

CONSTITUTION

OF

EDO STATE ARTISTES FORUM

(E.S.A.F.)

CONSTITUTION OF EDO STATE ARTISTES FORUM (E.S.A.F)

PREAMBLES

We the members of Edo State Artistes Forum having unanimously reached a consensus to develop and promote the performing art industry, hereby make, enact and give to ourselves the following Constitution which content shall have absolute binding force on all members.

PROVISIONS

Without prejudice to the rights of the individual as a citizen of the Federal Republic of Nigeria, and subject to the laws thereof, any law or decision of anybody or authority or persons under this Forum, which is inconsistent with the provisions of this Constitution shall be and remain void.

SECTION 1: NAME

This Forum shall be known and called “Edo State Artistes Forum (ESAF)”, hereinafter referred to as “The Forum” or “The Association”

SECTION 2: CITATION

This draft of law shall be cited as CONSTITUTION OF EDO STATE ARTISTES FORUM (E.S.A.F) hereinafter referred to as “The Constitution”.

SECTION 3: MOTTO

The motto shall be “**PRESERVATION AND PROMOTION OF ARTS AND CULTURE.**”

SECTION 4: LOGO

The logo shall be

SECTION 5: SLOGAN

To promote the spirit of oneness among members, the slogan shall be **ESAF; reply - ONE VOICE.**

SECTION 6A: AIMS AND OBJECTIVES

The aims and objectives of this Forum are:

- (a) To organize and assemble all performing Artistes in the state under one unified body.
- (b) To promote and preserve our rich arts and cultural heritage.
- (c) To make the business of performing arts a viable industry in the state, or the enhancement of Artistes’ well being.

SECTION 6B: APPROACH

The Forum shall achieve its aims and objectives through persuasion and enlightenment.

SECTION 7: RIGHTS AND OBLIGATIONS OF THE FORUM

- (a) The Forum shall accommodate all performing Artistes irrespective of class color and creed.
- (b) Shall operate branches in the local government areas of the State.

- (c) Shall sue and be sued.
- (d) Shall protect and promote members.
- (e) Shall execute viable programs on behalf of members.
- (f) Shall strive to professionalize the profession in the State.
- (g) Shall discipline erring members.
- (h) Shall foster the standard agreeable to the national film and video census board
- (i) Shall work with appropriate bodies to sanitize the society, morally, socially, politically, economically, educationally and culturally.
- (j) Shall organize art festivals/cultural carnivals in the State
- (k) Shall act as advisory body on arts and cultural matters to individual/group and government.
- (l) Shall work with relevant bodies or association with a common vision so as to actualize its objectives.
- (m) Shall promote any action or course in the best interest of members
- (n) Shall on no account be subordinated to the status of a chapter to anybody or association.
- (o) Shall remain an independent entity where all workers in the performing arts industry meet to harmonize areas of common interest for progress.

SECTION 8: MEMBERSHIP

1. The Forum shall be open to individual(s) and group(s) who are interested in the performing arts.
2. Membership shall be determined on two (2) levels
 - (a) Membership
 - (b) Honorary Membership

Honorary Membership

- (a) Honorary membership shall be conferred on worthy persons by virtue of their contributions to the promotion and preservations of arts in the State.
- (b) The power of conferment shall be exercised by the State Executive Council, subject to approval by the general house.
- (c) Honorary members shall also serve advisers to this Forum in addition to any other assistance as may be required of them from time to time by this Forum.

SECTION 9: RIGHTS AND OBLIGATIONS OF MEMBERS

Subsection 1: Membership

- (a) Members shall register with the Forum with a non refundable fee as agreed on by the general house.
- (b) Shall own I.D card for a non refundable fee of as agreed on by the house
- (c) Shall own a copy of the Constitution for a fee as agreed on by the general house
- (d) Shall uphold the Constitution
- (e) Shall vote and be voted for
- (f) Shall meet all his/her obligations financially or otherwise to the Forum.
- (g) Shall enjoy all benefits of the Forum
- (h) Shall be liable to disciplinary action within the Forum
- (i) Shall respect and obey all Constituted authorities by the Forum

Honorary Membership

- (a) Honorary members are entitled to all privileges as other members.
- (b) They cannot vote or be voted for
- (c) They shall complement the role of the State advisory council in advising the Body
- (d) They shall attend meetings

SECTION 10: CARETAKER COMMITTEE

Should there be any reason to dissolve the Executive Council, a caretaker committee shall be put in place, whose function shall be:-

- (a) To run the affairs of the house
- (b) To organize members for election into the State Executive Council
- (c) To continue with ongoing programs
- (d) Tenure shall be two (2) months
- (e) It shall be headed by a chairman assisted by four (4) other members

SECTION 11: TERMS OF THE FORUM

This Forum shall be non-political, non-religious and must be above ethnic and regional bias.

SECTION 12: ORGANS OF THE FORUM

This Forum shall be composed of the following organs:-

Subsection 1: STATE ADVISORY COUNCIL (SAC)

The council shall be composed of all the traditional rulers in the state because of their peculiar capacity as custodians of art and culture: and all veteran artistes. The Oba of Benin, Omo N'Oba N'Edo Uku Akpolokpolo shall be the Grand Patron.

Subsection 2: STATE EXECUTIVE COUNCIL (SEC)

The State Executive Council shall be composed of the following members each democratically elected through an election.

- (a) President
- (b) Vice President
- (c) General Secretary
- (d) Assistant General Secretary
- (e) Director of Finance
- (f) Director of Publicity
- (g) Chief Whip
- (h) Treasure

Subsection 3: STATE CONGRESS (SC)

This shall be composed of all members of the Forum/Executive Council.

Subsection 4: VETERAN ARTISTE

- (a) Any artiste who has retired from active participation in production shall be referred to as **Veteran Artiste**.
- (b) Veteran Artiste shall be honorary members and shall be members of the State Advisory Council.

SECTION 13: FUNCTIONS OF THE ORGANS OF THE FORUM

Subsection 1: STATE ADVISORY COUNCIL

- (a) Its role shall only be advisory
- (b) Tenure shall be life

Subsection 2: STATE EXECUTIVE COUNCIL

- (a) Shall be headed by a President
- (b) Shall register the Forum if it has not been registered
- (c) Shall be responsible for the day to day running of the Forum
- (d) Shall ensure strict adherence to the constitution of the Forum
- (e) Shall formulate and execute policies/programs
- (f) Shall issue I.D. cards to members
- (g) Shall confer honorary titles on worthy citizens of the State subject to ratification by general house
- (h) Shall be in possession of all documents of the Forum
- (i) Shall operate both savings /current accounts
- (j) Shall appoint and work with committees
- (k) Shall review all dues, fees and levies every four (4) months; subject to approval to the general house
- (l) Shall be liable to probe/auditing
- (m) Shall prepare the Forum's annual budget subject to approval by the general house.
- (n) Shall submit a quarterly report to the general house.
- (o) Tenure shall be two (2) years
- (p) Serving officers can contest for re election.

Subsection 3: STATE CONGRESS

- (a) Shall appoint board of trustees
- (b) Shall appoint honorary members
- (c) Shall appoint electoral panel
- (d) Shall deliberate on all issues brought to it by the Executive Council
- (e) Shall be the highest policy making body of the Forum.

SECTION 14: DUTIES OF OFFICERS

Subsection 1: PRESIDENT

- (a) Shall head the Forum
- (b) Shall through the General Secretary summon all Executive meetings of the Forum
- (c) Shall preside over all congress and executive meetings of the Forum
- (d) Shall not vote in a meeting unless there is a tie
- (e) Shall exercise power of veto over the State executive Council. Such veto cannot be exercised more than four (4) times in tenure.

- (f) Shall exercise independent decisions in the interest of the Forum
- (g) Shall be a signatory to the Forum's account/financial transactions.
- (h) Shall be responsible for the day to day running of the Forum.
- (i) Shall lead all delegations of the Forum either in person or by representation
- (j) Shall be the sole spokesman on all policy issues
- (k) Shall be in consultation with finance committee draw - up an annual budget proposal to be ratified by the house
- (l) Shall submit a quarterly report to the house
- (m) Shall facilitate the work of election committee
- (n) Shall perform other functions assigned to him/her by the general house

Subsection 2: VICE PRESIDENT

- (a) Shall assist and deputize for the president
- (b) Shall head the welfare committee
- (c) Shall perform other functions assigned to him/her

Subsection 3: GENERAL SECRETARY

- (a) Shall record all minutes of meeting
- (b) Shall keep all records of the Forum
- (c) Shall summon executive meetings on the advice of the president
- (d) Shall be one of the signatories to the account/financial transactions for the Forum.
- (e) Shall be responsible for all correspondences
- (f) Shall be a member of screening committee
- (g) Shall perform other functions assigned to him/her

Subsection 4: ASSISTANT GENERAL SECRETARY

- (a) Shall assist and deputize for the General Secretary
- (b) Shall research and documentation committee
- (c) Shall perform other duties assigned to him/her

Subsection 5: DIRECTOR OF FINANCE

- (a) Shall head the finance committee
- (b) Shall keep all financial records of the Forum
- (c) Shall receive all monies of the Forum and issue receipts
- (d) Shall deposit all monies with the treasurer
- (e) Shall ensure proper bookkeeping to facilitate the work of the auditors
- (f) Shall in consultation with the president prepare an annual budget to be ratified by the house
- (g) Shall perform other functions assigned to him/her as necessary.

Subsection 6: DIRECTOR OF PUBLICITY

- (a) Shall head the publicity committee
- (b) Shall be the chief image maker of the Forum
- (c) Shall be responsible for all publicity of the Forum and her programs
- (d) Shall be the liaison officer between the Forum and the public
- (e) Shall work with the disciplinary/welfare committees at ceremonies or functions
- (f) Shall perform other duties as necessary

Subsection 7: CHIEF WHIP

- (a) Shall head the disciplinary committee
- (b) Shall work with the executive council to ensure strict adherence to the constitutions.
- (c) Shall ensure that all disciplinary recommendations reach the state executive council for approval
- (d) Shall receive all petitions/complaints on any matter
- (e) Shall work with the appropriate committee or committees during meetings/programs of the Forum to ensure orderliness and adherence to Forum rules
- (f) Shall perform other functions as necessarily assigned to him/her

Subsection 8: TREASURER

- (a) Shall keep an impress of not more than two (2) thousand naira (N2,000.00).
- (b) Shall pay all monies received into accounts within 72 hours (working days of receipt).
- (c) Shall be one of the signatories to the Forum's account
- (d) Shall assist the director of finance to prepare an annual report
- (e) Shall perform other functions as necessarily assigned to him/her

Section 15: ELECTIONS

- (a) There shall be an election within twelve (12) weeks before the end of a tenure
- (b) Five (5) man electoral panel shall be set up (12) weeks before the end of a tenure, to work out election modalities and conduct the elections within eight (8) weeks.
- (c) Election shall be by secret and a simple majority
- (d) Election result shall be announced by the electoral panel immediately votes are counted.
- (e) Where there is a tie, members of election committee shall vote to decide the winner
- (f) Any member appointed to serve in the electoral panel, who wishes to contest elections shall immediately decline her appointment so as to make a replacement
- (g) Academic qualifications requirement shall not be a hindrance to eligibility for contesting ant post.
- (h) There shall be a manifesto day before election
- (i) Where there is nobody contesting for any particular post, there shall be by-elections (as a second chance) within three (3) weeks
- (j) Where there is still nobody or contestant for the post, the executive shall appoint to fill the post subject to ratification by the general house
- (k) Electoral panel members shall be appointed by the general house.

Subsection 1: ARBITRATION PANEL

- (a) An arbitration panel shall be set up by the outgoing executive council after elections to entertain election complaints and petitions.
- (b) Members shall be three (3) in number.

- (c) There shall be a fourteen (14) day arbitration period, after which the panel shall be dissolved.
- (d) Their decision is final.

SECTION 16: FUNCTIONS OF THE ELECTORAL PANEL

- (a) Electoral panel shall work out election modalities
- (b) Shall oversee the elections
- (c) Shall work with caretaker committee (if any) to ensure smooth transition to new executive
- (d) Shall receive and process application forms from contestants
- (e) Shall screen contestants/voters.
- (f) Shall work with auditors report to ensure that no contestant is facing corrupt charges or actions within the Forum.
- (g) Shall disqualify any contesting officer who is facing corrupt/disciplinary actions within the Forum.
- (h) Shall perform any other function that could ensure smooth transition to a democratically elected executive.
- (i) Shall ensure strict adherence to election rules.
- (j) Shall seize to function immediately all elected officers are sworn in.

SECTION 17: BYE-ELECTIONS

Bye-Elections shall be held within three (3) weeks to fill a vacant post.

SECTION 18: IMPEACHMENT

Recommendation for impeachment shall be supported by not less than 2/3 majority of a quorum of total registered membership.

SECTION 19: COMMITTEES

The following committees shall be set up by the Executive Council.

- (a) SCREENING
- (b) WELFARE
- (c) PUBLICITY
- (d) BUSINESS
- (e) DISCIPLINARY
- (f) FINANCE
- (g) RESEARCH/DOCUMENTATION

Members shall not be less than three (3) in number. Tenure of adhoc committees shall be determined by their functions while that of a standing committee shall be two (2) years.

SECTION 20: FUNCTIONS OF THE COMMITTEES

Subsection 1: SCREENING COMMITTEE

- (a) Shall be headed by a chairman
- (b) Shall be responsible for the screening

- (c) Shall screen all home video scripts by members before rehearsals/recording to ensure standard productions.
- (d) Shall perform other functions assigned to it by the executive/general house

Subsection 2: WELFARE COMMITTEE

- (a) Shall be under the office of the Vice President
- (b) Shall be responsible for the welfare of members during programs
- (c) Where a member/members of the Forum are absent from the meetings more than three (3) times, the committee shall visit to find out the reason for such absence and report to the house.
- (d) Shall work with the disciplinary committee at all ceremonies attended by the Forum to ensure orderliness.
- (e) Shall perform other functions assigned to it by the executive/general house

Subsection 3: PUBLICITY COMMITTEE

- (a) Shall be headed by the director of publicity
- (b) Shall design all publicity strategies of the Forum's program
- (c) Shall publicize the Forum's programs
- (d) Shall perform other functions assigned to it by the Forum

Subsection 4: BUSINESS COMMITTEE

- (a) Shall design, evaluate and administer business project with a view towards revenue generation
- (b) Shall carry out other functions assigned to it
- (c) Shall be headed by a member from the house

Subsection 5: DISCIPLINARY COMMITTEE

- (a) Shall be headed by the chief whip
- (b) Shall sit on all cases of indiscipline and ensure strict adherence to the constitution
- (c) Shall ensure orderly conduct at meetings
- (d) Shall perform other functions regarding the general discipline in the Forum

Subsection 6: FINANCE COMMITTEE

- (a) Shall be headed by the director of finance
- (b) Shall partake in drawing up a budget for the Forum
- (c) Shall monitor revenue generation
- (d) Shall assist audit panels

SECTION 21: ARTISTIC DIRECTOR/CHOREOGRAPHER

- (a) Shall be appointed to make all artistic decisions on a specified project
- (b) Tenure shall last for the period of the specified assignment
- (c) Tenure shall be renewable

SECTION 22: MEETING

Subsection 1: STATE EXECUTIVE COUNCIL (SEC)

- (a) Shall convene when necessary

- (b) Quorum shall be formed by ½ of the total membership
- (c) State congress meeting shall be formed by chapter

Subsection 2: STATE CONGRESS

- (a) Shall meet twice monthly
- (b) Quorum shall be formed by members present

Subsection 3: COMMITTEES
Shall convene as dictated by their functions

Subsection 4: EMERGENCY MEETINGS
Shall convene as necessary

- Subsection 5: WORK-FREE DAY**
- (a) No member shall fix a rehearsal or partake in any production on the agreed time of congress meetings
 - (b) Permission for production shall be sought ahead of time to the Forum in writing

- Subsection 6: ABSENCE FROM MEETING**
- (a) Absence from meeting without excuse shall attract a fine. EXCO's discretion to fix fine.
 - (b) Absence for three (3) consecutive times shall require the Forum through appropriate committees to send delegates to find out the reason for such absence.

- Subsection 7: LATENESS TO MEETINGS**
- (a) Shall attract affine of =N=
 - (b) Late comers after paying fines shall not exchange pleasantries before taking their seats

- Subsection 8: AGENDA**
Shall be properly drawn to be followed item by item, and within the time of meeting specified.

- Subsection 9: RULES AND REGULATIONS AT MEETING**
The following rules/regulations shall be observed during meetings:-
- (a) The use of inflammatory or derogatory or insulting words or language shall be an offence
 - (b) Any member shall be free to bare his/her mind on any issue
 - (c) Malingering/loitering during meetings shall be an offence
 - (d) Smoking/eating/drinking during meetings shall be an offence
 - (e) Any member suspected or observed to be under the influence of alcohol or any intoxicant shall be peacefully walked out of the meeting
 - (f) Weapons of any kind like cutlass, iron, gun, bottle, knife are not allowed during meetings
 - (g) Engagement in any distractive action/activity during meetings shall be an offence
 - (h) No complaints or petition of any kind on any issue shall be allowed or entertained on the floor of the house during meetings

- (i) It shall be an offence punishable under section 35 of this constitution for any member to disrespect or intimidate or disobey any member of the committee charged with the responsibility of maintaining orderliness during meetings or otherwise.
- (j) All fines in this section shall be agreed on by the house
- (k) The disciplinary committee shall work with finance committee to ensure strict adherence and orderliness at meetings.

SECTION 24: BRANCHES OF THE FORUM

The Forum shall have branches in the local government areas of the state, with the following Executive members.

- (a) CHAIRMAN
- (b) VICE CHAIRMAN
- (c) SECRETARY
- (d) ASSISTANT SECRETARY
- (e) TREASURER
- (f) PUBLIC RELATIONS OFFICER (PRO)
- (g) CHIEF WHIP

SECTION 25: DUTIES OF OFFICERS

Subsection 1: CHAIRMAN

- (a) Shall preside over all branch meetings
- (b) Shall not vote at meetings, unless there is a tie
- (c) Shall see to the day to day running of the branch
- (d) Shall see to the spirit of oneness of members and make it work
- (e) Shall attend state congress meeting
- (f) Shall institute enquiry where necessary
- (g) Shall be one of the signatories to the branch accounts
- (h) Shall uphold the constitution
- (i) Shall perform other duties assigned to him/her by the executive/general house/the branch

Subsection 2: VICE CHAIRMAN

- (a) Shall assist and deputize on behalf of the chairman
- (b) Shall perform other duties assigned to him/her by the executive/house

Subsection 3: SECRETARY

- (a) Shall convene on the order of the chairman
- (b) Shall record all minutes of meetings
- (c) Shall be in charge of all correspondence
- (d) Shall be one of the signatories to the branch account
- (e) Shall perform other duties assigned to him/her by the executive/house
- (f) Shall attend state congress meetings

Subsection 4: ASSISTANT SECRETARY

- (a) Shall assist and deputize for the secretary
- (b) Shall perform other duties assigned to him/her

Subsection 5: TREASURER

- (a) Shall ensure proper documentations of the branch financial transactions
- (b) Shall be one of the signatories of the branch accounts
- (c) Shall keep an imprest of =N=2000.00 (two thousand naira only)
- (d) Shall perform other duties in relation to finance in the branch

Subsection 6: PUBLIC RELATIONS OFFICER (PRO)

- (a) Shall be the chief image maker of the branch
- (b) Shall be responsible for internal/external publicity at the branch
- (c) Shall perform other functions relating to publicity

Subsection 7: CHIEF WHIP

- (a) Shall head the disciplinary committee
- (b) Shall be responsible for the general discipline of the branch
- (c) Shall perform other functions concerning discipline in the branch

SECTION 26: FINANCE/FUNDING

This Forum shall be funded through levies, dues, donations, gate takings, loans and registration fees etc.

SECTION 27: ACCOUNTS

This Forum shall operate both savings/current accounts with any two (2) reliable banks in the state.

SECTION 28: WITHDRAWAL
WITHDRAWAL

Any member who wishes to withdraw temporarily from the Forum shall apply for dormant membership. Such a member cannot vote or be voted for.

SECTION 29: EDITORIAL BOARD

The executive council shall appoint editorial board whose responsibility shall be to produce the Forum's journal.

SECTION 30: PRODUCTIONS

Subsection 1: GENERAL

- (a) Members are left to their discretion on the minimum fee acceptable to them except if members request the Forum to negotiate on their behalf.
- (b) Breach of any part of the contract agreement by either party shall be viewed seriously by this Forum if the Forum acted as the person's agent.
- (c) No member shall engage in any job without a properly documented agreement
- (d) Copy or copies of contract agreement may be deposited with this Forum in case of any eventualities.
- (e) It shall be an offence for a member to hijack or cunningly take over a job meant for another member or jobs already negotiated by him/her without the consent of the original member.

Subsection 2: FORUM'S ORGANIZED PRODUCTIONS

All production organized by this Forum shall:-

- (a) Observe all professional rules
- (b) Utilize all members in all departments of the productions
- (c) Shall share proceeds after deduction of costs in the ratio of 20% to the Forum, 20% to other members other than cast and crew and 60% to cast and crew.

Subsection 3: DEDUCTIONS

This Forum shall only deduct 5% from an artiste fee on jobs brought by the Forum for the Artiste.

SECTION 31: AUDIT PANEL

The financial activities of outgoing executives shall be audited before election

SECTION 32: AMENDMENT

- (a) This constitution shall be amended at the last congress meeting of the end of the tenure of the first elected executive council.
- (b) All claims and objectives/observations shall be submitted to the executive council well in advance before the day of the last meeting.

SECTION 33: BOARD OF TRUSTEES

1. A board of trustees shall be appointed by the general meeting of the Forum and shall not be more than five man
2. Members shall be known as the registered trustees of the Forum
3. The trustees may hold office for life; but a trustee shall cease to function if he:-
 - (a) Resigns his office
 - (b) Becomes insane
 - (c) Is convicted of a criminal offence by a court of law
4. The trustee shall have a common seal (impression below)
SEAL
5. This common seal shall be kept by the General Secretary of the Forum who shall produce on demand for use by the trustee.
6. All documents to be executed by the trustees shall be signed with the common seal, each by the trustee.

SECTION 34: E.S.A.F PENALTY

All punishable offences shall carry a penalty of:-

- (a) A fine of five thousand Naira (=N=5,000.00)
- (b) Suspension
- (c) Dismissal depending on the gravity of the offence
- (d) Punishable offences referred to above shall exclude those contained in subsection 23 subsection 9 of this constitution.

SECTION 35: CEREMONIES

Subsection 1: FUNERAL

- (a) Only funeral ceremonies in respect of wives, husband, members and biological parents shall be attended by this association.
- (b) Attendance shall be mandatory for all members.
- (c) Absence with excuse shall be two hundred naira (=N=200.00) only
- (d) Absence without excuse shall be three hundred naira (=N=300.00) only and a blacklisting after 3 consecutive times.
- (e) Announcement of occasion should reach the house two weeks before the day must be 60% of the members to meetings and functions.

Subsection 2: MARRIAGE

- (a) Shall be in respect of members only
- (b) Attendance shall be mandatory for all members
- (c) Absence with excuse shall be two hundred naira (=N=200.00) only
- (d) Absence without excuse shall be three hundred naira (=N=300.00) only and a blacklisting after 3 consecutive times.
- (e) Announcement of occasion should reach the house two weeks before the day must be 60% of the members to meetings and functions.

Subsection 3: BLACKLIST ABSENTEES

- (a) Any member who is blacklisted twice in tenure shall have his/her ceremony not attended by the Forum.
- (b) Shall not be entitled to his/her cash support or help
- (c) It shall be 6 months for any member blacklisted from the day the house takes its decision.

Subsection 4: EXCUSE

- (a) Shall only be granted or accepted on grounds of ill health, or official engagement/duty.
- (b) Excused members shall not be blacklisted but shall only pay his/her absence fees.

SECTION 36: CODE OF CONDUCT

Subsection 1: FORUM'S CODE OF CONDUCT

- (a) Any petition or complaint of any kind on any issue by a member shall be addressed to the disciplinary committee
- (b) Members must observe all the rules of this Forum and fulfill all obligations to same.
- (c) Members must actively participate in all activities of the association.
- (d) Offending members shall be punished under section 35 and section 23 subsection 9 of this constitution
- (e) It shall be a punishable offence under section 35 of this constitution for a member to circulate or disseminate any information capable of destroying or tarnishing the image of this Forum and its members
- (f) Appeal against judgments shall be addressed to the Artistes Complaints Commission.
- (g) Members shall accept the decisions of the commission on any issue brought to it as final

- (h) No member shall violate the professional code of conduct as set by this Forum.
- (i) It shall be an offence punishable under section 35 of this constitution for any member of this Forum to disrespect or disobey constituted authorities/lawful instructions.

Subsection 2: PROFESSIONAL CODE OF CONDUCT

- (a) Members of this Forum shall at all times demonstrate professional discipline and dedication to excellence.
- (b) Without prejudice to the right of the individual as a citizen of the Federal Republic of Nigeria and subject to the laws thereof, no member of this Forum shall take a fellow member to court or police station over an issue emanating from professional relationship without first exhausting all avenue for justice set out by this Forum

Subsection 3: EMPLOYEES

E.S.A.F members shall:-

- (a) Arrive on time at rehearsals/production venues.
- (b) Notify the producer or production manager in case of ill health or inability to reach performance/production venue.
- (c) Observe all production rules.
- (d) Be obligated to give the best performance of which he/she is capable.

Subsection 4: EMPLOYERS

E.S.A.F members who employ artiste/crew labor shall:-

- (a) Consider all applicants on equal basis.
- (b) Avoid any act capable of being interpreted as preferential treatment of members taking part in their production.
- (c) Pay 10% of the Artiste fee to the Forum on jobs brought to the member by the Forum.

SECTION 38: DISSOLUTION

Subsection 1: THE FORUM

This Forum shall not be dissolved unless supported by 2/3 majority of its total financially committed membership. In case of dissolution, after discharging all debts legally incurred, the remaining funds shall be given to an allied body practicing same profession.

Subsection 2: THE EXECUTIVE

The executive shall not be dissolved unless by impeachment or resignation 2/3 of its members or impeachment of the executive itself. In case of dissolution, the Artistes Complaints Commission of the Forum shall set up a care taker committee within two (2) weeks to organize elections within two (2) months.

SECTION 39: E.S.A.F BENEFITS

E.S.A.F shall:-

- (a) Create for and inform its members of viable job opportunities.
- (b) Liaise with employers of Artistes with a view to drawing a standard contractual agreement and determine minimum rehearsal performance fees.

- (c) Ensure the payment of variations in fees that normally attend variations in extent or duration of the Artiste role.
- (d) Represent the Artiste in actual negotiations of a contract, where the artiste so request and represent the artiste in any dispute, which may arise with employer.
- (e) On request, send professionals like Directors or Choreographers etc to troupes for grooming/assistance.

This reviewed constitution shall come into force as from

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President

Appendix 1

EDO STATE ARTISTES FORUM
MEMBERSHIP OATH OF ALLEGIANCE

I, do
solemnly swear that I will be faithful and bear true allegiance to the Edo State
Artistes Forum, Benin City, Edo State; that as a member of the Forum, I will
discharge my duties to the best of my ability, faithfully and to the best of my
ability, faithfully and in accordance with the rules and regulations of the
Forum and the constitution of the Forum and the law, and always in the
interest of the integrity, solidarity and well being of the Forum.

So Help Me God.

Name:

Sign:

Appendix 11

EDO STATE ARTISTES FORUM
EXECUTIVE OATH OF OFFICE
EXECUTIVE AND COMMITTEE MEMBERS OATH OF OFFICE

I, do
solemnly swear that I will be faithful and bear true allegiance to the Edo State
Artistes Forum, Benin City, Edo State; that as,
I will discharge my duties to the best of my ability, faithfully and to the best
of my ability, without fear or favour, affection or ill will to the best of my
ability; and I will not allow my personal interest interfere with my official
conduct; and I will do right to all the members of the Association in
accordance with the law.

So Help Me God.

Name:

Sign:

DRAFTING COMMITTEE

Mallam Yusuf Bako - Chairman
Best Y. Ogunmu Snr. - Secretary
Obaseki Eghe - Member

REVIEW COMMITTEE

Ernest Emokpae - Chairman
Baba Cliff - Secretary
Paul Ogbomwan - Member
Mrs. Roseline Ogbodu - Member
Mrs. Josephine O. Uagboe - Member

CONTRIBUTORS

Omo-Osagie Utetenegiabi
Flavian Okojie
Oriakhi Ikponmwonsa Lamptay
Kingsley Ero
Edosa James Edionhon
Udazi O. Imuetinyan
Sunny Idugboe
Presley Eghosa Oriavbiere

2ND REVIEW COMMITTEE

Eghe Obaseki - Chairman
Chris Izeghede - Secretary

CONTRIBUTORS

Best Y. Ogunmu Snr.
Oriakhi Ikponmwonsa Lamptay
Presley Eghosa Oriavbiere
Solomon Okosun
Johnbull Ighanesebhor
Tony O. Gab

