

запосленим закључи уговор о раду на неодређено вријеме. Слично је предвиђено и за „фактички радни однос“ у општем режиму радних односа (за посебни режим радних односа није предвиђено) и том приликом ствара се такође правна фикција за потписивање уговора о раду на неодређено вријеме, ако се запослени сложи са тим. Приликом имплементације овог радноправног института, држава мора осигурати већу законитост приликом поступања послодаваца према запосленима, из разлога што се ради о неравноправним странкама и учесницима у радном односу. Институт трансформације-преображаја уговора о раду је осмишљен као средство помоћу кога запослени долазе до циља, а то је сигурно и стабилно запослење.

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TRANSFORMATION OF EMPLOYMENT CONTRACTS FOR A DEFINITE TIME INTO INDEFINITE TIME IN MONTENEGRO

Summary

Ever since the need for human work appeared on planet Earth, people have resorted to clearly defining their work relationship, all with the sole aim of being safe at a certain work-work task and thus ensuring their own existence as well as that of their family. In order to succeed in that desire, they resorted to various methods to demonstrate loyalty to the employer. With the evolution of labor law and the employment relationship itself, one of the most appropriate methods of binding the worker-employee is certainly the employment contract, which gained its full expansion at the beginning of the 21th century. In today's system of labor relations, the employment contract has become a measure and symbol of individual success. The most common forms of employment contracts are contracts that provide for the possibility of locking it in the form of "fixed-term" and "indefinite-term". An employment contract in the form of a "fixed-term" is one of the most frequently concluded employment contracts and is of a fixed-term, time-contracted nature, while an employment contract stipulated in the form of an "indefinite period" is not time-limited and can only be terminated if both parties agree. As the success and development of the national economy and development is reflected in the lowest possible unemployment, every country strives for that figure, i.e. the percentages should be as low as possible, and since employment contracts are directly related to e

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employment, this is actually one of the key reasons for the actuality of this topic, according to the author. In the paper, the author analyzes and defines some of the conditions and institutes that precede the "transformation", as well as the institute of "transformation" of the employment contract and approximate the conditions under which it is activated in Montenegro.

Key words: *employment relationship, employment contract, fixed-term contract, indefinite-term contract, transformation of the employment contract..*