

# **NATIONAL UNION OF CREATIVE, PERFORMING ARTISTS AND ALLIED WORKERS (NUCPAAW)**

## **INTRODUCTION**

National Union of Creative, Performing Artists and Allied Workers (NUCPAAW) is an umbrella organization for all Artists and their groups with a primary aim of protecting the rights of all stakeholders in the Arts Industry and act as a voice of Artists and their groups. NUCPAAW bridges the gap between their leaders and government and all operations are guided by an act of parliament established by section 62(1&2) of the Labour Union Act No.7 of 2006 to undertake various functions among which is to serve as a supervisor and link between the Art Industry, the Government, National and International Organizations in all Artistic Mutual interests.

Formed in 2006, NUCPAAW is registered in accordance with Section 18 of the Labour Union Act No. 7 of 2006 on 29<sup>th</sup> day of December, 2006 and brings together all Art Industry and it affiliates to the National Organization of Trade Union which is a tripartite to the Government, the employers and workers.

## **SCOPE OF COVERAGE**

The National Union of Creative, Performing Artists and Allied Workers (NUCPAAW) is a mother Union of all creative arts and workers there in. its scope of coverage of all members are people employed with in its scope i.e. Musicians, Dancers, Actors, Theatres, Producers, Authors, Film makers, Distributors, Artists, Radio/TV Presenters, Musical Bands, Potters, sculptors, Cultural Troupes, Rhymers, Poets, Acrobatics, Painters, Choreographers, Graphics and Fashion Designers, VJs, DJs and Allied workers employed in the Creative and Performing Artists in the Arts Industry etc.

**It's registered with the Ministry of Gender, Labour and Social Development under Registration Number LU – 41 and we have more 74,300 members who spread out in the various regions of Uganda.**

## **VISION**

NUCPAAW's Vision is a Piracy free and Copyright compliant Ugandan society to enable our members benefit from all possible creative works, Copyrights, Moral Rights, performing works, sales, , patents, Trademarks, labels and all forms of Intellectual property by Protecting our members and their works against all forms of Piracy through Lobbying, Negotiating, Organizing and Campaigning for better services and working conditions, Supporting, Influencing, Advocating and where need be Providing Services ,Listening, Advising and Taking action on behalf of our members to create and strengthen a vibrant creative and performing Industry in Uganda.

## **MISSION**

To fully Organize, Unionize and Protect all intellectual property derived from individual and collective works and ensure that all Allied workers therein have their social and economic interests well-articulated, represented, advocated, promoted and protected by the Union through effective Representation, Lobbying and Collective Bargaining.

## **Objectives of the union**

1. To organize and unionize all persons in the art industry at different levels.
2. Protect intellectual property of all artists
3. Advocate and lobby for implementation and adherence of copy right law
4. Promote art works of all forms at all levels.
5. Strategize for collective bargaining in the art industry.
6. Do any other activity that promotes, protects, and strengthens the art industry for development of all artists and allied workers.

We are currently affiliated to the **National Organization of Trade Union (NOTU)** which is a tripartite to the Government, the Employers and Workers signed under the Uganda Industrial Relation Charter 1964. This was shortly after independence and it contains the principles which were agreed upon by Government, the Employers and the Labour Unions to consult and regulate the relationship between the three parties.

## **Success**

The union has managed to get a union certificate from the Ministry of Gender, Labour and Social Development under Registration Number LU- 41 in the names of National Union of Creative, Performing Artists and Allied workers from the former name of National Union of Theatrical, Entertainment, Art, Culture, Craft Manufacturers and Allied Workers.

The union has a representative at the National Organization of Trade Union (NOTU) which is the National Labour Center. The representative represents informal economy workers.

The union also has representation at the regional level in the country that is workers councilors at the district level in Bushenyi district & Oyam district.

The union has recently eight members who have graduated in a certificate course of Industrial Relations and Management from International University of East Africa Kampala-Uganda under the Faculty of Business and Management. Among the topics that were covered are Labour laws & ILO Convention, principal parties in industrial relations, collective bargaining, industrial court, occupational health & safety, performance appraisal, induction & orientation, recruitment & selection, leadership, communication, welfare services, performance management, labour economics, grievance handling procedure, corporate management, governance & entrepreneurship.

The General Secretary has also acquired trainings in Transition from the Informal Economy to Formal Economy: Trade Union Strategies from BIT/ACTRAV FOPADESC in Togo during November, 2017. Then also training in Academy on Youth Employment from International Training Centre of the ILO, Turin, Italy.

The union has also signed 8 recognition agreements with different sectors in the art industry among which there are Film Harvest Stars Uganda, Chel Child Mothers Development Organization, Uga Wings Aviation and Consultancy, Federation of Gospel Artists, Uganda Music Publishers Association among others.

## **Challenges**

Government recently proposed to collect taxes from our members and whereas all our members are willing and ready, they have no sustainable incomes from their works as 98% of their economic returns go to pirates who sell their music for free and promoters who organize their concerts leaving them with no choice but to accept which ever terms and conditions they are given lest the concert be cancelled. Majority of our workers have big names but fallen out of business not because they lack market for their products BUT because of PIRACY and lack of proper support systems.

There is no implementation of the copyright law and neighboring rights.

Dictatorship and monopoly over collecting societies, existence in Uganda.

The collecting society we have in the country collects money but fails to distribute them accordingly to the right beneficiaries.

Illegal licensing of artists, works whose distribution rights have already been legally assigned to other official distributors which has killed all major distributors leaving the artists/ workers idle with no market for their good works and financially crippled.

In conclusive remarks Artists Union has a clear frame work on how all the major stakeholders can work together to revamp the industry. Then also we would like to benchmark with other sister unions at the international level in the Artists Fraternity in Uganda.