

Slovenia

The Artist's Place in Society

Artists need to resort to another gainful activities. There are no official data about this situation. Practice shows that a great number of artists also perform for a living other work which does not fall completely within the field of arts, but they use the knowledge and skills they gained for their primary profession.

The main forms of gainful employment artists are engaged in are: teaching, artistic cooperation with NGOs from the field of culture, translating expert and scientific texts, journalism, work in advertising, entrepreneurship.

INSTITUTIONAL AND LEGAL FRAMEWORK

International laws (conventions, agreements and recommendations) in the field of culture ratified by Slovenia

- The Convention on the Protection and Promotion of the Diversity of Cultural Expressions (Official Gazette of the RS – International treaties, N° 22/06 (Official Gazette of the RS, N° 129/06)).
- The European Cultural Convention, Paris 1954 (Official Gazette of the SFRY – International Treaties, N° 4/87); Slovenia has been a contracting state since 2 July 1992 (Official Gazette of the RS, N° 14/92).
- The Agreement for Facilitating the International Circulation of Visual and Auditory Materials of an Educational, Scientific and Cultural character, Beirut 1948, ratified on 30 June 1950; Slovenia is a successor of the Agreement (Official Gazette of the RS – International treaties, N° 15/92 (Official Gazette of the RS, N° 54/06)).

Governmental units in charge of:

a) Cultural affairs:

At the state level, a predominant share of cultural activities is supported by the Ministry of Culture, while cultural activities are also financially supported by other ministries (the Ministry of Education and Sport, the Ministry of Higher Education, Science and Technology, the Ministry of the Environment, Spatial Planning and Energy, the Ministry of Labour, Family and Social Affairs, the Ministry of Agriculture, the Ministry of Foreign Affairs and others) and government offices (the Government Office for Slovenians Abroad, the Government Communication Office, the Government Office for National Minorities, etc.)

b) Cultural policies:

The Ministry of Culture is responsible for cultural policy-making at the state level.

c) Working conditions of artists including disabled artists:

The Ministry of Labour, Family and Social Affairs is entitled for working conditions of employees for the entire country. In accordance with its competences, the Ministry of Culture also participates in the field of artists. So far, the Ministry of Culture has not systematically monitored working conditions for disabled artists, because there have been

neither legal nor strategic bases for this. The first major step in this direction was taken with the adoption of the Government Action Programme for Disabled Persons 2007 (hereinafter referred to as API) and the National Programme for Culture 2008–2011 (hereinafter referred to as NPK). In the future, particular attention will also be paid to disabled persons in the areas of cultural activities and reports on the implementation of API and NPK will also contain information of this kind.

d) Continuing training of artists and cultural workers:

The Ministry of Education and Sport and the Ministry of Higher Education, Science and Technology are responsible for education in the entire country, and training is also the responsibility of the Ministry of Labour, Family and Social Affairs. The Ministry of Culture also participates in accordance with its competences in the field of artists and cultural workers.

e) Cultural research:

Research policy at the state level is created by the Ministry of Higher Education, Science and Technology (MVZT), while the Slovenian Research Agency is responsible for the implementation of this policy. The Ministry of Culture participates in this process by promoting and supporting applied research for the field of culture.

f) Tax policies and taxation in the field of culture:

The Ministry of Finance is responsible for tax policy.

Cultural policies

Percentage (average) of the national budget allocated to culture

The average share of the national budget allocated to culture in the last five years (between 2003 and 2007) stood at 2.05 %.

The share of the national budget allocated to culture fluctuated in the last five years and ranged from 2.02 % to 2.12 % in individual years.

Policies aimed at promoting the arts

Priority policy in accordance with the Act on Enforcing Public Interest in the Field of Culture (ZUJIK) is created on the basis of the National Programme for Culture, with the National Programme for Culture 2008-2011 (Official Gazette of the RS, N° 35/2008, 9. 4.2008). The National Programme for Culture is a fundamental strategic document of Slovenia's cultural policy, with which it defines principles, goals, priorities and measures aimed at stimulating development of individual and group creativity in the Republic of Slovenia in the field of culture, ensuring free, independent and dynamic culture, enabling the protection of Slovenian cultural heritage and tradition, developing cultural diversity and enhancing cultural exchange.

- On the basis of ZUJIK, the field of the arts includes:

Direct calls to public institutes, public funds and public agencies from the field of culture to finance the activity which complies with Articles 23 and 31 of the Act on Enforcing Public Interest in the Field of Culture.

- Public calls, which are used in cases when it is possible to clearly determine in advance artistic, cultural-political and professional criteria which a public cultural programme or a cultural project by an NGO must satisfy to be financed from public funds.
 - Public tenders, which are used in cases when it is possible to clearly determine in advance only criteria for assessing and evaluating proposals for cultural projects or programmes, while those projects of public institutes, NGOs or individual artists, which receive highest assessments or evaluations in the selection procedure, are financed.
- In accordance with ZUJIK, the status of self-employed persons in culture is also regulated (more about this in the further text).

The Ministry of Culture incorporates a sector which takes care of the international promotion of Slovenian culture, and the ministry also cooperates with other sectors – with an emphasis on the educational sector, universities and other scientific institutions, the enterprise sector (in the field of donation, sponsorship) ...

Promotion of creativity and the status of the artist

The main indicators evaluating cultural achievements are the following:

Indicators, culture, 2007

	Professional theatre*	The Slovenian Philharmonic
Number of units	11	1
Number of performances	5,315	101
Number of visitors	872,299	91,207
Number of visitors per 1,000 citizens	432	45
	Opera and ballet	Cankarjev dom culture centre
Number of units	2	1
Number of performances	221	1,146
Number of visitors	160,866	333,748
Number of visitors per 1,000 citizens	80	165
	Museums *	Galleries*
Number of units	31	10
Number of new periodical exhibitions	148	72
Promotional actions for permanent exhibitions	104	22
Number of visitors	1,305,544	328,830
Number of visitors per 1,000 citizens	646	163
	General libraries	
Number of units	61	
Number of visitors	9,572,465	
Number of visitors per 1,000 citizens	4,740	
Number of members	525,682	

Number of events	17,507
	Books, newspapers and magazines
Number of published books and brochures	5,280
Number of published fiction books	1,181
Number of published books and brochures per 1,000 citizens	2.6
Number of towns with more than 5,000 citizens with a bookshop	44

Source: Ministry of Culture
Public institutions financed by the Ministry of Culture

*

RTV, 2006, 2007

	Radio, 2006	Television 2007
Number of radio and TV programmes	63	51
Number of radio and TV programmes with national coverage	4	2
	Overall	Slovenian films
Number of cinemas, 2007	61	
Number of visitors, 2007	2,396,649	131,423
Number of visitors per 1,000 citizens, 2007	842	65

Source: Ministry of Culture

i: Expert groups consisting of experts from individual areas (artists, producers, art critics, theoreticians) who assess the quality of programmes, projects and artists as individuals from the aspect of creativity and on the basis of indicators from the National Programme for Culture and criteria published in advance are appointed for individual areas of the arts in accordance with ZUJIK. Expert commissions of the Ministry of Culture assess programmes and projects competing for funds, and they do not evaluate the outcomes of cultural policy.

ii: The mentioned expert commissions also granting the status of a self-employed person in culture in accordance with ZUJIK.

Existing structures enabling artists to be involved in cultural policy-making at local and national levels

Structures which enable artists to influence cultural policy are either determined with regulations on the structure and competences of public bodies, or act through the cooperation of authorities at the state or local level, with an emphasis on civil participation of cultural workers or directly with distinguished persons acting in the field of culture.

The central document of the country's cultural policy is the National Programme for Culture, which is adopted by the National Assembly for a 4-year period on a proposal from the government (Article 10 of ZUJIK). The programme is drafted for the government by the Ministry of Culture, in cooperation with other ministries and the National Council for Culture (Article 11 of ZUJIK). The National Assembly appoints the council on a proposal from the government, 'among persons enjoying a good public reputation' (Article 16 of ZUJIK). In practice, these were renowned culture professionals who assess cultural policy, give their opinions on the National Programme for Culture, discuss regulations which influence culture, and make proposals and initiatives which must be discussed by the government and the National Assembly (Article 17 of ZUJIK).

There is also the Chamber of Culture of Slovenia, which is a voluntary organization of the rank associations of culture professionals (Articles 18 and 19 of ZUJIK). It has similar competences as the above-mentioned National Council for Culture, but it performs few activities in practice, except for certain tasks in which the Chamber's opinion co-decides on certain social security contributions for individual artists.

The minister for culture appoints members of advisory committees dealing with issues of organization and financing of culture by individual fields among respected experts or culture professionals (Articles 20 and 21 of ZUJIK). The National Council for Culture (NSK) is an independent body which directs the national strategy for culture. The president of the council and six members are appointed by the National Assembly on a proposal from the government. The National Council for Culture monitors and evaluates the influence of cultural policy on cultural development, gives an opinion on the National Programme for Culture and annual reports on its implementation, discusses drafts of laws and other regulations from the field of culture and those which among other things also deal with culture, and gives initiatives and proposals for regulating individual issues in the field of culture.

Local communities also establish similar structures.

Founders of public (non-profit) institutes appoint to its councils also persons from cultural circles, while regulations also ensure the minority participation of representatives of employees (Article 42 of ZUJIK + amendments). Councils are supervisory and steering bodies for these executive organizations, which supervise their operations, influence the programming of their activities, the implementation of programmes, and through contacts with the founders, also influence their cultural policy.

An even greater role is entrusted to artists in advisory expert councils, which are mandatory in public institutes with more than 20 employees, and representatives of employees appointed by the Chamber of Culture, professional organizations (composers, writers, fine artists etc) or other civil society organizations in culture (Articles 40 and 41 of ZUJIK) constitute a majority in these councils. Artists also importantly influence the creation of cultural policy in less formal communication with official cultural policy institutions and through the media.

A special way of indirect influence on cultural policy is through the activity of representative trade unions in culture where, as formal and actual partners of the authorities, they have an important role in the field of wages and labour law relationships by means of collective agreements.

Allocation of public funds for artwork

Public funds are allocated in accordance with ZUJIK and the Public Funds Act.

Funds for the arts

Cultural policies provide also for the establishment of funds for the arts, like for example, scholarship funds for professionals from the area of culture from the author's remuneration for public loans fund.

Cultural policy ensures funding for several purposes. A more detailed overview of the distribution of public funds for 2007 is displayed in the table below:

An overview of the implementation of the national budget for culture by key programme sets and activities in 2007 (in EUR)

		programme ¹	projects ²	OVERALL	%
01	PERFORMING ARTS	20,603,882	1,412,083	22,015,965	13.37
02	MUSIC	23,014,023	1,598,665	24,612,688	14.95
03	VISUAL ARTS	7,242,930	843,507	8,086,437	4.91
04	INTER-MEDIA ARTS	0	601,787	601,787	0.37
05	PUBLISHING	0	5,086,379	5,086,379	3.09
06	LIBRARIANSHIP	5,639,414	4,854,231	10,493,645	6.37
07	FILM	5,800,888	174,848	5,975,736	3.63
08	MEDIA	0	5,071,382	5,071,382	3.08
09	AMATEUR ACTIVITIES	3,924,469	0	3,924,469	2.38
10	PROTECTION OF MOBILE CULTURAL HERITAGE. ⁴	25,946,164	4,521,228	30,467,392	18.50
11	PROTECTION OF IMMOBILE CULTURAL HERITAGE. ⁶	9,154,453	10,561,448	19,715,901	11.97
12	MINORITY COMMUNITIES IN RS	718,323	448,505	1,166,828	0.71
14	INTERNATIONAL PARTICIPATION	0	1,031,635	1,031,635	0.63
15	INDEPENDENT PROFESSIONALS IN THE FIELD OF CULTURE	0	4,923,324	4,923,324	2.99
16	SCHOLARSHIPS	0	774,979	774,979	0.47
17	INVESTMENT AND INVESTMENT MAINTENANCE	0	12,545,590	12,545,590	7.62
18	OTHER ⁵	0	937,110	937,110	0.57
19	ADMINISTRATIVE BODY OF THE MINISTRY OF CULTURE	7,229,353	0	7,229,353	4.39
	OVERALL	109,273,899	55,386,701	164,660,600	100.00

¹ financing of cultural programmes of public institutes, the Slovenian Film Fund and the Public Fund for Cultural Activities, and funds for operations of administrative bodies of the Ministry of Culture

² financing of programmes of NGO and financing of projects

³ Media: Implementation of the Public Media Act, Programmes of the national broadcaster RTV Slovenija for abroad, Programmes for the audiovisual media

⁴ includes funds for the Archives of the Republic of Slovenia

⁵ Other: Research tasks, the Prešeren Fund, Promotion and development of Slovenian language, reserves for unforeseen activities, Development of projects financed by the EU

⁶ the programme also includes funds for monument protection projects in the total amount of EUR 1,047,970, which were earmarked to the Institute for the Protection of Cultural, Heritage of Slovenia from the items intended for restoration of monuments

⁶ projects also include funds for co-funding of the annual work programme of the public institute Lipica Stud Farm in the total amount of EUR 3,376,765

Source: Ministry of Culture

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

The Ministry of Culture co-funds investments for public institutes of which they are founders, and contributes to the maintenance of their infrastructure at the national level.

Measures promoting the integration of disabled artists

Specific measures aimed at the promotion and the integration of disabled artists will have to be developed in individual fields of cultural activities in accordance with the National Programme for Culture and the Action Programme for Disabled Persons.

Legal framework

Laws and regulations governing the work of artists

a) Employment and working conditions:

General regulations, which are in some items supplemented with specifics for culture, are applied in the field of employment under the labour law and working conditions in culture:

- wages of employees on fixed-term contracts on specified employment positions in culture can be increased up to the level determined in the collective agreement for culture (Articles 46 and 48 of ZUJIK and Article 5 of the Annex to the Collective agreement for cultural activities in the Republic of Slovenia (KPK). The instrument is still new and its implementation is expected to start in 2009;
- employees in culture who perform the most demanding tasks and manage development have the right to fully paid vocational training in the total duration of up to twelve months (Article 52 of ZUJIK). This instrument is rarely exercised in practice primarily for financial reasons;
- if an employer in culture is not able to ensure full-time employment to an employee, the employee can, with his or her permission, be additionally employed in another (public) organization, for a year at the most (Article 54 of ZUJIK). In practice, employees do not agree with and permit this;
- an employer can dismiss employees if he or she is not able to assure them work because of programming and operating reasons, but is required to pay severance pay (Article 55 of ZUJIK). This instrument is rarely exercised in practice;

- artists in the fields of ballet, instrumental music and opera singing can be employed in public sector organizations on the basis of a successful audition, even if they do not have the requested formal school education (amendments to ZUJIK). Such examples are rare in practice.
- employed artists can perform their basic work for another client only if they have permission from their employer (Article 53 of ZUJIK – prohibition on competition).

In the field of culture, there is special regulation on the position of self-employed persons in culture (Articles 82 through 89 of ZUJIK with amendments), who can under regulatory process and on their application be added to the official register of self-employed persons kept by the Ministry of Culture, and which gives self-employed persons legal status with which they can perform contract work. In cases when their annual income is under the census determined by regulations, they can acquire the right to be paid a certain amount of contributions for health, pension and disability insurance from the budget of the Ministry of Culture. In the middle of 2008, there were a total of 2,500 self-employed persons in culture entered in the register, of which 1,500 were paid the mentioned contributions. A half of all mentioned in both categories were artists.

b) Social welfare (health insurance, occupational accidents, disability, unemployment and pensions):

General regulations in the fields of health protection, occupational safety, sick leave, unemployment and pensions are applied to those employed in culture, but there are also two special instruments for the field of culture:

- a recognition allowance, which can be given from the national budget on the basis of criteria on the importance of the artist's contribution to Slovenian culture to artists who receive low regular pensions (Article 90 of ZUJIK and governmental implementing regulation). There were about 90 such recipients in the middle of 2008;
- the government can grant exceptional pensions to the most distinguished creators in culture (also in sport and science, on the basis of the act on exceptional recognition and assessment of retirement pensions to persons with special merits). There were 197 such recipients in the field of culture in the middle of 2008.

An instrument aimed at enabling professional ballet dancers at the end of their active dance careers to make an easier transition to a new professional or entrepreneurial career is being drafted.

c) Training:

Legal regulations do not provide for any further training of artists.

WORKING CONDITIONS

Work permit or “professional” status

There is no special work permit for artists, while there is a ‘professional’ status for artists, which has already been discussed.

Artists can either be regularly employed (for example in a theatre, opera, ballet, etc.), or have the status of a self-employed person in culture. The Ministry of Culture keeps a list of self-employed persons in culture.

Detailed conditions for obtaining the status of a self-employed person in culture are stipulated by the Act on Enforcing Public Interest in the Field of Culture -ZUJIK (Official Gazette of the RS, N° 77/07 – official consolidated text and 56/08) and the Decree on self-employed persons in the field of culture (Official Gazette of the RS, N° 9/04 and 76/06). Such status can be granted to persons who:

- perform an independent specialised profession in an adequate field;
- do not receive a pension;
- possess an adequate professional education or demonstrate through previous work their competence in the activity.

Advantages of such status

The advantages for self-employed persons in the field of culture are:

- tax relief;
- the possibility of acquiring the right to contributions for social insurance from the national budget;
- the opportunity to compete for work scholarships and residencies.

Health care system

Self-employed persons in culture can ask for the right to have their contributions for mandatory health insurance (besides mandatory pension and disability insurance) paid from the national budget in cases when their work represents an important cultural contribution, or when they perform occupations or activities which have to be specially supported because of human resource needs in culture (occupations in shortage).

The health care system applies to all regularly employed and self-employed artists. Only self-employed persons in the field of culture can ask for the right to a specific health care system.

Private healthcare systems

There is also a private health insurance system, and artists have the access to this system like all other citizens.

Disabled artists

There is no special regime for disabled artists in Slovenia.

Administrative inspections

There are no special administrative inspections for working conditions.

SOCIAL WELFARE

Insurance schemes

All artists, both employed and self-employed, are included in the system of mandatory social insurance, which includes health, pension and disability insurance, and insurance for maternity and for employment.

The social coverage is compulsory both for employed and freelance artists.

Complementary insurance schemes

Basic social protection is ensured with the mandatory social insurance, but this is frequently not enough because of the low income of artists and, consequently, low reimbursements from insurance. This is primarily true in the case of pension insurance. Because of the usually low income in the field of art, artists rarely pay for supplementary insurance. However, there are two special instruments in the field of art in Slovenia: exceptional pension and recognition allowance.

Administration of contributions

Contributions and payment of benefits are administered by the State, with the Tax Administration of the Republic of Slovenia which is responsible for contributions, and different institutions for the payment of benefits:

- sick leave compensation – the Health Insurance Institute of the Republic of Slovenia,
- retirement pension and disability pension – the Pension and Disability Insurance Institute of the Republic of Slovenia,
- parental compensation – social work centres,
- unemployment compensations – the Employment Service of Slovenia.

REMUNERATION

The minimum level of payment

Salaries of employed creators in the public sector of culture (about 200 non-profit legal entities with about 4,200 employees, including the creators in question) are regulated with the Salary System in the Public Sector Act, the Collective agreement on public sector and the Collective agreement on cultural activities. The salaries of culture professionals employed in the legal entity RTV Slovenija (there are about 500 of them) are regulated by the first two acts, and then also by the Institute's collective agreement for RTV.

In 2008, the Slovenian public sector made in a transition to a new salary system in the public sector. The salaries of persons employed in the public sector constitute a basic salary determined by placement in a salary bracket, allowances under the general collective agreement for the public sector and performance bonuses. Organizations which employ creators must take into account in their acts on the organization of posts the set of employment posts from the collective agreement for culture (or for RTV).

Salaries of employed culture professionals in the private sector are meanwhile regulated with general regulations and collective agreements for these sectors.

Creators employed under labour law receive salaries directly from their employers.

UNEMPLOYMENT

Unemployment insurance scheme

The status of an artist provides unemployment insurance and the exercise of the rights arising from the status of a self-employed person. Likewise, while they are unemployed, artists are eligible for the measures of the active employment policy. Unemployment compensation depends on the amount of income (average salary in the last 12 months before unemployment) and the duration of the professional status.

Administration of the unemployment insurance scheme

Unemployment insurance and the exercise of rights are administered by the Employment Service of Slovenia.

ILLEGAL WORK

Scale of illegal work

There is no official data on the scale of undeclared work.

Control and sanctions

The Prevention of Illegal Work and Employment Act was amended in December 2006. The amendments were aimed at:

1. legalising certain activities which were previously incriminated as work or employment; and
2. making stricter conditions for certain activities and sanctioning undeclared employment.

The amendments thus allow for legal short-term and unpaid work by family members of the owner of a company or a private institute, or of a sole proprietor. An important legislative novelty is also the introduction of the institute of a mini-job, which provides a legal basis for work to persons who are not in a full-time labour relationship, or do not pursue an independent activity or do not receive pensions. A mini-job can be performed for 20 hours a week at the most, and not more than 40 hours a month, while payment for such a job does not exceed half of the minimum salary determined by the law.

On the other hand, the law on undeclared employment is now stricter and expanded to cases when a student referral is used by a person different from the person to whom the referral is supposed to refer. The amendments also introduced the legislative presumption that a person whose work is undeclared is considered or presumed to have concluded with his or her employer an employment relationship for a fixed period of time, and the employer must offer this person a non-fixed term written contract within 3 days after the undeclared employment was determined.

In the latest period, the absolute number of established violations of the Prevention of Illegal Work and Employment Act has been dropping intensively, while an increasing number of cases of undeclared employment have been established in the structure of all violations, which is a consequence of more intensive control by inspection bodies and the

abovementioned amendments, which especially applies to the described legislative presumption. The Ministry has established that inspection control of individuals or craftsmen who perform various crafts (repairs of various installations, devices and similar) without issuing a receipt or similar should be intensified in the future.

TAX STATUS AND TAX ADVANTAGES

Tax status

Artists employed in organizations from the field of arts and culture have the same tax status as all other employees. Artists who are not employed and acquire the status of a self-employed person in the field of culture are provided with certain tax reliefs under the Income Tax Act.

Self-employed persons in the field of culture do not have to keep their own accounts, because they have the right to exercise normalised expenses which are higher than the generally applicable 10% of income. If the annual income of an artist does not exceed EUR 42,000, normalised expenses in the amount of 25% of the income are taken into account. Self-employed artists are additionally given a recognized reduction of the tax basis at the annual level in the amount of 15% of income up to EUR 25,000.

An artist whose work represents an exceptional contribution to culture or who performs an occupation in shortage can acquire the right to be paid contributions for mandatory pension and health insurance from the national budget under the condition that his or her income does not ensure normal conditions for work.

Royalties and tax system

Royalties are handled equally to other income from contractual relationships, while the specifics of the status of an artist were given above.

Exemptions for temporary import duties on cultural products

There are exemptions for temporary import duties on cultural products. Slovenia applies special solutions related to temporary import. Temporary import is regulated by the ATA Carnet, which includes all commissions of import duties.

Exemptions on temporary import duties on equipment

General rules are applied. An exception is the import of items of mobile cultural heritage, where exemptions are recognized in cases when exports stand for the supplementation of a public collection in a museum or an archive.

Special tax regime for the marketing, import and export of cultural products

Slovenia has a special tax regime for cultural products as part of the Value Added Tax Act. Value added tax is calculated and paid at a lower, 8.5%, rate of the tax basis for the following supplies of goods and services: books; tickets for exhibitions, theatres, museums, cinemas, music, dance and other cultural performances; copyright of authors, composers and services from performing artists; imports of artefacts, collections and antiquities; artefacts if they are sold by the author, or his or her legal heir or a tax payer who is not a reseller.

Regional and interregional customs duties agreements for cultural products

Internationally: Council Regulation (EEC) n° 3911/92 of 9 December 1992 on the export of cultural goods, Council Regulation (EC) n° 2469/96 of 16 December 1996 amending the Annex to Council Regulation (EEC) n° 3911/92, Council Regulation (EC) No 974/2001 of 14 May 2001 amending Regulation (EEC) n° 3911/92 on the export of cultural goods

Internal arrangement: Rules on the procedure for issuing licenses for export and removal of cultural heritage objects from the country (Official Gazette of the RS, n° 48/04 and 106/04).

Provisions on inheritance tax

No, there are no special provisions, and general rules are applied.

INTERNATIONAL MOBILITY OF ARTISTS

Measures to promote the mobility of artists:

(a) official recognition of foreign diplomas in the artistic professions

The field of the official recognition of foreign diplomas is regulated by law.

(b) fellowships and financial aid to promote the mobility of artists

Fellowships, resident participation, and public tenders by the Ministry, which supports international cooperation.

(c) fellowships and financial aid to promote the mobility of artists

Public tenders by the ministry, which supports international cooperation.

(d) networks catering for foreign artists

Formally, there is not a special instrument for thus, but the Ministry supports through public calls guest appearances by foreign artists in Slovenian public institutes; by supporting international festivals (public tenders), it also supports guest appearances by foreign artists in Slovenia; and support directly through public tenders foreign translators to translate books by Slovenian authors.

(e) facilities for obtaining visas and residence permits

Artists are not treated differently than other citizens. Visas can be obtained through the network of Slovenian consulates and representative offices of the EU.

The Ministry of Culture or the organizer of a guest appearance can issue a letter of guarantee for artists, which facilitates the visa and residence permit procedure.

COLLECTIVE REPRESENTATION

Trade union freedom

Trade union freedom is a constitutional norm. The representativeness of trade unions is regulated by the Representativeness of Trade Unions Act (ZRsín). A representative trade union is a trade union which is democratic, operates continuously for at least half a year, independent from the State and the employer, is funded mainly from membership fees and has a specified number of members (Article 6 of the ZRsín).

There are two representative trade unions in the field of culture:

- GLOSA – the trade union for culture,
- and SVIZ – the trade union for education, science and culture.

Main trade union prerogatives

Representative trade unions conclude collective agreements and participate in bodies which decide on the issues of economic and social security of employees and propose candidates among employees who participate in management (Article 7 of ZRsin).

Collective agreements

The field of collective negotiations is regulated by the Collective Agreements Act. It defines the parties of a collective agreement, the subject of a collective agreement, conclusion of collective agreements, time and sectoral validity of collective agreements, their termination, settlement of collective labour disputes, recording and public publication of collective agreements.

The field of culture is covered by the Collective agreement for cultural activities in the Republic of Slovenia from 1994, with amendments. The last major change was introduced with the annex concluded in the middle of 2008, which was aimed at introducing elements of the new salary system in the public sector of culture. The signatories to this agreement are the Government of the RS on the side of employers in the public sector and the representative trade unions on the side of employees.

On an initiative from the trade unions, efforts are made to regulate employment and payment relationships also for creators in culture who are not employed under the labour law.

Promotion of social dialogue and mediation

The promotion of social dialogue and mediation is handled by representative trade unions.

CONTINUING TRAINING AND FINANCIAL AID

Vocational training for artists

Continuing professional training of artists in various fields takes place in the form of post-graduate studies at different faculties and academies, specialized programmes and courses. Vocational training is usually translated into Slovenian as “*strokovno šolanje*” (therefore the 5th, and exceptionally the 6th level of education).

Post-graduate studies are largely funded by the Ministry of Higher Education, Science and Technology.

The Ministry of Culture carries out an annual public tender for the selection of vocational training programmes, which provides to cultural creators opportunities for additional and further training.

Through a scholarship fund, the Ministry at the same time provides scholarships for post-graduate studies, primarily for occupations in shortage, in Slovenia and abroad.

As part of public tenders in all fields of the arts, the Ministry also funds international residence for artists.

Schools and institutions providing continuing training

(a) visual arts:

The Academy of Fine Arts and Design, the Faculty of Architecture, the faculties of education in Ljubljana, Maribor and Koper, the Faculty of Natural Sciences and Technology – textile department, the Faculty of Electrical Engineering and Computer Science in Ljubljana and Maribor, College of Visual Arts in Ljubljana, the Academy of Design, Studio Caligaris, Famul Stuart Ljubljana and other forms of informal vocational education, including institutions implementing vocational training programmes selected in public tenders, which provide participants with quality education, but are not formally recognized as qualifications.

(b) performing arts:

The Academy of Theatre, Radio, Film and Television and other forms of informal vocational training, including institutions implementing vocational training programmes selected in public tenders, which provide participants with quality education, but are not formally recognised as qualifications.

(c) film and audio-visual media:

The Academy of Theatre, Radio, Film and Television, the Faculty of Natural Sciences and Technology in Ljubljana and Maribor, and other forms of informal vocational training and other forms of informal vocational education, including institutions implementing vocational training programmes selected in public tenders, which provide the participants with quality education, but are not formally recognised as qualifications.

(d) dance and choreography:

Institutions implementing vocational training programmes selected in public tenders, which provide the participants with quality education, but are not formally recognised as qualifications. Other forms of informal vocational education.

(e) literature:

Institutions implementing vocational training programmes selected in public tenders, which provide the participants with quality education, but are not formally recognised as qualifications. Other forms of informal vocational education.

(f) music:

The Academy of Music and other forms of informal vocational education, including the institutions implementing vocational training programmes selected in public tenders, which provide the participants with quality education, but are not formally recognised as qualifications. Other forms of informal vocational education.

Training in administration

Training in administration is available. As part of general education at the university level, which is not specialised only for the needs of artists.

As part of general education at the university level, which is not specialised only for the needs of artists. Administrative management programmes are implemented at different faculties.

Retraining

The Ministry of Culture is drafting a document for retraining of ballet dancers after they end their careers.

Fellowships for training

These financial aids are awarded by the Ministry of Culture, the Ministry of Labour, major municipalities, and foundations.

Research aid schemes

At the state level, aid schemes in the field of research are awarded by the Slovenian Human Resources Development and Scholarship Fund. The basis for its operation are the Employment and Insurance Against Unemployment Act and the Resolution on National Development Projects for Period 2007-2023. The Ministry of Labour, Family and Social Affairs, the Ministry of the Economy, the Ministry of Education and Sport and the Ministry of Higher Education, Science and Technology contribute to the fund's budget.

Promotion of copyright and neighbouring rights

The Slovenian Intellectual Property Office has been increasing its activities in recent years in the field of public awareness about the importance of intellectual property rights. For this purpose it organizes various seminars and workshops, and also participates in fairs in Slovenia and abroad.

In 2006, 2007 and the first half of 2008, the office organized the following seminars and workshops, whose content related (also) to copyright: A seminar on licensing together with the European Patent Office (EPO); an international conference on development of competences for innovation and the importance of intellectual property together with the Public Agency of the Republic of Slovenia for Entrepreneurship and Foreign Investments (JAPTI) and the World Intellectual Property Organization (WIPO); a workshop on measures at borders and on the market against violation of intellectual property rights (workshop on copyright infringement) together with the United States Patent and Trademark Office (USPTO) and the UK Intellectual Property Office (UKPO), a seminar 'Authorship' and a seminar 'Exercise of intellectual property rights', both at the Ljubljana University Incubator, a lecture on intellectual property in development, a lecture on the importance of intellectual property rights, a workshop on intellectual property.

In the mentioned period, the office modernised and expanded its promotional literature and other publications from the field of intellectual property.

The office cooperates with collective organizations, and within its competences replies in writing or verbally to various questions by authors and owners of related rights on a daily basis.

ORGANIZATIONS

(a) Governmental organizations working in the cultural sector:

- **The Public Fund of the Republic of Slovenia for Cultural Activities** (legal basis: Articles 22 and 23 of the Act on Enforcing Public Interest in the Field of Culture, Official Gazette of the RS, N° 77/2007-UPB1, 56/2008 and the Act on the Public Fund of the Republic of Slovenia for Cultural Activities, Official Gazette of the RS, N° 1/1996, 22/2000-ZJS and the Act Establishing the Public Fund of the Republic of Slovenia for Cultural Activities, Official Gazette of the RS, N° 96/2000)
- **The Slovenian Film Fund – public fund** (legal basis: Articles 22. and 23 of the Act on Enforcing Public Interest in the Field of Culture, Official Gazette of the RS, N° 77/2007-UPB1, 56/2008, the Film Fund of the Republic of Slovenia Act (ZFS) – Official Gazette of the RS, No_ 17/1994, 22/2000-ZJS, 59/2001, the Decision establishing the Film Fund of the Republic of Slovenia – public fund, Official Gazette of the RS, N° 96/2000, 111/2000, 66/2001, 84/2001, 85/2002)
- **The Slovenian Book Agency** (legal basis: Articles 22. and 23 of the Act on Enforcing Public Interest in the Field of Culture, Official Gazette of the RS, N° 77/2007-UPB1, 56/2008 and the Act on the Slovenian Book Agency, Official Gazette of the RS, N° 112/2007, the Decision establishing the Slovenian Book Agency, Official Gazette of the RS, N° 57/2008)

(b) Ministries, councils and other government bodies in charge of culture:

- **Ministry:**
The Ministry of Culture of the Republic of Slovenia and internal organizational units
- the Archives of the Republic of Slovenia and the Culture and Media Inspectorate of the Republic of Slovenia
Other ministries, which are also holders of public interest in the field of culture:
Ministrstvo za zunanje zadeve
Ministrstvo za delo, družino in socialne zadeve
Ministrstvo za gospodarstvo
Ministrstvo za kmetijstvo, gozdarstvo in prehrano
Ministrstvo za okolje in prostor
Ministrstvo za šolstvo in šport
Ministrstvo za visoko šolstvo, znanost in tehnologijo
- **The Slovenian government commission for processing draft legal acts in view of the provisions of the Public Usage of the Slovenian Language Act, and goals of the language policy and language planning** (legal basis: Articles 27 of the Public Usage of the Slovenian Language Act, Official Gazette of the RS, N° 86/2004, the Decision on establishment, organization and field of work of the Slovenian government commission for processing draft legal acts in view of the provisions of the Public Usage of the Slovenian Language Act, and goals of the language policy and language planning, Official Gazette of the RS. 21/2006)

- **The Strategic Council for Culture, Education and Science at the Government of the RS**
- **The Committee for Culture and Sport of the National Assembly of the RS**
- **The National Council for Culture** (legal basis. Articles 16. and 17 of the Act on Enforcing Public Interest in the Field of Culture, Official Gazette of the RS, N° 77/2007-UPB1, 56/2008)
- **The National Council for Library Services** (legal basis: Articles 48. and 49 of the Librarianship Act, Official Gazette of the RS, N° 87/2001)

(c) Government authorities responsible for the social integration of disabled artists within the cultural sector:

In Slovenia, care for the participation of disabled persons in cultural life (in general, not only for disabled artists) is currently organized so that it is divided into individual areas of operation of the Ministry of Culture (for example cultural and artistic programmes, protection of cultural heritage, etc.), while coordination among areas is carried out by the Sector for Minority Cultural Rights and the Development of Cultural Diversity.

REGISTER OF ARTISTS AND CULTURAL PROFESSIONALS

The Ministry of Culture does not keep a register of all artists and cultural professionals, but it keeps a list of self-employed persons in the field of culture on the basis of Articles 24, 82 and 89 of the Act on Enforcing Public Interest in the Field of Culture, Official Gazette of the RS, N° 77/2007-UPB1, 56/2008 and the Decree on self-employed persons in the field of culture, Official Gazette of the RS, N° 9/2004, 76/2006.

There were 2,515 persons in the list of self-employed persons in the field of culture in September 2008.

Source: Ministry of Culture, 2008.

Website: www.mk.gov.si