

## **Slovakia**

### ***The Artist's Place in Society***

*In the Slovak Republic approximately 90 % of artists need to resort to other forms of gainful employment. As forms of financially better jobs only business activities can be mentioned, e. g. running one's own art agency, recording studio, work abroad.*

*Teaching is one of the jobs which are regularly taken up by artists, though it cannot be said that it is a financially better job.*

## **INSTITUTIONAL AND LEGAL FRAMEWORK**

### **International instruments (conventions, agreements and recommendations) in the field of culture ratified by Slovakia**

#### **- Intergovernmental cultural agreements**

- Agreement on Cooperation between the Government of the Slovak Republic and the Government of the French Community of Belgium and the Walloon Government. Bratislava, 30 March 2001
- Agreement on Cooperation in the Field of Education, Science and Culture between the Government of the Slovak Republic and the Government of the Republic of Bulgaria. Bratislava, 21 July 1994
- Agreement on Cultural Cooperation between the Government of the Slovak Republic and the Government of the People's Republic of China. Bratislava 7 October 2000
- Agreement on Intellectual and Artistic Contacts between Czechoslovakia and the Kingdom of Denmark. Copenhagen 12 May 1937. (The Slovak Republic succeeded to this contractual relation).
- Agreement between the Government of the Slovak Republic and the Government of the Arab Republic of Egypt on Cooperation in the field of Science, Education, Culture, and Sport. Cairo 12 December 1995
- Agreement on Cultural Cooperation between the Czechoslovak Socialist Republic and the Republic of the Philippines. New York 8 October 1974
- Agreement between the Government of the Czechoslovak Socialist Republic and the Government of the Republic of Finland on Cooperation in Cultural, Scientific and Related Fields. Helsinki 12 October 1973. (the SR succeeded to this contractual relation)
- Agreement between the Government of the Slovak Republic and the Government of the French Republic on Cultural, Technological, Educational, and Scientific cooperation. Paris 21 March 1995
- Agreement on Cultural Cooperation between the Government of the Czechoslovak Socialist Republic and the Government of the Hellenic Republic. Prague 10 February 1976
- Cultural Agreement between the Czechoslovak Socialist Republic and the Dutch Kingdom. The Hague 3 August 1972

- Agreement between the Government of the Slovak Republic and the Government of the Republic of Croatia in the fields of Culture, Education, Science, and Sport.  
Bratislava 16 May 1995
- Agreement between the Government of the Slovak Republic and the Government of the Republic of India on Cooperation in the fields of Culture, Art, Education, Science, Tourism, Sport, and Mass Media.  
New Delhi 11 March 1996
- Cultural Agreement between the Government of the Czechoslovak Socialist Republic and the Imperial Government of Iran.  
Prague 26 May 1967
- Agreement between the Government of the Czech and Slovak Federative Republic and the Government of the State of Israel on Cooperation in the fields of Culture, Education and Science. Prague 29 April 1991
- Agreement Concluded through an Exchange of Notes on Cultural Cooperation between the Government of the CSSR and the Government of Japan in Tokyo, 20 January 1976.
- Agreement between the Government of the Slovak Republic and the Government of the Republic of South Africa on Cooperation in the Fields of Art and Culture.  
Cape Town 28 May 1998
- Agreement between the Government of the CSFR and the Government of Canada on Cooperation in the Fields of Cultural, Academic, and Sports Relations. Prague 15 November 1990
- Agreement between the Government of the Slovak Republic and the Government of Canada on Audiovisual Co-production. Ottawa 5 June 2002
- Agreement on Cultural Cooperation between the Government of the Czechoslovak Republic and the Government of the Democratic People's Republic of Korea.  
Prague 23 June 1956
- Cultural Agreement between the Government of the Czechoslovak Socialist Republic and the Government of the Grand Duchy of Luxembourg, signed on 17 June 1976 in Luxembourg
- Agreement between the Government of the Slovak Republic and the Republic of Hungary on Cooperation in the Fields of Culture, Education, Science, Sport and Youth.  
Budapest 16 January 2003
- Agreement on Cultural Cooperation between the Government of the Czechoslovak Socialist Republic and the Government of Malta. Prague 10 September 1979
- Agreement between the Government of the Slovak Republic and the Government of the Federal Republic of Germany on Cultural Cooperation, 1997.
- Agreement on Cultural Relations between Czechoslovakia and Norway, signed in Oslo on 11 March 1937.
- Agreement between the Government of the Slovak Republic and the Government of the Republic of Poland on Cultural, Educational and Scientific Cooperation. Bratislava 23 March 2000
- Cultural Agreement between the Government of the Czechoslovak Socialist Republic and the Government of the Portuguese Republic, signed on 12 June 1976 in Lisbon.
- Agreement between the Government of the Slovak Republic and the Government of the Republic of Austria. Vienna 13 September 1999
- Agreement between the Government of the Slovak Republic and the Government of Romania in the Fields of Science, Education, Culture and Sport. Bratislava 3 April 1994

- Agreement between the Government of the Slovak Republic and the Government of the Russian Federation on Cooperation in the Fields of Culture, Education, and Science. Bratislava 13 February 1995
- Agreement between the Government of the Slovak Republic and the Government of the Republic of Slovenia on Cooperation in the Fields of Science, Education, and Culture. Bratislava 14 December 1999
- Agreement between the Slovak Republic and the Kingdom of Spain on Cooperation in the Fields of Culture and Education. Bratislava 11 April 2000
- Cultural Agreement between the Government of the Czechoslovak Socialist Republic and the Government of the Italian Republic, signed in Prague on 18 May 1971.
- Agreement between the Government of the Slovak Republic and the Government of the Republic of Turkey on Mutual Cooperation in the Fields of Science, Education, Culture and Sport. Bratislava 27 April 1995
- Agreement between the Government of the CSSR and the Government of the United States of America on Cooperation in Culture, Education, Science, Technology, and other Fields. Prague 15 April 1986

**- Interdepartmental cultural agreements**

- Memorandum on Understanding in the Field of Cultural Cooperation between the Ministry of Culture of the Slovak Republic and the Department of Arts, Heritage, the Gaeltacht and the Islands. Dublin 18 October 2001
- Agreement between the Ministry of Culture of the Slovak Republic and the Ministry of Culture and Arts of Ukraine on Cooperation in the Field of Culture. ŠtrbSlovak Republicé Pleso 23 January 1996
- Agreement between the Ministry of Culture of the Slovak Republic and the Ministry of Culture of the Republic of Uzbekistan in the Fields of Culture and Arts

**- Protocols of implementation and Programmes of cooperation**

- Programme of Cooperation between the Slovak Republic and the French Community of Belgium and Walloon Region for the period of 2002 – 2003
- Programme of Cooperation between the Ministry of Culture of the Slovak Republic and the Ministry of Culture of the Czech Republic for the period of 2001 – 2003
- Programme of Exchange between the Government of the Slovak Republic and the Government of the State of Israel in the Fields of Culture, Education and Science for the period of 2001 – 2004
- Programme of Cooperation between the Government of the Slovak Republic and the Government of the Federal Republic of Yugoslavia on Cooperation in the Fields of Culture, Education, Youth, and Sport for the period of 2002 – 2005
- Programme of Cooperation between the Ministry of Culture of the Slovak Republic, Ministry of Education of the Slovak Republic and the Ministry of Culture of the Grand Duchy of Luxembourg
- Programme of Cooperation between the Slovak RepublicS and the Free State of Bavaria for the period of 2002 – 2003 based on a session of the Slovak – Bavarian Commission
- Programme of Cultural, Educational and Scientific Cooperation between the governments of the SR and of the Kingdom of Norway
- Programme of Cooperation between the Ministry of Culture of the Slovak Republic and the Ministry of Culture of Romania for the period of 2002 – 2005
- Programme of Cooperation in the Fields of Education, Science and Culture between the Government of the Slovak Republic and the Government of the Republic of

Slovenia for the period of 1999 – 2002 (validity extended until a new document is signed)

- Programme of implementation for the Cultural Agreement between the Government of the Slovak Republic and the Government of the Italian Republic for the period of 2001 – 2005
- Programme of Educational, Scientific and Cultural Cooperation between the Government of the Slovak Republic and the Republic of Finland
- Programme of Cooperation in the Fields of Education and Culture between the Slovak Republic and the Kingdom of Spain for the period of 1999 – 2001
- Programme of Cooperation in the Fields of Education and Culture between the Slovak Republic and the Hellenic Republic for the period of 1999 – 2002
- Programme of Cultural, Educational, Scientific, Linguistic, Expert and Institutional Cooperation between the Government of the Slovak Republic and the Government of the French Republic
- Programme of Cooperation between the Ministry of Culture of the Slovak Republic and the Ministry of Culture of the Republic of Croatia
- Plan of Cooperation between the Ministry of Culture of the Slovak Republic and the Ministry of Culture and Arts of Ukraine for the period of 2003 – 2007
- Agreement between the Ministry of Culture of the Slovak Republic and the British Council in Slovakia for the period of 2003 – 2006

The Slovak Republic is part of the following UNESCO and Council of Europe conventions:

- European Cultural Convention
- The European Convention on Cinematographic Co-production
- The European Convention on the Protection of the Archaeological Heritage (Revised) Ratification of the Convention on the Protection of the Archaeological Heritage
- The Convention on the Protection of the Architectural Heritage of Europe
- The Framework Convention on the Protection of National Minorities and the Explanatory Report
- European Convention on Transfrontier Television
- Convention Concerning the Protection of the World Cultural and Natural Heritage
- Convention for Safeguarding the Intangible Cultural Heritage
- Convention on the Protection and the Promotion of the Diversity of Cultural Expressions

As far as international norms are concerned, Article 7 section 5 of the Constitution of the Slovak Republic is of great importance : it says that international treaties on human rights and basic freedoms, international treaties whose execution does not require passing of a law, and international treaties which directly secure rights and obligations of natural persons or legal persons, and which were ratified and declared in a way prescribed by law take precedence over laws.

A general framework for the status of artists is provided by stipulations of international norms of labour and social security ratified by the Slovak Republic. Even if these international norms, however, do not deal exclusively with artists, they significantly influence their social position. They can be found especially in the following documents:

- Universal Declaration of Human Rights (UN)
- Convention for the Protection of Human Rights and Fundamental Freedoms (UN)

- International Pact on Civil and Political Rights (UN)
- International Pact for Economic, Social and Cultural Rights (UN)
- European Convention on Human Rights and Fundamental Freedoms (CE)
- European Social Charter (CE)
- Additional Protocol to the European Social Charter (CE)
- Complementary Protocol to the European Social Charter (CE)
- Conventions of the International Labour Organization n° 17/1925, 18/1925, 19/1925, 26/1928, 29/1930, 34/1933, 37/1933, 39/1933, 42/1934, 43/1934, 52/1936, 78/1946, 80/1946, 87/1948, 88/1948, 95/1949, 98/1949, 100/1951, 102/1952, 111/1958, 122/1964, 128/1967, 130/1969, 139/1974, 140/1974, 142/1975, 148/1977, 155/1981, 159/1983, 160/1985, 161/1985, 144/1976, 105/1957, 173/1992, 182/1999, 183/2000, 171/1990, 156/1981.

All international norms binding on the Slovak Republic are implemented in its legal regulations.

**Governmental bodies responsible for:**

**a) Cultural affairs**

Ministry of Culture of the Slovak Republic

**b) Cultural policy-making**

Ministry of Culture of the Slovak Republic; Government of the Slovak Republic.

**c) Working conditions of artists including disabled artists**

Ministry of Labour, Social Affairs and Family of the Slovak Republic, Government of Slovak Republic.

**d) Continuing training of artists and cultural workers**

Ministry of Culture of the Slovak Republic; Ministry of Education of the Slovak Republic.

**e) Cultural research**

Ministry of Culture of the Slovak Republic and:

- The Theatre Institute

The Theatre Institute is a research, documentary, information, promotion, study, consultancy, and analytical centre of theatrical culture for the whole territory of Slovakia, with some of its activities directed abroad as well.

The mission of the Theatre Institute is to purposefully gather, protect, scientifically evaluate, use, and make available material documents related to theatrical production.

Based on its mission and activities, the Institute's tasks in the Slovak Republics are as follows:

- to gather and evaluate information on theatres and theatrical production
- to systematically secure the documenting of production in the field of professional theatrical art in Slovakia, pursuant to Article 8 of the Act of National Council of the Slovak Republic n° 384/1997 Coll. on Theatrical Activities
- to protect, professionally and scientifically evaluate, restore, conserve and make available collection funds owned by the state and managed by the Theatre Institute
- to coordinate the development of a central database on theatrical production in the Slovak Republic
- to ensure a continual theatrological research into the staging practice and its historical relationships
- to do its own research as well as participate in research activities of other institutions in the theatrical field
- to publish plays and other theatrological literature as well as periodical and non-periodical literature related to theatre

- to cooperate (providing analytical, professional, information, and consultancy services) with the Ministry of Culture of the Slovak Republic, with other public administration and local government bodies operating in the field of theatrical culture, with theatres, theatrical ensembles and other cultural and social institutions
- to provide information and professional consultancy services, as resulting from its mission and objectives
- to cooperate with national and foreign partner institutions of a similar nature, to participate in the work of international organizations of which it is a member
- to support activities of Slovak centres of international non-governmental organizations working in the field of theatrical art
- to promote information about Slovak theatrical art, its producers and results in Slovakia and abroad

- The Music Centre

As an organization falling under the Ministry of Culture, the Music Centre has been a professional conceptual centre for music culture since 1997. In addition to its own concert activities (as an organizer, among other things, of the largest international music festival in Slovakia the Bratislava Music Festival), it operates in the field of documentation and creation of databases, carries out its own publishing periodical and non-periodical activities, and serves as a promotional-service centre with a music study room open to the public.

- The Centre for Information on Literature

The Centre for Information on Literature is a conceptual documentation centre for literature written in Slovakia. It monitors and documents the existence and promotion of Slovak literature abroad and is in charge of keeping an information database for this field. To disseminate Slovak literature abroad, it offers scholarships to foreign translators for their study stays in Slovakia. It cooperates with foreign publishers, supporting them in publishing the works of Slovak authors. It provides for an active participation of the Slovak Republic at international book fairs by creating a national stand and by other accompanying activities. It publishes periodical and non-periodical publications and prepares literary and cultural activities to support the literary process as well as to popularize and promote values of Slovak literary output at home and abroad.

- The Slovak Design Centre

The Slovak Design Centre has been a non-profit organization under the Ministry of Culture of the SR since 1991. Its mission is to acquire, preserve and promote information on design, providing permanent information support for the development of design in the Slovak Republic.

It is involved in the promotion of design, publishing, educational and exhibition activities, organizing of design competitions, expert consultancy and creation of specialized directories.

It cooperates with many design centres abroad and with international organizations of industrial and graphic designers (ICSID, ICOGRADA, IFI).

The Centre has long-term work contacts with many specialised institutions in the SR, including higher education institutions training future designers.

The SDC provides information on active designers in the SR in the field of industrial and graphic design. It keeps a database of manufacturing companies in the SR focused on the development of their own products as well as new production Programmes.

## **f) Tax policy and taxation in the field of culture:**

Ministry of Finance of the Slovak Republic; Ministry of Culture of the Slovak Republic.

### **Cultural policy**

#### **Policies aimed at promoting the arts**

The questions of arts, literature, and book culture at the Ministry of Culture of the Slovak Republic are dealt with by its Arts Section. The Section renewed and intensified its communication with professional public, artistic and professional civil associations as well as with the cultural community, and intensified cooperation with non-governmental and foreign entities in respective fields. It was in charge of an adequate execution of all tasks of state administration with regard to particular laws, coordination of activities in individual areas through cooperation with other central and local state administration bodies and local governments.

The Section's priorities include all activities contained in the Developed Programme Declaration of the Ministry of Culture of the SR in the field of arts. Its inherent part are priorities of individual commissions for purpose transfers and Programmes, used for the evaluations of individual projects, project proposals drawing support from public cash administration, and extraordinary cultural activities.

Priority areas for the support of musical art must, above all, include the following:

- Projects supporting works composed by Slovak composers – through concerts, exhibitions, festivals, or projects of audio-recordings in all music genres emphasizing a non-commercial nature
- Concert live
- Education for music and through music
- Foreign representation and international cooperation

Projects with an international dimension, focused especially on cooperation with the member as well as acceding EU countries, supporting the representation of the Slovak musical culture at significant international events abroad.

- Issuing periodical and non-periodical publications

#### **Priorities of the Ministry of Culture in the field of local culture**

In supporting the development of local and regional culture, the Ministry's priorities are especially with traditional and folk culture, spare-time artistic activities, educational activities, education for pro-social and pro-culture attitudes. The Ministry methodologically manages the activities through organizations which are under its direct control.

The field of local and regional culture, as well as its outreach towards local and regional organizations, is dealt with by a specialized institution – the National Educational Centre.

On a national level, the traditional culture as represented by live folk crafts and folk art production is looked after by a specialized cultural institution – the Centre for Folk Art Production (ÚLEUV).

#### **Allocation of public funds to cultural activities**

Public finances are allocated to artistic activities through a system of grants, which finances art institutions supporting artists' foreign stays and paying membership

subscription in international organizations; it also supports the organization of art events on the local, regional or transnational level, e.g. the Bratislava Music Festival (organized by the Music Centre, through an authorization by the Ministry of Culture of the Slovak Republic), and finances art supporting funds.

### **Art supporting funds**

The basic conception of arts funds (the Fund of Visual Arts, Music Fund, Literary Fund) was set up as early as in the Copyright Act n° 115/1953 Coll. The subsequent legislation (Copyright Act of 1965, Governmental Decree of 1968) further developed the conception of arts funds, defining their legal status, laying down their basic tasks and sources of income.

- The Fund of Visual Arts

The Fund of Visual Arts (FVU) is a cultural institution which has been operating in the Slovak Republic in the field of visual arts continuously since 1954. To support creative activities in the field of visual arts and architecture, the National Council of the Slovak Republic Act n° 13/1993 Coll. on Art Funds established the FVU as a national cultural public legal institution supporting and promoting original Slovak visual and architectural production, restoration, utility art as well as visual arts theory and criticism.

The Fund is managed by a Council consisting of 13 representatives of visual artists, architects and theorists delegated by arts associations and unions. Using its “Principles of Support”, the main mission of the FVU is to support creative artists. It is done by a direct funding in the form of scholarships (individual creative scholarships to support the creation of a new work based on thematic intentions of authors, graduate scholarships to young graduates of arts schools, and symposia scholarships supporting participation in international creative symposia), rewards and bonuses for exhibitions, study stays, congress participation, and other professional events abroad as well as contributions to the establishment of ateliers.

Based on Act n° 283/1997 Coll., the Fund ensures through a Protective Organization of Authors a collective management of rights, legal and consultation services to the authors of visual arts or architectural works.

On the territory of Slovakia, the FVU operates also in the field of commercial activities.

- Music Fund

The Music Fund is a national cultural, non-governmental, non-profit, non-membership, support institution of public service. It grants financial aid as well as services and information necessary for the creation, promotion and presentation of musical art. It provides support to the music producers with Slovak citizenship or with permanent resident permit in the Slovak Republic. In carrying out activities important for the development of creative production, the Fund cooperates with other legal and natural persons, residing and operating on the territory of the Slovak Republic.

The National Council of the Slovak Republic Act n° 13/1993 Coll. on Arts Funds newly conceived the position and the Slovak Republics of arts funds. The new democratic and self-governing nature of the funds allows them to fulfill their mission of being national cultural institutions of public service. The Act made supporting a more objective process, resulting from an autonomous decision-making of producers in all genres observing the principles of public monitoring the funds' activities and management. It must be emphasized that the new law does not claim any funds from the state budget.



One of the basic incomes of the Music Fund are contributions of users of works, pursuant to Act n° 13/1993 Coll. Other sources channelled to the Fund are contributions for the using of free works and contributions of the receivers of authorial rewards. Yields from business activities focused not on the creation of profit, but on the creation of sources for supporting activities, is also an important, complementary part of the funds' incomes.

The basic mission of the Music Fund is to create material conditions for the production and dissemination of works and art values in all fields of artistic activities.

The support of music art is done through a Music Fund Council. To support creative activities, the Fund:

- a) grants a financial subsidy pursuant to its Principles of Support
- b) establishes and administers foundations
- c) establishes and manages homes and clubs
- d) uses profit of legal persons and utility facilities
- e) promotes and presents, through its departments, music art at home and abroad.

The basic mission of the Fund is accomplished, above all, by granting several types of financial subsidies to support particular art projects. The sense of this supporting activity is to aid the artist in the creation of a work, including the preparation for its creation as well as its promotion. A project's quality is the main criterion for getting support from the Fund. The above approach positively proves the fact that the Fund has an important role and unique means to activate free artistic expression. The most effective, and thus most frequent forms include creative scholarships to support the origin of a new work, and the study of a demanding artistic repertoire, creative scholarships to gain new creative and artistic experience, including the preparation for a competition, prizes and bonuses used to reward excellent works and interpretative performances, travel allowances at home and abroad, social subsidies to address acute financial problems, and grants to ensure activities important for the development of a creative activity (production of audio-carriers, publishing books and note-papers, organizing concerts, festivals, conferences).

- Literary Fund

The Literary Fund is a national cultural institution of public benefit. It supports the production of new works in the field of verbal, theatrical, radio, television, and film culture.

The Fund is a non-profit collecting financial means and using them to support the achievement of a generally beneficial purpose or to provide a humane aid to an individual person or a group of persons who have found themselves in a state endangering their life or need acute help as a result of a natural disaster. As a generally beneficial purpose, the Act considers especially the following:

- a) development and protection of spiritual values,
- b) protection of human rights,
- c) protection and creation of the environment,
- d) preserving natural and cultural values,
- e) protection and support of health and education,
- f) development of social services.

**Measures to improve cultural infrastructures (museums, concert or theatre halls, libraries, etc.)**

By law, Slovak art and culture (that is Slovak artists) are supported by arts funds – see Act n° 13/1993 Coll.

### **Measures intended to support integration of disabled artists**

In its decision n° 911/2002, The Government of the Slovak Republic approved a National Programme for the Development of Living Conditions of Disabled Citizens in All the Spheres of Life. The Programme is a set of measures to be gradually fulfilled by state administration bodies in cooperation with the involved civic associations. The aim of the Programme is to improve life of disabled citizens, facilitating their inclusion into full life, including improving their access to work, information, culture and sport. The Ministry of Culture of the SR carries out the measures with regard to providing the disabled equal access to culture. The national TV and radio carry out measures to facilitate equal access to information and culture and, at the same time, they produce special Programmes focused on the disabled. The Programme is of a universal nature, that is, it does not contain special measures related only to artists.

There is no specialized law focused on the support of integration of disabled artists, it is governed by a general regulation – the National Council of the Slovak Republic Act n° 387/1996 on Employment, amended by subsequent regulation. Based on the above Act, employees and the registered unemployed have a right to use labour market active policies instruments to get a job. The Employment Act entitles the citizens with changed work abilities to work rehabilitation - in order to support their procurement of a new job. The policies include consultancy services with regard to finding a job, being successful in it, training and preparation for work, employment mediation services and creation of suitable work conditions. The work rehabilitation costs are covered by a labour office.

Furthermore, the Employment Act says that a labour office provides the employer employing a disabled person subsidy supporting the creation of a protected workshop or workplace. The subsidy is also granted to a self-employed disabled person. The Employment Act lays down obligations for employers to ensure suitable working conditions for disabled citizens (citizens with changed work abilities), to give them orientation and prepare them for work as well as to pay special attention to increasing their qualification, to keep specific records of persons with changed work abilities. Certain measures facilitating integration of disabled persons can also be found in Act n° 195/1998 Coll. on Social Aid as amended by later regulation. This Act, however, has a general character as well.

## **LEGAL FRAMEWORK**

### **Laws and rules regulating activities of artists with regard to:**

#### **a) Employment and working conditions**

The National Council of the Slovak Republic Act n° 387/1996 Coll. on employment in the reading of subsequent regulation.

Note: a draft of a new Act on Labour Market Services is currently in the legislative process. The Act will significantly change current employment regulation. As far as disabled persons are concerned, it will grant them more advantages. In the work on the draft proposal, the Ministry of Culture of the SR demanded to include into the group of disadvantaged persons also ballet artists and some performers of music who cannot do their profession any longer. The disadvantaged persons are defined as persons for whom

it can be very difficult to find job in the labour market, who can find it only with an increased support of the state. Unfortunately, the Ministry of Labour, Social Affairs and Family of the SR, as the one in charge of the proposal, did not accept the demand of the Ministry of Culture, arguing by an EU law which prohibits applying discrimination by branch in a state's employment support policies. However, the said proposal includes into a group of disadvantaged persons also the persons who have lost their ability to do their current work, but who are not disabled persons. Under certain circumstance, it is possible to include here artists as well.

#### Legal regulation of working conditions

No specific law regulates labour relations and conditions of artists – general regulation applies here. However, both the Labour Code as well as the Act on Civil Service contain specific provisions specifically fixing some conditions of work of the theatre and music artists, including their remuneration. - Act n° 311/2001 Coll. Labour Code as amended by later regulation – valid for private sector

- Act n° 313/2001 Coll. on Public Service as amended by later regulation – valid for employees of public sectors. In addition to the Act on Civil Service, these employees also, subsidiarily, fall under the effect of the Labour Code.
- Act n° 383/1997 Coll. – Copyright Act
- Act n° 90/1996 Coll. on the Minimum Wage (decree of the Government of the SR n° 514/2002 Coll. defining the minimum wage as SKK 5,570 per month or SKK 32 for one hour of work)
- Act n° 96/1991 Coll. on Public Cultural Events
- Act n° 283/1997 Coll. on Collective Administration of Rights,
- Act n° 13/1993 Coll. on Art Funds,
- Act n° 1/1996 Coll., amended by Act 116/1998 on Audiovision,
- Act n° 52/1959 – the Adult Education and Cultural Act amended by Act n° 186/1997 Coll.
- Act n° 81/1996 Coll. on Periodicals,
- Act n° 384/1997 on Theatrical Activities,
- Act n° 385/1997 Coll. on the Slovak National Theatre,
- Act n° 169/1994 Coll. on the State Cultural Fund Pro Slovakia,
- Act n° 270/1995 on the Official Language of the Slovak Republic,
- Act n° 296/1996 Coll. – the Library Act,
- Act n° 114/2000 Coll. on the Slovak Philharmonic Orchestra.

#### **b) Social security (health insurance, labour injuries, health disability, unemployment and retirement pensions)**

The social security of artists is not regulated by specific laws – they fall under the following general social security regulation.

- The Social Insurance Act n° 413/2002 defines the first pillar of the compulsory social insurance – the so-called solidarity pillar of continuous financing. Effective from 1 January 2004, the Act withdrew the artists' length of service pension. It lays down conditions for the rise of claim to an old-age pension, invalidity pension, partial invalidity pension, widow(er)'s pension, orphan's pension, claims to health insurance, injury insurance at the occurrence of an occupational illness or injury, unemployment benefits, the amount of individual pension instalments, a way and amount of insurance tax as well as the organization and institutionalization of the continuous pillar (1st pillar) of the compulsory social insurance.

The Act is conceived on a universal principle: it does not give preferences to any professions or branches. As a result of this, artists' (ballet and music artists) length of service pension has been withdrawn as well (former Act on Social Security n° 100/1988). Both the employers and employees are obliged to contribute to the system. Currently, a draft proposal of an act on old-age pension savings is in the legislative process. It will define the so-called capitalization pillar (2nd pillar) of the compulsory social insurance, based strictly on the principle of merit, that is, individual savers' accounts. The pillar does not contain any solidarity elements.

- The National Council of the Slovak republic, Act n° 123/1996 Coll. on Supplementary Pension Insurance Scheme for Employees, as amended by Act n° 409/2000 Coll. It is a voluntary supplementary insurance of employees (the so-called 3rd pillar of social insurance). The system is contributed to both by employers and employees. The payments are a result of collective bargaining (collective contract) and are granted advantage in the tax system, both for employers and employees. (They are the state's motivating measures to encourage employees to put off their consumption and employers to take a greater share in their employees' social insurance). Even if this additional pension insurance is voluntary, law imposes on employers employing workers performing highly riSlovak Republic works an obligation to pay for such employees contributions to the additional pension insurance. This applies also to some artists, such as ballet artists, music artists, actors. However, a draft proposal of law on additional retirement saving which is expected to abolish legal obligation for the employer to insure additionally those employers who perform riSlovak Republic works is currently in the legislative process.

- The National Council of the SR Act n° 273/1994 on Health Insurance, Financing of Health Insurance, the Establishment of the General Health Insurance Company and the Establishment of Sectoral, Occupational, Corporate and Civil Health Insurance Companies amended by later regulation  
It regulates health insurance as a basis of health care, organization and financing of health insurance as well as its institutional framework.  
The Act defines a universal system of obligatory health insurance based on the principle of solidarity. There is no regulation which would specifically address health insurance of artists. The system must be contributed to both by employees (3.7% of the assessment basis) and the employer (10% of the assessment basis). Persons performing independent work, including artists with a free profession, pay to the obligatory health insurance contributions in the amount of 13.7% of the assessment basis. Health insurance pays costs of a complete health care. However, compensation for the loss of income during the period of work inability is provided pursuant to law on the compensation of income during temporary work inability of an employee and to law on social insurance.

- Act. n° 272/1994 Coll. on Human Health Protection,
- Act. n° 277/1994 Coll. on Health Care amended by later regulation,
- Act n° 140/1998 Coll. on Medicinal Products and Medical Devices,
- Act n° 274/1994 Coll. on Social Insurance Company,
- Decree n° 149/1988 by which the Act on Social Security is executed,
- new Act n° 413/2002 Coll. on Social Insurance
- Act n° 330/1996 Coll. on Safety and Health Protection at Work, amended by later regulation,
- Act n° 320/1993 Coll. on the Regulation of Compensation for the Loss of Earnings

- after the End of Work Inability Caused by Work Injury or Occupational Illness,
- Act n° 314/2001 Coll. on the Protection against Fire
  - Act n° 387/1996 Coll. on the Employment, amended by later regulation
  - Act n° 125/1998 on the Subsistence Minimum and Specification of Sums for the Purposes of State Social Benefits as amended by later regulation
  - Decree of the Government of the SR n° 522/2002 Coll. – Collective Agreement in Public Service for 2003
  - Act n° 152/1994 Coll. on Social Fund, amended by later regulation
  - Pregnancy and maternal leave
    - Act n° 311/2001 Coll. – Labour Code - § 151 – 177 (maternal leave and parental leave - § 166 – 169 Labour Code),
    - Act n° 280/2002 Coll. on Parental Allowances,
    - Act n° 281/2002 on Child Allowance and Supplementary Child Allowance
  - Health impairment
    - Act n° 320/1993 on the Regulation of Compensation for the Loss of Earnings after the End of Work Inability Caused by Work Injury or Occupational Illness,
    - Decree n° 340/2002 Coll. – measure of the Ministry of Labour, Social Affairs and Family of the Slovak Republic of 25 June 2002 defining the percentage and the period of the compensation for the loss of earning after the end of work inability caused by work injury or occupational illness,
    - Act n° 54/1956 Coll. – on Sickness Insurance of Employees (it will be substituted by a new Act n° 413/2002 Coll. on Social Insurance),
    - Act n° 100/1988 Coll. on Social Security, amended by later regulation,
    - Decree n° 149/1988 Coll. by which Act on Social Security is executed,
  - Pension
    - Act n° 100/1988 Coll. on Social Security, amended by later regulation,
    - Decree n° 149/1988 by which the Act on Social Security is executed,

### **c) Training**

General laws apply:

- Act n° 29/1984 Coll. on the System of Primary and Secondary schools (Schools Act) as amended,
- Act n° 131/2002 on Higher Education,
- Act n° 386/1997 Coll. on Further Education

## **WORKING CONDITIONS**

### **Work permit or “professional” status**

The performance of an artistic activity as a free profession in the Slovak Republic is not regulated by law. It means an absolutely free creation without any limitations for everyone.

### **Health care system**

There is no specific regulation on the protection of health of artists.

- The National Council of the Slovak Republic Act n° 272/1994 Coll. on Human Health Protection, amended by later regulation, lays down rights and obligations of the state administration bodies, other legal and natural persons, performance of state administration and state health monitoring of the human health protection. It is a universal regulation with reference to all persons, including all categories of artists.

- Act n° 273/1994 on Health Insurance, amended by later regulation,
- Act n° 277/1994 Coll. on Health Care, amended by later regulation,
- Act n° 140/1998 Coll. on Medicinal Products and Devices,
- Act n° 330/1996 Coll. on Safety and Health Protection at Work, amended by later regulation,
- Act n° 314/2001 Coll. on Protection against Fire
- Act n° 54/1956 Coll. - on Sickness Insurance of Employees (it will be substituted by new Act n° 413/2002 Coll. on Social Insurance)
- Act n° 311/2001 Coll. – Labour Code - § 146-150, § 195 – 209, § 213

### **Private healthcare systems**

There is no regulation providing a specific system of health care for artists – general regulation applies to them as well.

The access to health care provided by private doctors is available to everyone, including artists. The prices in private health facilities are, however, higher than in general public health facilities.

### **Administrative inspections**

Labour inspections are carried out by the Ministry of Labour, Social Affairs and Family, National Labour Inspectorate.

Labour inspection includes control of all generally binding regulation as well as other regulation, and an employer's internal rules related to the safety and protection of health at work.

### **Governmental bodies in charge of labour inspections**

The Ministry of Labour, Social Affairs and Family of the Slovak Republic (MPSVR SR) is responsible for the development and exercise of the state policy of labour protection and for the inspection of labour.

The observance of labour, safety and health protection rules in the Slovak Republic is regularly controlled by labour inspection offices (National Labour Inspectorate) as well as labour offices. In addition to this, to control the observance of safety and health protection during work, representatives of employees are elected at every workplace. Based on Act n° 95/2000 Coll. on Labour Inspection, state administration in the field of labour inspection is carried out by:

- Ministry of Labour, Social Affairs and Family of the Slovak Republic,
- National Labour Inspectorate
- individual labour inspectorate offices – in Bratislava, Trnava, Trenčín, Nitra, Žilina, Banská Bystrica, Prešov, and Košice.

### **Penalties**

Sanctions for violation of rules ranges from fine to order to stop work

Based on § 17 Act n° 95/2000 Coll. on Labour Inspection a labour inspectorate is authorised to impose a penalty:

a) on an employer

for violation of obligations pursuant to this Act - to provisions as stated in § 2 paragraph 1 part a) or for violation of responsibilities pursuant to collective agreements up to SKK 1,000,000, and if as a result of such violation a fatal occupational injury to an employee occurred, a minimum of SKK 100,000; for non-compliance with obligation imposed, the fine may be doubled,

b) on a natural person who is an entrepreneur, and is not an employer, for violation of

obligations pursuant to this Act and to provisions as stated in § 2 paragraph 1 part a), in point 2, to the amount achieved according to part a),

c) on chief employees who by their own fault violated obligations pursuant to provisions as stated in § 2 paragraph 1 part a), responsibilities pursuant to a collective agreement, gave order for such violation or who concealed circumstances significant to the performance of labour inspection, up to threefold their average monthly earnings,

d) on a natural person or legal person who executes, without a relevant license or authorisation, an activity subject to licence or authorisation issued by the relevant state administration body in the field of labour inspection according to this Act, up to SKK 1,000,000.

Upon imposing a penalty pursuant to paragraph 1, the labour inspectorate takes account of the gravity of ascertained deficiencies and their implications.

Imposing a penalty on a chief employee shall not rid the employer of responsibilities for the same violation of obligations pursuant to this Act and specific provisions.

## **SOCIAL WELFARE**

### **Insurance schemes**

The social security system guarantees all insured persons compensation for earnings during the period of:

- illness
- caring for a household member during his/her incapacity to work
- maternity/parental leave
- pregnancy, if, as a result of this, an employer cannot perform her work
- old age (old age pension)
- invalidity (partial invalidity pension, invalidity pension)
- effects of an injury (injury pension, on-the-spot compensation),
- unemployment

Social insurance is obligatory for employed persons (contributions are paid by employees and employers). Non-obligatory social insurance is intended for independently working persons (e.g. entrepreneurs), including artists who perform their artistic activities as free profession (not being in the position of employed artists, working under a work contract).

### **Complementary insurance schemes**

Artists are not obliged to conclude additional insurance contracts, the so-called voluntary supplementary insurance. However, an employer, if he/she employs employees performing highly risky works, must by law provide such employees supplementary pension insurance, also in the case if such an employee does not pay himself/herself contributions to supplementary pension insurance. The category of highly risky works includes activities defined by a state health body as belonging to categories 3 or 4, to which some artistic professions (e.g. ballet artists, music artists, actors, artistes). Such employer's obligation is, however, withdrawn from a draft proposal of a new law on supplementary pension savings.

### **Governing body in charge of the administration of contributions**

Social insurance contributions (basic) are administered by the Social Insurance Company. The Company is an institution of public service controlled and administered

on a tripartite principle (one third of its board of directors and advisory board consists of representatives of the state, one third of trade organizations, and one third of employers' organizations). The Social Insurance Company is financially separated from the state budget. This principle applies also to health insurance companies.

Supplementary retirement insurance companies are governed and administered by representatives of employees and employers and are separated from the state budget as well. However, law requires the state to guarantee the solvency of the Social Insurance Company, supplementary retirement insurance companies as well as health insurance companies.

The social security and health reforms introduced an essential change to the institutional framework of social insurance. The continuous pillar (1st pillar) of social insurance will be still administered by the Social Insurance Company, though there is a proposal to cancel its tripartite system of management. The capitalization pillar (2nd pillar) will be administered by private managerial companies, which shall allocate the finances of the insured persons in finance and capital markets. This way of management is proposed also for the new system of voluntary supplementary retirement savings and for compulsory health insurance.

## **REMUNERATION**

### **The minimum level of payment**

The National Council of the SR Act n° 90/1996 Coll. on the Minimum Wage as amended by later regulation sets the minimum monthly wage (SKK 6,800) and the minimum wage per hour. At the same time, it lays down minimum wage rates determined for individual categories of work. The Act directly prohibits setting monthly and hourly wage lower than the minimum wage.

Wage is directly perceived by artists. Law ensures that it is in all cases given directly to the artist. As for the support of artistic activity, granting contributions to artists for artistic activities is regulated by the National Council of the SR Act n° 13/1993 Coll. on Art Funds.

Art funds are institutions of public service financed mostly from artists' contributions. Artists are obliged to pay contributions to an artistic fund by virtue of the National Council of the SR Act n° 13/1993 Coll. on Art Funds. However, this does not automatically entitle them to a support from an arts fund.

Artists are paid according to their contract, with the exception of rewards for the use of rights which are subject to the so-called collective administration of rights (Act n° 283/1997 Coll. on the Collective Administration of Rights under the Copyright Act) when they receive rewards through several organizations:

- SOZA –Slovak Union for Protection of Music Production Copyrights.
- LITA – Protecting Association of Authors.
- SLOVGRAM – Independent Association of Performing Artists and Producers of Sound and Audiovisual Recordings.
- OZIS – Association Protecting Performers and Authors of Slovakia.
- OOA – Association Protecting Authors (visual arts works).



## **UNEMPLOYMENT**

### **Unemployment insurance scheme**

There is no specific system of unemployment insurance for artists. The National Council of the SR Act n° 387/1996 Coll. on the Employment, as amended, lays down universal system of insurance in the case of unemployment which imposes on all employees, employers as well as persons performing independent work, including artists, an obligation to contribute to the system. The extent and duration of the unemployment benefits payment is subject to permanent legislative changes, leading to making the conditions for receiving support stricter, as well as to the reduction of the amount of payments. From 1 January 2004, the employment fund has been moved under the Social Insurance Company.

## **ILLEGAL WORK**

### **Scale of illegal work**

Illegal work is relatively widespread. It's estimated around 40 %.

The absence of effective mechanisms makes it very difficult to remove such work. One of possible measures to fight it could be the taking away of benefits, and their retrogressive exaction or the exaction of tax differences, if it is determined that a person did not declare all incomes (here apply penalties, see Act n° 366/1999 Coll. on Income Tax and Act. n° 511/1992 Coll. on Administration of Taxes and Fees).

### **Control and sanctions**

Administrative checks should be carried out by labour offices. Illegal work is not effectively penalized by the judicial system.

## **TAX STATUS AND TAX ADVANTAGES**

### **Tax status**

Artists do not enjoy a particular tax status. Perhaps only deductible items and a possibility to pay a lump-sum tax.

Act n° 366/1999 Coll. on Income Tax:

§ (9) If a taxpayer does not claim tax expenses proved to be spent for achieving, securing or maintaining income, he/she can claim expenses, with the exception stated in § (11) paragraph 2, in the amount of 35 % of the income stated in paragraph 2 part a) with the exception of income as per paragraph 8.

§ (10) If a taxpayer claims expenses as per paragraph 9, the amounts shall include all the taxpayer's expenses used with regard to achieving, securing and maintaining incomes from entrepreneurial and other independent profit-making activity, with the exception of the expenses which were covered by subsidies, support, contributions from the state budget, from local budgets, from state funds and from the National Labour Office, and which can be claimed most in the provable amount, if these subsidies, supports and contributions are included into incomes. If a taxpayer claims expenses as per paragraph 9, he/she is obliged to use such way of claiming expenses also in the case of remaining types of incomes stated in paragraphs 1 and 2.

### **Royalties and tax system**

Concerning royalties, the Act n° 366/1999 Coll. on Income Tax apply, like for all other incomes.

### **Exemptions regarding import duties on cultural products and materials required for cultural production**

Exemptions are slight, for example:

- Customs Act – Act n° 238/2001 Coll. and current customs rate table

### **Provisions on inheritance tax**

There are no rovisions on inheritance tax according the Act n° 318/1992 Collec. On Real Estate Inheritance, Devise and Transfer tax - amended by later regulation.

## **INTERNATIONAL MOBILITY OF ARTISTS**

### **Fellowships and financial aids to promote:**

#### **a) the mobility of artists**

Several scholarships are available to promote the mobility of artists, such as governmental, ministerial, grants, projects ERASMUS, SOCRATES, LEONARDO, etc.

#### **b) the mobility of works**

Several scholarships are available to promote the mobility of works – governmental, ministerial, grants, etc.

### **Recognition of foreign diplomas**

Decisions on recognition of diplomas shall be made by:

a) A higher education institution in the Slovak Republic carrying out the study Programmes in the fields of study identical or related to those indicated in the submitted documents of education. If the contents of the studies are only partly identical, the higher education institution may invite the applicant to take additional examinations or to complete and defend his Bachelor thesis, diploma thesis, examina rigorosa or dissertation thesis

b) The Ministry, in case that there is no higher education institution in the Slovak Republic to carry out the study Programmes identical or related to those stated in the submitted certificate.

c) The diplomas issued by a foreign higher education institution or other authorised bodies of the State that has concluded an agreement with the Slovak Republic on mutual recognition of diplomas are equivalent with those issued by a higher education institution in the Slovak Republic, provided that these credentials are covered by the above agreement. Decisions on equivalence of diplomas shall be issued by the Ministry.

d) A credential on award of academic degree based on the defence of a dissertation thesis pursuant to Section 54 Clause 21 issued by a foreign higher education institution is equivalent to the credential on award of academic degree of PhD issued by a higher education institution in the Slovak Republic.

e) Details on the procedure in recognition of diplomas are specified in general regulation issued by the Ministry

### **Provisions in national laws in regard to foreign artists**

Employing foreigners is governed by Act n° 387/1996 Coll. on Employment as amended by later regulation. A foreign national can work through a work contract only

after it has been approved by a District Labour Office, within 90 days of the issuance of an approval to employ a particular foreigner.

The employment of citizens of the Czech Republic is done through a Contract between the Slovak Republic and the Czech Republic of 29 October 1992 (Declaration of the Ministry of Foreign Affairs of the Slovak Republic n° 317/1994 Coll.) and an Administration Convention by which the Contract is executed of 30 January 2001 (Declaration of the Ministry of Foreign Affairs of the Slovak Republic n° 109/2001 Coll.).

A citizen of the Czech Republic may be employed through a work contract and all necessary documents in the same way as a citizen of the Slovak Republic. The origin and termination of a contractual work relation must be reported to a district labour office through a registration card (Act n° 109/2001 Coll.).

## **COLLECTIVE REPRESENTATION**

### **Trade union freedom**

The trade union freedom is protected by the Constitution of the Slovak Republic (Art. 36 and 37), respective conventions of the International Labour Organization, European Social Charter; International Covenant on Economic, Social and Cultural Rights; Convention on the Protection of Human Rights and Fundamental Freedoms; Labour Code (Act n° 312 Coll. as amended by later regulation); Act n° 2/1991 Coll. on Collective Bargaining as amended by later regulation; Act n° 83/1990 on Association of Citizens, as amended by later regulation; Act n° 313/2001 Coll. on Public Service as amended by later regulation; Act n° 312/2001 Coll. on the State Service and on changes and supplements to some laws as amended by later regulation; Act n° 106/1999 Coll. on Economic and Social Partnership (Tripartite Act).

### **Prerogatives of trade unions recognized by law**

- collective bargaining and concluding collective contracts on wage, working and social conditions
- right to go on strike
- obligation of an employer to negotiate in advance with a respective trade union body for questions concerning :
  - conditions for the employment of employees as well as specific working conditions of women, youth, and employees with changed work abilities,
  - essential questions of corporate social policy, measures to improve hygiene of work and work environment
  - measures related to a larger number of employees
  - measures related to economic, social, health and cultural interests of employees
  - organizational changes (restriction or termination of an employer's activities, fusion, merger, division and change of the employer's legal form)
  - a notice given to an employee (under a sanction of its invalidity)
  - measures related to the employer's recreational and social facilities
  - measures to prevent injuries and occupational illnesses and to protect employees' health
  - questions related to the observance of safety and health protection at work,
  - right to information on fundamental questions of the development of the employer's activities and on economic results

- control activities focused on the observance of rules, including wage rules and commitments resulting from a collective agreement
- participation in the proposal of laws in the field of work law, social field or with a significant effect on social and living conditions of the population – obligation of governmental bodies to negotiate in advance with trade union organizations draft proposals of rules.

### **Collective agreements**

Act n° 106/1999 Coll. on Economic and Social Partnership (the Tripartite Act) requires ministries and other central state administration bodies to negotiate in advance, through the Council of Economic and Social Contract of the Slovak Republic (a tripartite council on a national level), with trade union organizations as well as with employers' organizations, the proposals of generally binding legal rules and conceptual documents related to economic and social interests of employees and employers.

Collective bargaining in the private sector is carried out on two levels: through collective contracts of a higher level (a branch level) and corporate collective contracts. Corporate collective contracts are concluded by a concrete employer and cover all employees of that employer without any regard to the fact whether individual employees are trade union members. Collective contracts of a higher level are concluded between a union of employers and particular trade union association.

A higher level collective contract is binding on all employees of the employers for which the employers' union concluded such a contract, irrespective of whether employees are trade union members. If suggested by a social partner, the Ministry of Labour, Social Affairs and Family of the Slovak Republic may extend the applicability of a higher level collective contract to other employers in a particular branch, provided that criteria of similarity of economic and social conditions as well as similarity of the object of activity are fulfilled. In the private sector, the subject content of the collective bargaining is liberalised, however, collective contracts must heed a minimum range of employees' rights guaranteed by law.

### **Promotion of social dialogue**

The Council for Economic and Social Contract is a common initiation and consultancy body of the Government, trade unions and employers to support social dialogue.

The support of social dialogue within the Government falls under the responsibility of the Ministry of Labour, Social Affairs and Family of the Slovak Republic (preparation of proposals of legal rules; keeping records of intermediaries and arbitrators; extension of higher level collective agreements); the Deputy Prime Minister; the Minister of Economy (presiding over the Council for Economic and Social Contract); and, in certain general policy issues, the Government.

Within trade unions, the social dialogue falls under the responsibility of respective union headquarters, and, in the case of private sector employers, respective employers associations. An institutionalised tripartite social dialogue on the level of the Government, the Confederation of Trade Union Associations of the Slovak Republic, and the Federation of Employers' Associations of the Slovak Republic has been under way since 1990 – in the form of a Council for Economic and Social Contract of the Slovak Republic. In regions, regional councils for economic and social contract have voluntarily been founded.

## **Mediation**

In the dispute about the conclusion of a collective contract a mediator serves as an independent intermediary. An intermediary may be decided on mutually by the parties to the dispute (an employer or a trade union organization), or it is determined, if proposed so by some of the contracting parties, by the Ministry of Labour, Social Affairs and Family.

- If the proceeding before an intermediary was not successful, a contracting party may ask an arbitrator to decide in their dispute. The decision of an arbitrator is binding on both parties. Upon delivering the arbitrator's decision, the collective contract is concluded, making individual claims to be enforceable by court.

Upon the request of one of the contracting parties, a judge may revoke the arbitrator's decision only if it is in violation with generally valid legal regulation.

- In the public sector, the dispute on the conclusion of a collective contract involves a conciliator, and, in the next stage, a board of conciliation.

- Commissions of conciliation, operating in the disputes on the conclusion of a collective agreement in public service, are mutual parity bodies of the Government and trade unions. (Both the Government and trade unions appoint half of the members of a commission of conciliation).

## **Procedures to settle conflicts regarding the conclusion of collective agreements**

The Slovak Constitution safeguards the plurality of trade unions. At collective bargaining, an employer is obliged to bargain with all trade union organizations operating within the company.

In case of a conflict regarding the conclusion of a collective contract, law defines voluntary procedures how to settle conflicts – proceedings before an intermediary as well as before an arbitrator. If mechanisms of dispute settlement before an arbitrator are not used, a trade union organization may decide to go on strike. If obligations are not observed, claims arising from collective contracts are enforceable by court action.

In the public sector, collective bargaining is limited by a legal system under which employers fall.

For public service employees, the subject range of collective bargaining is defined by a regulation on public service (Act n° 313/2001 Coll. on Public Service as amended by later regulation). In this sector, collective contracts may be concluded only on the level of employers. On a national level, collective agreements between the Government and particular trade union headquarters are concluded. Collective agreements, however, are not enforceable by court action (they are “gentlemanly” agreements). Public service employees have the right to go on strike. Majority of artists employed through a work contract fall under the effect of law on public service.

## **CONTINUING TRAINING AND FINANCIAL AID**

### **Legal framework**

- Act n° 29/1984 Coll. on the System of Elementary and Secondary Schools (Schools Act), amended by later regulation,
- Act n° 131/2002 Coll. on Higher Education,
- Act n° 386/1997 Coll. on Further education

## **Schools and institutions providing continuing training in the different artistic disciplines:**

- **Visual arts**

- Academy of Fine Arts

Rector: Assoc. Prof. Ján Hoffstädter, MFA

Hviezdoslavovo nám. 18,

83101 Bratislava

Tel.: +421 2 54 43 24 31

E-mail: [rektor@vsvu.sk](mailto:rektor@vsvu.sk)

[www.afad.sk](http://www.afad.sk)

- Faculty of Utility Arts of the Technical University in Košice

Letná 9, 040 01 Košice

Tel.: +421/55/602 2031, fax:+421/55/602 2177

E-mail: [dekan.fuu.@tuke.sk](mailto:dekan.fuu.@tuke.sk)

[www.fu.tuke.sk](http://www.fu.tuke.sk)

- Academy of Arts

J. Kollára 22, 949 01 Banská Bystrica

Tel.: +421/48/4145 127, 4320 111

E-mail: [sekrek@aku.sk](mailto:sekrek@aku.sk)

[www.aku.sk](http://www.aku.sk)

- Private Secondary Art School

Moyzesova 22, 955 01 Topoľčany

tel.:+421 38 532 0024, fax: +421 38 532 50 34

School of Utility Fine Arts of J. Vydra

Dúbravská cesta 9, Bratislava

Tel.: +421/25479 1361

E-mail: [suv@host.sk](mailto:suv@host.sk)

[www.suv.host.sk](http://www.suv.host.sk)

- **Music and dance**

- Academy of Music and Dramatic Arts

Ventúrska 3, 813 01 Bratislava

Tel.: +421 2 54 43 25 79, 54 43 23 06, fax: +421 2 54 43 25 79

E-mail: [slezacek@vsmu.sk](mailto:slezacek@vsmu.sk)

[www.vsmu.sk](http://www.vsmu.sk)

- Faculty of Music and Dance

Dean: prof. Ján Vladimír Michalko, ArtD

Zochova 1

813 01 Bratislava

Tel.: 421/2/5930 3511

fax: +421/2/5441 2056

E-mail: [htf.dekanat@vsmu.sk](mailto:htf.dekanat@vsmu.sk)

- Conservatory in Bratislava

Tolstého 11, 811 06 Bratislava 1  
Tel.: +421 2 54 43 53 41, fax: +421 2 54 43 03 04  
E-mail: [consbrat@netax.sk](mailto:consbrat@netax.sk)

- Dance Conservatory of Eva Jaczová  
Gorazdova 20, 811 04 Bratislava 1  
Tel.: +421 2 54 77 11 09, fax: +421 2 54 78 83 39  
E-mail: [gorazdova@svsba.Slovak Republic](mailto:gorazdova@svsba.Slovak Republic)  
<http://www.gorazdova.svsba.sk>

- Associated Secondary School  
Sklenárová 7, 824 89 Bratislava 26  
Tel.: +421 2 53 41 46 13, fax: +421 2 53 41 48 57  
E-mail: [zsssvba@host.sk](mailto:zsssvba@host.sk)  
<http://www.zsssvba.sk>

- Conservatory of J. M. Hurban  
J. M. Hurbana 12, 011 80 Žilina  
Tel.: +421 41 562 00 90, fax: +421 41 562 26 80  
E-mail: [konzervatorium@stonline.sk](mailto:konzervatorium@stonline.sk)

-Conservatory of J. L. Bella  
Skuteckého 27, 974 01 BanSlovak Republicá Bystrica  
Tel.: +421 48 412 32 14, fax: +421 48 412 46 56  
E-mail: [konzerva@konzjlbbb.sk](mailto:konzerva@konzjlbbb.sk)  
<http://www.consjlb.szm.sk>

- Conservatory  
Timonova 2, 042 03 Košice  
Tel.: +421 55 622 19 67, 625 74 95, fax: +421 55 622 20 92  
E-mail: [kon-ke@stonline.Slovak Republic](mailto:kon-ke@stonline.Slovak Republic)  
<http://www.cassovia.sk/konzervatorium>

- Secondary Art School  
Exnárová 8, 040 22 Košice  
Tel.: +fax: +421 55 671 78 43  
E-mail: [adam@sus.adam.sk](mailto:adam@sus.adam.sk)

- Church Conservatory  
Beňadická 16, 851 06 Bratislava 5  
Tel.: +421 2 63 81 40 30  
Fax: +421 2 63 83 08 95

- **Film and audiovisual media**

- Academy of Music and Dramatic Arts  
Rector: prof. Martin Čorba  
Ventúrska 3, 813 01 Bratislava  
Tel.: +421/2/5443 2172, fax: +421/2/54430125  
E-mail: [rektorat@vsmu.Slovak Republic](mailto:rektorat@vsmu.Slovak Republic)  
[www.vsmu.sk](http://www.vsmu.sk)

- Faculty of Film and Television  
Dean: prof. Stanislav Párnický, ArtD  
Ventúrska 3, 813 01 Bratislava  
Tel.: +421/2/5930 1430  
E-mail: [ftf.dekanat@vsmu.sk](mailto:ftf.dekanat@vsmu.sk)

- Faculty of Drama and Puppetry  
Dean: doc. Mgr. art Juraj Slezáček  
Ventúrska 3, 813 01 Bratislava  
Tel/fax: +421/2/5443 2579  
E-mail: [cabf.dekanat@vsmu.sk](mailto:cabf.dekanat@vsmu.sk)

- **Literature**

- Comenius University  
Department of Slovak Literature and Literary Theory  
Specializing in: theory and history of Slovak literature, critical reflection of contemporary literature, methodological issues of literary theory, translatology  
Gondova 2, 818 01 Bratislava  
Tel.: 421 2 5933 9212  
E-mail: [kshellv@fphil.uniba.sk](mailto:kshellv@fphil.uniba.sk) [www.phil.uniba.sk](http://www.phil.uniba.sk)

- Faculty of Education, Comenius University  
Department of Slovak language  
Račianska 59, 813 34 Bratislava  
Tel.: +421 2 4342 1124, 4329 1059  
Fax: +421 2 4425 4956  
E-mail: [ksj@fedu.uniba.sk](mailto:ksj@fedu.uniba.sk)

- Faculty of Education, Comenius University  
Department of Slovak language and literature  
Račianska 59, 813 34 Bratislava  
Tel.: +421 2 4342 1124, 4329 1059  
Fax: +421 2 4425 4956  
E-mail: [kshellv@fedu.uniba.sk](mailto:kshellv@fedu.uniba.sk)

- Faculty of Education Prešov University  
Department of Slovak language and literature  
Ul. 17. novembra 1, 081 16 Prešov  
Tel.: +421 51 772 5846  
Fax: +421 51 773 27 75

- Faculty of Education, Trnava University  
Department of Slovak language and literature  
Hornopotočná 23, 917 00 Trnava  
Tel.: +421 33 551 4618  
Fax: +421 33 551 6047



- Faculty of Education, Matej Bel University  
Ružová 13, 974 11 Banská Bystrica,  
Tel.: +421 48 436 4111  
Fax: +421 48 436 4444

### **Training for artists in administration**

There are not specific institutions providing training for artists in administration, administrative management and career management. There could be some general courses, workshops, retraining courses conducted either by trainer agencies or labour offices.

### **Research aid schemes**

- **The State Vocational Education Institute (ŠIOV)**

Creating and testing new, and innovating current, educational Programmes, teaching documents – in cooperation with its expert commissions. Preparing analyses and conceptions, participating in prognosticating the development of secondary vocational schools.

As a methodological, pedagogical, consultancy, research, development, coordination, and educational institution of the Ministry of Education of the Slovak Republic, the State Vocational Education Institute addresses questions of vocational education at secondary vocational schools and secondary technical schools. The European Trading Foundation in Turin, in cooperation with the Ministry of Education and the Ministry of Labour, Social Affairs and Family, established at the ŠIOV the Slovak national Observatory. It belongs to the net of national observatories participating in the Phare and TACIS Programmes. It collects, analyses and disseminates information on current problems of vocational education and training in Slovakia.

- **National Institute for Education (ŠPÚ)**

National Institute for Education (ŠPÚ) falls under the Ministry of Education of the Slovak Republic. It was founded on 1 January 1994 by an integration of the Research Pedagogical Institute and the Central Methodological Centre in Bratislava. Its main activities are focused on research, methodological and educational areas. The mission of the ŠPÚ is to carry out research tasks in the field of education and to provide pedagogical guidance to primary and secondary schools (especially grammar schools). ŠPÚ is concerned with the concept of the educational content, prepares portfolios for school policy and guidelines for primary and secondary schools and educational facilities. It co-ordinates and provides professional input into the work of other government sections in the field of education. It contributes to the improvement of the educational process and the development of pedagogical theory and practice.

The Institute's activities are focused on:

- the development of educational conceptions at elementary and secondary schools
- elaboration of basic strategic principles for development within the framework of the main aims of school systems in the EU countries
- research and clarification of the educational processes which help pupils form tolerance and mutual understanding
- addressing issues of democracy within a school system as well as outside of it
- addressing issues related to the education of disabled children
- helping in the development of a conception of alternative schools, regular monitoring and evaluation of their educational objectives
- monitoring the integration of disabled children and youth into the population

- the area of development and testing of basic pedagogical documents
- development and experimental testing of basic pedagogical documents for pre-school education, basic, special needs and grammar schools, and general education subjects in secondary vocational schools
- development and testing educational standards and didactic tests
- consultancy and advisory activities in the field of subject content adaptation for individual schools and in the development of local educational systems
- the area of the evaluation of educational results
- analysis of methodological questions of measurement and evaluation of educational results within the framework of national monitoring as well as international studies
  - the area of editorial and publishing activities
- publishing a methodological journal Pedagogical Spektrum
- Pedagogical Revue
- publishing book items

The National Institute for Education cooperates with Slovak and foreign partners in the field of pedagogical research and In-service training of teachers and administrators.

#### **Promotion of copyright and neighbouring rights**

There is practically no support aimed at increasing the level of information of artists on the copyright law and related subjects.

**Source: Ministry of Culture of the Slovak Republic, February 2004.**

[www.culture.gov.sk](http://www.culture.gov.sk)