CONSTITUTION

OF

MUSICIANS UNION OF THE GAMBIA

(MUSIGAM)

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Motto: *Music a universal language for solidarity*

PREAMBLE

Recognising the fact that music is a universal language that promotes peace, solidarity and dialogue among people of the world regardless of nationality, tribe, colour, religion, sex, age, language, race or political differences.

Cognizant that Gambia has a rich music and cultural heritage, which contribute to national development that influences our way of life, thinking and behaviours.

Musicians in the Gambia have realised that music can be a tool for preserving and promoting positive cultural heritage and promoting solidarity among musicians in the Gambia.

Influenced by the rich Gambian cultural heritage, Gambian Copyrights Act and existing cultural policies.

Convinced that is through union in diversity that Gambian musicians can maintain and improve music culture by encouraging, supporting, exposing and promoting our own local music and musicians, especially the up-coming ones who need conducive environment and opportunity to display their talent and adopting common strategies adapted to our everyday realities.

Thus lead to the establishment of a non-governmental and non-profit making umbrella body of musicians in The Gambia, which shall be called **MUSICIAN'S UNION OF GAMBIA (MUSIGAM)**

This union shall be an interest based solidarity organisation for musicians in the Gambia who are ready to act for change and use music to teach, heal, educate and entertain people of the Gambia in peaceful actions.

Article 1:1 NAME

MUSICIANS UNION OF GAMBIA or MUSIGAM

Article 2 VISION STATEMENT

To develop a cultural music industry and education centres centred on the understanding of and the appreciation of Gambian Music and the music of all Gambian ethnic groups.

Article 3: MISSION STATEMENT

- To promote the appreciation of Gambian music and culture nationally and internationally.
- To create a better understanding of our multi ethnic Gambian traditional music
- To promote and create National and International development and education projects, for association members.
- To promote education on music industry and practice.
- To create branches of the union in community centres throughout Gambia.
- To eradicate music piracy in Gambia in the interest of all musicians.
- To foster and support close relationships with International Musicians Association, and participate in Pan African Music initiatives.
- To protect the interests of musicians employed within Gambia
- To co-ordinate music events and festivals in collaboration with National Council for Arts and Culture.
- To collaborate with international organisations in the promotion of Gambian music, musicians and cultural groups.
- Protect members against misuse of their works by broadcasting, performance or illegal recording.
- Collaborate in the formation of Copyright and Royalty Collection Agency and devise protective measure to ensure against piracy.

Article 4 AIMS AND OBJECTIVES

- To collectively become a lobbying power to create better facilities and education for industry players.
- To set rates for employment.
- To ensure that musicians have a grievance procedure.
- To lobby for concessions on musical instruments for union members.
- To create a union of enlightened cultural players in a new recognised industry.
- To enhance professionalism.
- To create small-scale venues for performance, in local community centres and venues.
- To enhance the global identity of West African music genres and identify the cultural contribution made to world economies and cultures.
- To give African peoples a place in the development of world cultures and a place in memory.
- To enable small-scale producers and entrepreneurs to increase their ability to produce recorded media for release onto the world market.
- Improve access to organised groups via exchange projects and education in all aspects of industry practice, including technical and managerial.
- To establish workshops in The Gambia in order to develop an understanding of the heritage created by Gambian music.
- Provide a profile for The Gambia in the 1.5 billion dollar World Music Industry.

- To forge training links with established western music industries and to provide exchange programmes with professionals.

- To provide facilities within an environment that offers equal opportunities regardless of gender, race or disability.

Article 5: Benefits for Members

All members of the union will benefit through a formal music industry, with training facilities. All members will be provided with a membership card and number.

All members will be asked to produce a membership card in order to vote at any meeting.

This will be an autonomous union free from any governmental organisation and will provide the basis of a cultural music Industry in the future.

Promote and protect the interest and welfare of all members through peaceful actions.

Involve members in all its programs both nationally and internally based on resources available.

Manage and facilitate information and communication between members

Article 6: Programmes and Activities

To further its aims, the union will implement the following programmes and activities.

Organize exchange programs, workshops, colloquiums, forums or seminars, campaigns and others.

To raise funds and receive contributions, donations etc, provided that the group shall not undertake any permanent trading activity.

To maintain working relationship with National Centre for Arts and Culture, Civil Society Organizations, NGO's, International Federation of Musicians, government departments and individuals.

To organise training programs for its members and celebrate international days that relates to music and the aims of the union.

The union will every year organise its solidarity show called **GAM-FES** for musicians in the Gambia and commemorate the **World Music Day 21 June.**

To undertake any other lawful activity to further the union's aims, subject to the provision of this constitution.

Article 7: Membership

Membership of the association shall be open to all musicians, composers (song-writers), self-managed musicians and self-producing musicians, so long as they are prepared to promote and abide by the aims and objectives of the union.

Membership will be open to foreign nationals so long as they are working and living legally within The Gambia.

Each member will have one vote and be eligible to stand for election into the Executive committee.

The union will be non-party political, and will be committed to non-discriminatory practices and equal opportunities among its members.

7.1 Honorary Members

They shall be members awarded to music lovers and persons who are considered worthy of it by the Executive Committee and the General Assembly. They shall support, contribute and patronise the organisation.

7.2 Organizational/Institutional Membership Affiliation

They shall be members that operate music related organization or institution or work with musicians as promoters, producers, distributors or consultants. They shall be affiliate groups and have no voting rights and can participate in the meetings and congress of the union as observers.

Article 8:1 EXECUTIVE COMMITTEE

The union shall elect a committee at the bi-annual general congress. The Executive Committee will be responsible for the day to day running of the union members who will direct the policy and general management of the union. They shall be elected to serve for two years after which time they may stand for re-election.

Any member of the Executive Committee can be removed with the advice of nominated Board of Directors by a vote of no confidence passed by all members in written letter with signatures of all executive committee members.

The executive committee will have the power to set-up sub-committees with special tasks or organisation of particular workshops or events. These sub committees shall have committee heads and report directly to the executive committee.

In the event of the existence of satellite musician's organisations, local musicians associations or other musician's body, they will be required to pursue the aims and objectives of the Union and provide minutes of meeting held at least four times a year.

Article 8:2 *Executive Committee shall consist of:*

President
3 Vice-Presidents
Secretary General
Assistant Secretary General
Treasurer
Public Relations Officer
Programme Coordinator
(2) Advisers (nominated)
Regional Co-ordinators

Article 9. DUTIES AND FUNCTIONS OF INDIVIDUAL MEMBERS OF THE EXECUTIVE COMMITTEE MEMBERS

A. PRESIDENT

1. He/She shall be the head of the organisation and all other officers are answerable to him/her

2. He/She shall preside over all meetings of the organisation in her absence the vice President.
3. He/She shall prepare the agenda of all meeting of the organisation together with the Secretary-General.
4. He/She shall be the main signatory to the organisation's account.
5. He/She shall receive, approve and draw a final annual programme of activities for the organisation.
6. He/She shall delegate part of his/her responsibilities to one of the Vice Presidents.

B. VICE PRESIDENTS

The executive committee shall have 3 vice presidents drawn from all categories of Gambian music (Live Bands, Rap Music and Traditional Music) one of which must be a female.

1. They shall assist the President in his/her duties.
2. The 1ST Vice President shall act in the absence of the President
3. They shall act as advisers to the President regarding union issues

C. SECRETARY GENERAL

1. Review and screen incoming correspondence and ensure distribution and initiate replies and draft correspondence on union matters
2. He/She is responsible for all incoming and out-going correspondence
3. He/She shall prepare and submit annual reports to general assembly members and necessary authorities.
4. He/She shall take minutes and all recommendations during meetings.
5. He/She shall register members into the union and issue them with certificates and I.D Cards
6. He/She shall remind members of up-coming programmes and activities
7. He/She shall be a signatory to the unions account
8. He/She shall be responsible for the union's email account

D. ASSISTANT SECRETARY GENERAL

1. Assist the Secretary General in implementation of his/her responsibility
2. Act in the absence of the Secretary General

F. PUBLIC RELATIONS OFFICER

1. He/She shall sensitize and encourage the public about the union, its activities and plans.
2. He/She shall oversee and spear head all media programme, publications, press release of the organisation.
3. He/She shall serve as the mouthpiece of the union

G. TREASURER

1. He/She shall head and keep records of all financial transactions of the organisation.
2. He/She shall be a signatory to the unions account
3. He/She shall be responsible for the collection and saving of membership contribution
4. He/She shall draw a fund raising package and tender it to the executive members
5. He/She shall form and head a fun raising sub-committee of the organisation.

H. PROGRAMME COORDINATOR

1. He/She shall head, organise and co-ordinate all capacity and training programmes of the organisation.
2. He/She shall oversee, coordinate and spear head all international exchange visits or programmes of the union.
3. He/She shall draw and submit a capacity and training programme packages to the union for incorporation on annual programmes plan.
4. He/She shall monitor, oversee and see to the success of all programmes of the union.

J. BOARD OF DIRECTOR

The executive members shall nominate Board of Directors. They shall serve for a term of two (2) years and can be re-nominated. They shall be people full of experience and experts in the mandate and work of music and related issue.

1. Advise the union on matters of great Importance to its development.

2. Ensure that the affairs of the union are managed in accordance with the concepts and policies, of the union.

3. Maintain and promote performance standard of the union

4. They shall engage in mobilizing resources for the union

H. REGIONAL COORDINATORS

Each region throughout Gambia will elect a regional representative who will be the **Regional Co-ordinator** and focal contact person of the union.

1. The regional coordinators shall be the focal persons of the union in the (7) respective administrative region of the Gambia. They shall act on behalf and represent the union in their various regions.
2. They shall be responsible for the coordination and implementation of the union's programs and activities at the regional level in consultation with the programme coordinator.
3. They shall propose activities suitable in a particular division in collaboration with the programme coordinator.

ARTICLE 10: MEETINGS

The Union's Executive Committee shall meet once a month unless otherwise deem necessary or during emergencies.

ARTICLE 11: QUORUM

A two third (2/3) of the members of the Executive Committee present at any meeting shall have a quorum for meeting and are able to adopt or make any decision affecting the union.

ARTICLE 12: CONGRESS

The congress consists of the Executive Members, General Members and Honorary Members.

A representative of National Centre for Arts and Culture will be invited to attend congress, act as an observer, consultant or adviser.

12:1 FUNCTIONS OF THE CONGRESS

- This is the highest decision making body of the union
- They shall receive and evaluate the past activities of the union help determine future plans for the organisation.
- The congress shall elect the executive members.
- The congress shall meet every two years. It may also meet in extra ordinary sessions to be determined by the executive.
- Elections shall take place during the congress.

ARTICLE 13: TERM OF OFFICE

The term of office for any executive member shall not exceed two terms of four years.

ARTICLE 14: ELECTIONS

All the officers' indicated in this constitution shall be elected except the advisers and all elections shall be at the end of the stipulated term of office.

Any executive member that resigns or leaves shall be replaced through a bye-election among the general members or within the executive. An independent electoral team shall co-ordinate and officiate all elections procedures. Whoever intends to contest for an office should be a member of the union for at least one year.

ARTICLE 15: FINANCIAL CLAUSE

The President, Secretary General and Treasurer shall be the signatories to the accounts of the union. Any two can sign for withdrawal one of which must be the President of the union.

Article 15.1 Membership Fees

Membership registration fees shall be One Hundred Dalasis (D100) for single Gambian musicians and Three Hundred Dalasis (D300) for groups and all single members shall pay an annual contribution fee of D200 and groups D500.
Non-Gambian musicians resident in the country shall pay a registration fee of (D300) for single artist (D500) for groups and all single Non-Gambian Musicians shall pay an annual contribution fee of D600 and groups (D1000) and cannot be part of the Executive and shall not have voting right.

Article 15.2 Financial Procedures

a. Any money raised shall be used to further the aims of the association and for no other purpose.
b. A bank account will be opened in the name of the union and used for no other purpose.
c. A statement of accounts of the union's financial position will be available at quarterly meetings of the executive committee.
d. A statement of the union's accounts verified by a competent person who is independent of the union shall be tabled at the congress.
e. No member shall derive any finance or collect any money from the union, except for payment of reasonable expenses.
f. No money will be paid out in the name of the union without an invoice and receipt being collected.

Article 16: HEAD OFFICE/SECRERARIAT

The head office of the Union shall be under the auspices of the National Centre for Arts and Culture which shall provide a space for its secretariat to run the day to day affairs of the union with the appointment of an Administrative Secretary.

The executive committee in consultation with NCAC will appoint an administrative secretary who shall be the head of the secretariat and report directly to the executive committee. He/she shall be a paid staff of the union and will carry out all administrative duties of the union. He/she will also advice the executive committee on matters regarding the development of the union. He or she can have an assistant based on the workload of the secretariat.

He/she will work closely with all office holders of the union in furtherance of union's aims and objectives.
The executive committee will advertise this position attached with a term of reference.

ARTICLE 18: AMENDMENTS

Congress subject this constitution to amendment(s) only when it is deemed fitting and such motions shall be considered by (2/3) majority. Any amendment(s) shall be included into the constitution upon approval of two third majorities of members present at congress and have voting rights.

ARTICLE 19: DISSOLUTION CLAUSE

If 60% of the paid up membership, by a simple majority, deem it advisable to dissolve the union, it shall call a meeting of all the membership through the Executive Committee giving no less than 14 days notice. If such a decision is confirmed by a majority of those present then all assets of the union shall be transferred to another voluntary or community group with similar aims, to be identified at the dissolution meeting.

Article 20: RULES AND REGULATIONS

The constitution is the supreme legal document governing all union members and executive committee members. The executive committee shall receive, review and act on complains from union members regarding any issue concerning members of the union. There shall be an independent disciplinary committee set up by the executive committee with powers to handle issues of disciplinary nature.

1. Executive committee members and general membership must adhere to the constitution and promote the aims and objectives of the union.
2. All union members must participate fully in the realization of the union's vision and mission including it's striving to contribute in nation building.
3. Any member who refuses to pay the yearly contribution at the stipulated deadline will be suspended and will be excluded from all activities of the union.