



PROVISIONAL INSTITUTIONS OF SELF GOVERNMENT

KUVENDI I KOSOVËS
СКУПШТИНА КОСОВА
ASSEMBLY OF KOSOVO

Law No. 02/L-59

ON PHILHARMONIC, OPERA AND BALLETS OF KOSOVA

Assembly of Kosovo

Pursuant to Chapter 5.1 (g) and 9.1.26 of the Constitutional Framework for Provisional Self- Government in Kosovo (UNMIK Regulation nr. 2001/9 from the 15th of May 2001)

For purposes of establishment of infrastructure and legal regulatory concerning operation, activities and institutional functioning of Philharmonic, Opera and Ballet in Kosovo,

Hereby adopts the following:

LAW ON PHILHARMONIC, OPERA AND BALLETS OF KOSOVA

I. GENERAL PROVISIONS

Article 1

Scope of the Law

1.1. Present Law regulates establishment, continuity, work, organization, operation and functioning of institutions such as Philharmonic, Opera and Ballet in Kosovo.

1.2. Present Law especially regulates:

- Establishment and continuation of work and activities of Philharmonic, Opera and Ballet;
- Their internal arrangement and organization;
- Their management and direction;
- Status, rights and obligations of employees of Philharmonic, Opera and Ballet;
- Other important issues to operation of Philharmonic, Opera and Ballet.

Article 2

2.1. Philharmonic is the denomination for large symphonic orchestra, consisted of 80-100 instrumentalists divided in four major sections: stringed instruments, wooden wind instruments, brass wind instruments and the percussion. Repertoire of this orchestral formation is rich and besides the performance of the acts of the formation smaller than the standard one also other acts are performed for a bigger formation as for soloists of the orchestra (concerts) and the vocal instrumental acts, meanwhile to this formation are joined also the choir and the vocal soloists (cantata, oratorio etc.). The Interaction of this formation is made possible by the conductor who has to coordinate entirely all the instrumentalists and soloists.

2.2. Ballet is scenic-musical performance of the dancing company. This performance is accompanied by the scene and the appropriate costumes. The basis of the dramaturgy is libretto on the basis of which the accompanying music is composed, which in rare cases has song interpretation or spoken words.

2.3. Opera is drama with the interplay of the song accompanied by an orchestra as (recitative, aria and chorales) as well the instrumental parts (as overtures, prelude and interlude). This form is quite complex by the fact that involves some of the artistic-musical sections (Instrumental and vocal), drama, poetry, acting, dancing, scene, costume design etc. Besides the orchestra, choir, ballet and vocal soloists, opera performance requires an adequate building space, whereas it can seldom be preformed in a concert form.

2.4. The Consultative Coordinating Council is an advisory body consisted of three directors of the institution, one representative from the Ministry of Culture and one representative from the Faculty of Arts. This body makes decisions based on a consensus.

Article 3

Institutional Features and Significance

3.1. Philharmonic, Opera and Ballet of Kosova exercise cultural - artistic activities and operations of special interest for Kosova.

3.2. Also, other institutions of Philharmonic, Opera and Ballet, which may conduct their activities, may be established by the present Law.

Article 4

Establishment and Activities of Philharmonic, Opera and Ballet

4.1. Based on terms and conditions, criteria and procedures set out by the present Law, Institution of Philharmonic, Opera and Ballet may be established by the following:

- Legal persons;
- Natural persons, and
- Legal and natural persons.

4.2. Establishers from the previous paragraph of the present Article may be both domestic and foreign.

4.3. Foreign establishers may establish institutions according to the previous paragraph of the present Article based on principle of reciprocity if it is foreseen under a bilateral agreement or upon permission from the Government of Kosova.

Article 5

Institutional Character and Nature

5.1. Institutions of Philharmonic, Opera and Ballet shall be established and shall operate as:

- Public institutions, and
- Private institutions.

5.2. Assembly of Kosova shall establish Philharmonic, Opera and Ballet as public institutions of Kosova.

Article 6 Activity

6.1. Activities of Opera and Ballet shall be exercised in a public manner and shall be treated as a public service.

6.2. Activities of Philharmonic, Opera and Ballet involve:

- Preparation;
- Organization, and
- Public showing of operas, ballets and concerts and other stage-musical forms.

Article 7 Headquarters and Symbols

7.1. Headquarters of Philharmonic, Opera and Ballet of Kosova are in Prishtina.

7.2. Philharmonic, Opera and Ballet of Kosova, each of them individually have their own institutional and artistic identification symbols (emblems, distinctive, etc.).

7.3. Philharmonic, Opera and Ballet of Kosova have their own seals.

Article 8 Independence

8.1. Philharmonic, Opera and Ballet of Kosova are the three independent stage-musical institutions of Kosova.

8.2. Philharmonic, Opera and Ballet are legal persons and as institutions of culture shall be registered and licensed on their own from the relevant authority of Ministry of Culture.

8.3. Ministry of Culture with a special sub-legal act shall regulate terms and conditions and criteria for registration, record keeping and accreditation.

8.4. Philharmonic, Opera and Ballet of Kosova shall draft and propose each of them independently their annual plans and programs of work and activities, however, they will jointly and with consensus analyze, approve and implement them.

8.5. Philharmonic, Opera and Ballet, although as independent institutions, may conduct their work, activity and operation in the same building.

8.6. Philharmonic, Opera and Ballet of Kosova, for the benefit of advancement of as productive as possible work and activities in achieving optimum successes, are obliged that in equal conditions cooperate intensively and on continual basis for implementation of their programs and shows in the common interest both for them and for the public.

Article 9
Means for Ensuring Work and Activity

9.1. Financial means for a normal, efficient and successful development, for work, activities and operation of Philharmonic, Opera and Ballet will be provided by the establisher in compliance with the Law and based on financial programs and plans (according to specifics of the activity) and projects approved in advance.

9.2. According to the present Law, the establisher is obliged to provide conditions for work to Philharmonic, Opera and Ballet. The Kosova Budget shall fund work, activities and operation of the Philharmonic, Opera and Ballet of Kosova through particular item line.

9.3. Institutions of Philharmonic, Opera and Ballet of Kosova may extend their material-financial resources base with other sources of revenues.

9.4. For purposes of implementing co-ordination, co-operation and professional-artistic interaction, the Philharmonic, Opera and Ballet of Kosova form a joint coordination and consultative body. Positions and opinions of this body shall not be obligatory for implementation by the institutions of Philharmonic, Opera and Ballet.

9.5. The joint council is consisted of directors of institutions, one representative from the Ministry of Culture, and one representative from the Faculty of Arts - Music section.

9.6. The way, conditions and the working criteria of the joint council, is regulated by a sub legal act which is issued by the council and approved by the Ministry of Culture.

Article 10
Care towards Operation, Institution and Documentation

10.1. Institutions of Philharmonic, Opera and Ballet are responsible to keep and maintain documentation, tools and props.

10.2. Valuable documentation of Philharmonic, Opera and Ballet of Kosova shall be kept in relevant places, furniture and equipments, in full compliance with the Law on Preservation of Archive Materials and most advanced international standards in this field.

Article 11
Termination of Work and Cessation of Operation

11.1. Work and operation of Opera and Ballet shall be terminated or cease, respectively, in compliance with the Law.

11.2. The Assembly of Kosova, based on an proposal of the Ministry of Culture, shall make a final decision on termination of work and operation of Philharmonic, Opera and Ballet of Kosova as national institutions.

11.3. The establisher shall make a decision as in the previous paragraph for other bodies of Opera and Ballet, after the proposal of the Ministry of Culture.

11.4. The establisher or a competent court shall make a decision on termination, or cessation, respectively regarding operation of private bodies of Philharmonic, Opera, and Ballet.

II. INTERNAL ORGANIZATION AND FUNCTIONING

Article 12 Sectors

12.1. Kosova Philharmonic, further in the text, Philharmonic, shall have symphonic orchestra sector.

12.2. Institution of Kosova Opera, further in the text, Opera, shall have the following sectors:

- Orchestra Sector;
- Opera Choir Sector, and
- Vocal Soloists Sector

12.3. Institution of Kosova Ballet, further in the text, Ballet, shall have the following sectors:

- Ballet Troupe (established in 1972 at the National Theater of Kosova);
- Ballet Soloists.

12.4. If necessary and according to developmental plans, structure and number of sectors of the three institutions may be modified.

12.5. Work, organization and functioning of sectors of institutions of Philharmonic, Opera and Ballet shall be regulated in detail with their internal independent acts.

Article 13 Managing Bodies of Philharmonic, Opera and Ballet

Collegial and individual managing bodies of Philharmonic, Opera and Ballet are as follows:

- Steering Committee;
- Director;
- Artistic Committee;
- Artistic Leader

III. SPECIAL PROVISIONS

Article 14 Goals of Philharmonic, Opera and Ballet of Kosova

Philharmonic, Opera and Ballet of Kosova encourage, develop, advance, publish and promote national and international artistic creativity through shows and concerts, as well as through:

- i). participation in creation of strategic policies and artistic activities- creativity;
- ii). assessment of current situation and proposals of measures for advancement of opinions and through increasing of quality in stage and musical artistic creativity;
- iii). review of general problematic in the fields of activity of stage and musical artistic creativity;

- iv). organization of research-scientific work of theoretical and practical character in various fields of knowledge in arts through meetings, roundtables, consultations, symposia, concerts, shows and other appropriate forms of expression of artistic, stage and musical creativity, etc.
- v). edition of its own regular and periodical publications from the field of stage and musical art;
- vi). intra-domestic and international co-operation with relevant institutions from the field of stage-musical art;
- vii). creation of conditions, level for conveying of opinions and affirmation of artistic creativity abroad;
- viii). continual improvement and advancement of working conditions for employees of Philharmonic, Opera and Ballet of Kosova;
- ix). undertaking of other actions of special interest for art, for Kosova and its population, based on the right and obligation of Philharmonic, Opera and Ballet of Kosova as institutions to suggest, advice, encourage and promote stage and musical art in Kosova in accordance with the country developmental needs;
- x) preparation and realization of opera, Ballet and Philharmonic concerts and shows;
- xi) preparation and performing works regarding equipment for purposes of realization of Philharmonic, Opera and Ballet projects;
- xii) recording and preservation of audio and visual recordings for their needs and for the needs of print and electronic media and other interested parties;
- xiii) editing of publications such as: books audio and video recordings of Philharmonic, Opera and Ballet of Kosova;
- xiv) provision of stage and concert space to costumes, décor, theatrical equipment, technique as well as the transport of show equipments and of the participants;
- xv) provision of necessary notary material, necessary concert space and other necessary materials.

Article 15

Rights, Obligations and Institutional Responsibilities

Rights, obligations and responsibilities of Philharmonic, Opera and Ballet of Kosova arise from their general goals and they especially include:

- a). Participation in planning and implementation of joint projects with other cultural institutions about studying and development of art, musical culture and musical-scenic activities in Kosova;
- b). Intensive and continuous planning and development of research - artistic work in the fields of their activities;
- c). Searching for, capacity building, hiring and promoting of relevant professional staff in accordance with the highest standards of artistic creativity;

- d). Participation in joint projects with similar institutions in both Albanian and international area for the purposes of preservation, protection and development of the value of the national heritage and musical culture;
- e). Preservation, cultivation and presentation of the national cultural traditions of our citizens living abroad.

IV. ORGANIZATIONAL AND MANAGERIAL FEATURES OF PHILHARMONIC, OPERA AND BALLET OF KOSOVA

Article 16

16.1. Philharmonic, Opera and Ballet of Kosova are holders of organizational and managerial rights, obligations and responsibilities in artistic fields for which they are established.

16.2. Full time employees and externally hired associates of relevant artistic fields work and operate in institutions of Philharmonic, Opera and Ballet of Kosova;

16.3. A full time member of Philharmonic, Opera and Ballet of Kosova may establish a regular employment relationship only in one of the institutions foreseen by the present Law, respectively with only one of the sectors within an institution.

16.4. In principle, any full time member of Philharmonic, Opera and Ballet, may be hired for other works and tasks according to the need of the institution.

16.5. Relevant steering and artistic bodies shall manage work of Philharmonic, Opera and Ballet of Kosova and as well as their sectors.

16.6. Organization and work of sectors and units of Philharmonic, Opera and Ballet of Kosova shall be regulated in more detail with statutes and other special sub-legal acts of each institution individually.

1. MANAGING BODIES OF PHILHARMONIC

1. Philharmonic Director

Article 17

Philharmonic Director of Kosova is a manager and its executive body.

Article 18

Authorizations, Obligations and Responsibilities

In the capacity of the Philharmonic manager, its director performs and manages the following tasks:

1. Manages the work of Philharmonic;
2. Represents and is responsible for material-financial activity and legality and business of Philharmonic;
3. Approves annual program of work with prior consent of the Steering Committee;

4. Implements decisions of the Steering Committee;
5. Proposes and issues act on organization and systematization of job positions and act on distribution of wages to be approved by the Steering Committee;
6. Makes decisions related to employment relationship of employees in accordance with the Law;
7. In case of non-selection of artistic leader, upon a proposal by the Steering Committee, he/she may appoint acting artistic leader up to six (6) month period;
8. Oversees work and artistic activities and advisory activities to artistic troops (permanent and temporary) in compliance with the Law;
9. Performs other tasks related to the work of Philharmonic, in compliance with the present Law and other sub-legal acts;
10. Has the right and obligation to participate in proceedings of its Steering Committee and other committees and bodies, without right of vote.

Article 19

19.1. Director shall be appointed based on a public announcement by the Steering Committee, upon a proposal by the Artistic Committee.

19.2. As Philharmonic Director shall be appointed a person with university professional background in the field of art and culture, with both experience and leadership skills.

Article 20

20.1. Philharmonic Director shall be appointed for a three (3) years mandate in length.

20.2. The same person may be re-elected.

Article 21

Philharmonic Director shall be appointed and dismissed by the Steering Committees according to the procedure set out by the Law.

2. Steering Committee of the Philharmonic

Article 22

Steering Committee of the Kosova Philharmonic is its highest collegial body.

Article 23

Composition and Representation of the Committee

23.1. Steering Committee of Philharmonic is composed of four (4) members and a chairperson.

23.2. As members to the Committee's proceedings may be delegated:

- One (1) member from Ministry of Culture;
- One (1) member from Civil Society;
- One (1) member from the Faculty of Art;
- Two (2) members, full time employees in employment relationship from the ranks of institution of Kosova Philharmonic.

23.3. The steering committee of philharmonic at the municipal level is composed of 5 members:

- One (1) member shall be delegated by the respective municipal directorate of culture;
- Two (2) other distinguished members of stage - musical art from Civil Society -creators;
- Two (2) members from the ranks of full time employees of philharmonic at the respective level.

23.4. Philharmonic Director shall have right to participate in meetings of the Steering Committee, provide clarifications and proposals, but without the right of vote.

Article 24

Obligations, Responsibilities and Competences of the Committee

The Steering Committee of Philharmonic shall have as an obligation, responsibility and competence to:

- a). adopt Philharmonic Statute;
- b). issue and adopt various regulations and normative acts that regulate certain relations from the activity of Philharmonic;
- c). adopt working program of Philharmonic;
- d). approve financial plan and final accounts of Philharmonic;
- e). elect Philharmonic Director;
- f). elect full time employees and externally hired associates;
- g). verify election of the artistic leader of Philharmonic;
- h). perform other duties set out by the present Law and Statute of Kosova Philharmonic.

Article 25

25.1. Meetings of the Steering Committee of Philharmonic shall be convoked and chaired by the chairperson of the Committee.

25.2. Steering Committee of Philharmonic may work and decide whether there is majority of members (50+1) present at its meetings.

25.3. Way of work, competences and authorizations of the Committee shall be closely regulated with a separate legal act of Philharmonic.

3. Artistic Committee of Philharmonic

Article 26

Artistic Committee of Philharmonic is a collegial professional and its advisory and decision-making body.

Article 27
Composition and Representation

27.1. Artistic Committee of Philharmonic is composed of nine (9) members.

27.2. Artistic Committee of Philharmonic is composed of:

- General Director of Philharmonic;
- Artistic Leader of Philharmonic;
- Symphonic Orchestra Sector Head;
- Three (3) other professional employees – Philharmonic experts;
- Three (3) members delegated externally.

27.3. Members of Artistic Committee from the ranks of full time employees of Philharmonic shall be elected directly with open ballot or with a secret ballot by the Philharmonic staff meeting.

27.4. External members of Artistic Committee of Philharmonic shall be elected and delegated by relevant institutions of Civil Society within criteria and procedures as set out by the Law and general acts of an institution or association, which upon a request by Philharmonic shall delegate a member to Artistic Committee of Philharmonic.

Article 28
Co-operation and Co-ordination

28.1. In the benefit of institution, Artistic Committee shall co-operate and co-ordinate with General Director of Philharmonic, with other sister institutions in Kosova and abroad, as well as with all employees of Philharmonic.

28.2. Artistic Committee of Philharmonic shall implement decisions of the Steering Committee and its decisions.

Article 29
Artistic Leader of Philharmonic

29.1. Artistic Leader of Philharmonic shall be a responsible professional staff member of Philharmonic.

29.2. Upon proposal of Philharmonic Director, the Artistic Committee of Philharmonic shall elect Artistic Leader, whereas its Steering Committee shall confirm him/her.

29.3. Artistic Leader of Philharmonic shall be responsible directly in the first instance to the Philharmonic Director about his/her work, whereas in the second instance he/she is responsible to the Artistic Committee and its Steering Committee.

Article 30

Rights, obligations and responsibilities of Philharmonic bodies, as well as of its artistic leaders shall be regulated in detail by the establishment act, with statute and other general acts of Philharmonic.

2. MANAGING BODIES OF OPERA

1. Director of Opera Article 31

Director of Kosova Opera shall be the manager of opera and its executive body.

Article 32 Authorizations, Obligations and Responsibilities

The Director performs and manages the following tasks:

1. Manages the work of Opera;
2. Represents and is responsible for material-financial activity and legality and business of Opera;
3. Approves annual program of work with the prior consent of the Steering Committee;
4. Implements decisions of the Steering Committee;
5. Proposes and issues an act on organization and systematization of job positions and act on distribution of wages to be approved by the Steering Committee;
6. Makes decisions related to employment relationship of employees in accordance with Law;
7. In case of non-selection of artistic leader, upon a proposal by the Steering Committee, he/she may appoint acting artistic leader up to a six (6) months period;
8. Oversees the work and artistic activities and advisory activities to artistic troops (permanent and temporary) in compliance with the Law;
9. Performs other tasks related to the work of Opera, in compliance with the present Law and other sub-legal acts;
10. Has the right and obligation to participate in proceedings of its Steering Committee and other committees and bodies, without right of vote;

Article 33

33.1. Director shall be appointed based on a public announcement by the Steering Committee, upon proposal by the Artistic Committee.

33.2. As Opera Director shall be appointed a person with university professional background in the field of art and culture, with both experience and leadership skills.

Article 34

34.1. Opera Director shall be appointed for a three (3) years mandate in length.

34.2. The same person may be re-elected.

Article 35

Opera Director shall be appointed and dismissed by the Steering Committees according to the procedure set out by the Law.

2. Steering Committee of the Opera

Article 36

Steering Committee of the Kosova Opera is the highest collegial body of Opera.

Article 37

Composition and Representation of the Committee

37.1. Steering Committee of Opera is composed of 5 members.

37.2. As members to the Committee's proceedings may be delegated:

- One (1) member from Ministry of Culture;
- One (1) member from Civil Society;
- One (1) member from the Faculty of Art;
- Two (2) members, full time employees in employment relationship from the ranks of institution of Kosova Opera.

37.3. The steering committee of opera at the municipal and private level is composed of 5 members:

- One (1) member shall be delegated by the respective municipal directorate of culture;
- Two (2) other distinguished members of stage – musical art from Civil Society -creators;
- Two (2) members from the ranks of full time employees of Opera of respective level.

37.4. Opera Director shall participate in meetings of the Steering Committee, provide clarifications and proposals, but without the right of vote.

Article 38

Obligations, responsibilities and competencies of the Steering Committee

The Steering Committee of Opera shall have as an obligation, responsibility and competence to:

- a). adopt Opera Statute;
- b). issue and adopt various regulations and normative acts that regulate certain relations from the activity of Opera;
- c). adopt working program of Opera;
- d). approve financial plan and final accounts of Opera;
- e). elect Opera Director;
- f). elect full time employees and externally hired associates;
- g). based on public announcement it makes decision for electing the artistic leader of the ensemble according to the proposal of the artistic committee;
- h). perform other duties set out by the present Law and Statute of Kosova Opera.

Article 39

39.1. Meetings of the Steering Committee of Opera shall be convoked and chaired by the chairperson of the Steering Committee.

39.2. The Steering Committee of the Opera may work and decide whether there is majority of members (50+1) present at its meetings.

39.3. Way of work, competences and authorizations of the Committee shall be closely regulated with a respective sub legal act.

3. Artistic Committee of Opera Article 40

40.1. Artistic Committee of Opera is a collegial professional and its advisory and decision-making body.

40.2. Artistic Committee of Opera is composed of:

- Director;
- Artistic Leader;
- Three (3) other professional employees (experts) of Opera from the ranks of its full time employees, and
- One (1) external.

Article 41 Co-operation and Co-ordination

41.1. Artistic Committee shall co-operate and co-ordinate the activity with Steering Committee, general director, with other similar institutions in Kosova and abroad.

41.2. Artistic Committee shall implement decisions of the Steering Committee and its decisions.

Article 42 Artistic Leader of Opera

42.1. Artistic Leader of Opera shall be a responsible professional staff member of Opera.

42.2. Upon proposal by Opera Director, the Artistic Committee of Opera shall elect its Artistic Leader, whereas its Steering Committee shall confirm him/her.

42.3 Artistic Leader of Opera is a person with professional university degree in the field of art, culture and he is appointed on the basis of public announcement.

42.4. On his/her work, Artistic Leader of Opera shall be responsible to the Opera Director, to the Artistic Committee and its Steering Committee.

Article 43

Rights, obligations and responsibilities of Opera bodies, as well as of its artistic leaders shall be regulated by the establishment act, with statute and other sub legal acts.

3. MANAGING BODIES OF BALLET

1. Ballet Director

Article 44

Ballet Director of Kosova is a ballet manager and its executive body.

Article 45

Authorizations, Obligations and Responsibilities

The Director performs and manages the following tasks:

1. Manages work of Ballet;
2. Represents and is responsible for material-financial activity and legality and business of Ballet;
3. Approves annual program of work with prior consent of the Steering Committee;
4. Implements decisions of the Steering Committee;
5. Proposes and issues act on organization and systematization of job positions and act on distribution of wages to be approved by the Steering Committee;
6. Makes decisions related to employment relationship of employees in accordance with the Law;
7. In case of non-selection of artistic leader, upon a proposal by the Steering Committee, he/she may appoint acting artistic leader up to six (6) months period;
8. Oversees work and artistic activities and advisory activities to artistic troupes (permanent and temporary) in compliance with the Law;
9. Performs other tasks related to the work of Ballet, in compliance with the present Law and other sub-legal acts;
10. Has the right and obligation to participate in proceedings of its Steering Committee and other committees and bodies, without right of vote;

Article 46

46.1. Director shall be appointed based on a public announcement by the Steering Committee, upon a proposal by the Artistic Committee.

46.2. As Ballet Director shall be appointed a person with university professional background in the field of art and culture, with both experience and leadership skills.

Article 47

47.1. Ballet Director shall be appointed for a three (3) years mandate in length.

47.2. The same person may be re-elected.

Article 48

Ballet Director shall be appointed and dismissed by the Steering Committees according to the procedure set out by the Law.

2. Steering Committee of the Ballet

Article 49

Steering Committee of the Kosova Ballet is the highest collegial body of the Ballet.

Article 50

Composition and Representation

50.1. Steering Committee of Ballet is composed of four (4) members and a chairperson.

50.2. As members to the Committee's proceedings may be delegated:

- One (1) member from Ministry of Culture;
- One (1) member from Civil Society;
- One (1) member from the Faculty of Art;
- Two (2) members, full time employees in employment relationship from the ranks of institution of Kosova Ballet.

50.3. The steering committee of ballet at the municipal level is composed of 5 members:

- One (1) member shall be delegated by a respective municipal directorate of culture;
- Two (2) other distinguished members of stage - musical art from Civil Society - creators;
- Two (2) members from the ranks of full time employees of ballet of respective level.

50.4. Ballet Director shall have right to participate in meetings of the Steering Committee, provide clarifications and proposals, but without the right of vote.

Article 51

Obligations, Responsibilities and Competences of the Committee

The Steering Committee of Ballet shall have as an obligation, responsibility and competence to:

- a). adopt Ballet Statute;
- b). issue and adopt various regulations and normative acts that regulate certain relations from the activity of Ballet;
- c). adopt working program of Ballet;
- d). approve financial plan and final accounts of Ballet;
- e). elect Philharmonic Director;
- f). elect full time employees and externally hired associates;
- g). based on public announcement it makes decision for electing the artistic leader of the ensemble according to the proposal of the artistic committee;
- h). perform other duties set out by the present Law and Statute of Kosova Ballet.

Article 52

52.1. Meetings of the Steering Committee of Ballet shall be convoked and chaired by the chairperson of the Steering Committee.

52.2. Steering Committee of Ballet may work and decide whether there is majority of members (50+1) present at its meetings.

52.3. Way of work, competences and authorizations of the Committee shall be closely regulated with a separate legal act.

3. Artistic Committee of Ballet Article 53

Artistic Committee is a collegial professional and advisory and decision-making body of Ballet.

Article 54 Composition of Artistic Committee of Ballet

54.1. Artistic Committee of Ballet is composed of 9 members, as follows:

- General Director of Ballet;
- Artistic Leader;
- Two (2) Sector Heads;
- Three (3) professional employees elected by the meeting, and
- Two (2) other members delegated externally.

54.2. Full time members of Artistic Committee of Ballet shall be elected directly with open ballot or with a secret ballot by the Ballet staff meeting.

54.3. External members of Artistic Committee of Ballet shall be delegated by relevant institutions or Civil Society, respectively within procedures as set out by the Law and general acts of an institution or a structure delegating a member to Artistic Committee of Ballet.

Article 55 Co-operation and Co-ordination

55.1. Artistic Committee shall co-operate and coordinate the activity with the Steering Committee, general director, with other similar institutions in Kosova and abroad.

55.2. Artistic Committee of Ballet shall implement decisions of the Steering Committee and its decisions.

Article 56 Artistic Leader of Ballet

56.1. Artistic Leader of Ballet is a responsible professional staff member of Ballet.

56.2. Upon proposal of Ballet Director, the Artistic Committee of Ballet shall elect Artistic Leader, whereas its Steering Committee shall confirm him/her.

56.3. In the first instance, Artistic Leader of Ballet shall be responsible directly to the Ballet Director about his/her work, whereas in the second instance he/she shall be responsible to the Artistic Committee and its Steering Committee.

Article 57

Rights, obligations and responsibilities of Ballet bodies, as well as of its artistic leaders shall be regulated in detail by establishment act, with statute and other general acts of Ballet.

Article 58

Monitoring and Oversight of Work of Institutions of Philharmonic, Opera and Ballet

The Ministry of Culture shall conduct regular monitoring and oversight of work and implementation of legality in national institutions of Philharmonic, Opera and Ballet, whereas regarding the same institutions at municipal level, it is the respective municipal directorate of culture which conducts the oversight.

Article 59

Financial Supervision and Control

Financial audit and supervision of work and operation of institutions of Philharmonic, Opera and Ballet of Kosova shall be carried out by the establisher and a legally authorized authority at least once a year.

V. PHILHARMONIC, OPERA AND BALLETS EMPLOYEES

Article 60

60.1. Philharmonic, Opera and Ballet of Kosova shall have full time employees amongst their ranks, but if necessary they may also hire external associates.

60.2. Philharmonic, Opera and Ballet employees shall be professional artists of Opera stage and with Ballet and Philharmonic skills, as well as other technical employees in relevant fields.

60.3. The employees of the Philharmonic, Ballet and Opera are elected by the proposal of the committee for professional evaluation, after the signing up of the candidates in an audition.

60.4. The full time employees are obliged to be a subject to an audition every two years, where for external associates, auditions are held before engaging them.

Article 61

Full time employees and external associates of Philharmonic, Opera and Ballet of Kosova are elected professional employees of arts with particular achievements in their fields, who show and demonstrate artistic professionalism in regular auditions.

Article 62

Provisions of Law on Civil Service in Kosovo, of their statutes and other sub-legal acts shall be applied on election and appointment of the Philharmonic, Opera and Ballet employees.

Article 63

63.1. Employment relationship with full time employees of Philharmonic, Opera and Ballet shall be established with a public vacancy notice, consequently with a contract in written based on the Law.

63.2. Relations of co-operation, services and payment of externally hired associates shall be regulated with contracts, or with agreement for performing certain services, respectively, based on the Law and other sub-legal acts.

Article 64

64.1. Full time employees of Philharmonic, Opera and Ballet of Kosova are entitled to permanent monthly salary, whereas externally hired associates are entitled to a payment for work or e service they perform.

64.2. Criteria and conditions for compensation of time spent and of input provided at meetings of steering committees and artistic committees of externally hired members of Philharmonic, Opera and Ballet shall be set and implemented in compliance with the a law and sub-legal acts based on the law.

Article 65

Assessment for Particular and Top Achievements

65.1. Employees of the institution of Philharmonic, Opera and Ballet may be upgraded, gratified and rewarded for their outstanding, talented work performed for many years.

65.2. Prizes, acknowledgements, rewards and deserved professional titles for particular achievements at the level of institution, branch and national level for achievements in these spheres of cultures shall be awarded by the Minister of Ministry of Culture, upon a proposal by a special commission composed of competent experts of the Ministry as evaluators regarding achievements in all fields of culture in Kosova.

Article 66

Preferential Conditions and Criteria

66.1. For the sake of professional specifics, professional employees of the Philharmonics - wind instruments, Opera - vocal soloists, and soloists of Ballet are entitled to earlier retirement - with an additional duration.

66.2. For a right to an earlier - special retirement - are entitled employees from the previous paragraph of the present Article, following continual, efficient and effective move to stage activities in a time period from 18 - 25 years and in case in the meantime appears invalidity of the first degree.

66.3. Conditions, criteria and procedures related to issues from paragraph one (1) and two (2) of the present Article shall be regulated by the Government with a special legal act.

VI. ADMINISTRATIVE, PROFESSIONAL - ARTISTIC AND TECHNICAL SERVICES

Article 67

67.1. Philharmonic, Opera and Ballet of Kosova shall have their own independent administrative, professional and technical services.

67.2. Institutions from the previous paragraph of the present Article may organize a single joint and general administrative, professional, artistic and technical service.

67.3. Each of the three individual or joint institutions may have those relevant sectors, sections or units within technical - administrative, professional and artistic services.

67.4. Institutional units from the first paragraph of the present Article, upon permission of the centre - headquarters, may be entrusted to perform tasks, activities and certain leading functions, and may have committee and unit leaders.

VII. FINANCING OF PHILHARMONIC, OPERA AND BALLET

Article 68

68.1. Necessary basic and financial means for work, activities and operation of Philharmonic, Opera and Ballet of Kosova shall be provided by the Kosova Budget, through particular item line.

68.2. Activity of Philharmonic, Opera and Ballet shall be funded by the means from the Kosova Budget.

68.3. Financing of projects of Philharmonic, Opera and Ballet of Kosova shall be made based on vacancy notices.

68.4. Philharmonic, Opera and Ballet of Kosova may receive means from donations, sponsorships as well, and those means may be used for additional activities, or in improvement of their material-financial standing, respectively, and for their better perspective.

Article 69

69.1. Philharmonic, Opera and Ballet of Kosova, as well as other private or public institutions of Philharmonic, Opera and Ballet are owners of property, which is legally under their possession.

69.2. In case of division, merging or cessation of the institutions from previous paragraph of the present Article, transfer of means and property shall be made according to the applicable laws in Kosova.

VIII. TRANSITIONAL AND FINAL PROVISIONS

Article 70

Establishers and the Ministry of Culture shall give their consent regarding general normative acts of Philharmonic, Opera and Ballet.

Article 71

Institutions and bodies of executive, legislative and judicial power shall have towards Philharmonic, Opera and Ballet only those rights and obligations specified on the Law.

Article 72

Following adoption of the present Law, Philharmonic, Opera and Ballet of Kosova, as existing institutions are obliged that within six (6) months harmonize all appropriate sub-legal acts under the present Law and be subject to accreditation criteria and procedures. Other institutions of Opera and Ballet, subject to interest, are obliged to be established, registered and accredited according to the present Law, in order to be able to conduct their stage - musical and opera and ballet activities.

Article 73

75.1. Ministry of Culture, Youth, Sport and Non-Residential Issues in Kosova is obliged that within 90 days from entry into force of the present Law to issue all sub-legal acts to be issued based on the present Law.

75.2. Until expiration of stipulated deadline in the previous paragraph of the present Article, existing institutions of Philharmonic, Opera and Ballet and may operate and work based on the previous legal provisions.

Article 74

Existing managing collegial and individual bodies of Philharmonic, Opera and Ballet shall perform their functions until elections and appointment of new bodies in compliance with provisions of the present Law.

Article 75

The day the present Law enters into force, all legal and sub-legal provisions which are in contradiction with it, will cease to exist.

Article 76

The present law shall enter into force after adoption by the Assembly of Kosova on the date of its promulgation by the Special Representative of the Secretary-General.

Law No. 02/L-59

1 June 2006

President of the Assembly

Kolë Berisha