montenegro and Germany are **Harmonized Learning Outcomes (HLO), adult share at work, and youth share at work**. Raising these indicators to Germany's levels would increase Montenegro's score to **252**, boosting future income by approximately 30.3%.



What is Montenegro's HCI+ gender gap?

The HCI+ score for **women in Montenegro is 220** compared to **223 for men**. The 3-point gap indicates that women's earning potential will be 3% lower than men's due to differences in the human capital acquired by men and women in Montenegro.



Note: All values are derived from internationally comparable public datasets.

