

MAURITIUS SOCIETY OF AUTHORS
ANNUAL REPORT FOR THE FINANCIAL PERIOD
2019-2020

REGISTERED OFFICE

Avenue des Artistes

Beau Bassin

CHAIRPERSON'S MESSAGE

I am pleased to present this report for the year ended 30 June 2020.

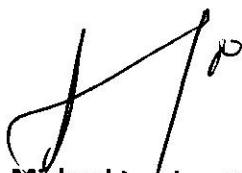
This year was yet an advancement again for MASA in achieving its mission and objectives.

We upgraded of our internal system has allowed us to maintain a good documentation and, consequently, lead to sound distribution exercises.

The COVID-19 pandemic has impacted severely on the collection of royalties at MASA. This has been a major challenge around the world for collective management organizations.

Hopefully, MASA has been able to effect its distribution exercises to the satisfaction of its members. Moreover, a COVID-19 financial assistance was granted to full-fledged members of MASA irrespective of their artistic field.

I take this opportunity to thank all members of the Board, the parent Ministry and the Staff for their contribution and commitment.



Michael Lyndon Veeraragoo
Chairperson

MAURITIUS SOCIETY OF AUTHORS
MASA House, Avenue des Artistes
Beau - Bassin

THE SOCIETY

The Mauritius Society of Authors (MASA) was established under the Copyright Act 1986. It was, subsequently, replaced by the Rights Management Society in the Copyright Act 2014. The appellation was further amended and reverted to MASA in the Copyright (Amendment) Act 2017.

Mission

(i) "To efficiently and effectively exercise and enforce the collection and distribution of royalties for the benefit of its members."

(ii) "To play a leading role in the African region and in the unification of African cultural actors especially with the challenges brought by a more high-tech era."

Vision

"To make arts and culture the vector boosting cultural diversity, through better promotion and protection of artists' interests, as an impetus of economic development."

Objectives

(i) "To professionally administer with excellence the Copyrights and Neighbouring rights of Rights Owners."

(ii) "To represent, defend and maximise the interest of all creators of Artistic, Literary and scientific works so that they are duly remunerated."

(iii) "To enable its members / creators to contribute in a sustainable cultural industry in Mauritius."

Values

- (i) "To promote a culture of quality, transparency, integrity and honesty within the Copyright and Neighbouring right area."
- (ii) "To inculcate a passion for excellence in all it does."

OBJECTS AND FUNCTIONS OF THE SOCIETY

According to Section 45 of the Act, the Society shall —

- (a) collect copyright fees and charges from the users of a work, on behalf of its members, and distribute those fees among the members;
- (b) determine the criteria for, and classes of, membership of the Society;
- (c) represent and defend the interests of its members in Mauritius and abroad;
- (d) contribute, by all appropriate means, to the promotion of national creativity in the artistic, literary and scientific fields;
- (e) administer within Mauritius such economic rights of its members as it may determine;
- (f) negotiate with any users of a work —
 - (i) the conditions of, and the fees and charges to be paid for, the authorisation to be given to do an act covered by any economic rights referred to in paragraph (e);
 - (ii) the amount of equitable remuneration where the right to such remuneration is administered by the Society;
- (g) grant any authorisation which it is permitted to give under this Act;
- (h) enter into reciprocal agreements with foreign collective management organisations for the issue of exclusive authorisation in respect of their members' works and for the collection and distribution of copyright fees deriving from those works;
- (i) endeavour to obtain the transfer of membership of Mauritian authors who are members of foreign collective management organisations and safeguard in favour of the Mauritian authors whose membership has been transferred, all the advantages which may have accrued to them before the transfer;
- (j) enter into contracts with relevant persons, for the benefit of its members, regarding the use of the works of the members;
- (k) foster such harmony and understanding between copyright owners and the users of their works as may be necessary for the protection of the economic rights of the authors;

- (l) provide its members with information or advice on all matters relating to copyright;
- (m) establish and administer a Provident Fund and a Benevolent Fund for its members and their heirs; and
- (n) discharge such other functions as may be prescribed.

GENDER STATEMENT

In devising its' programmes, policies and benefits, the Society commits itself towards the integration of gender equality and equity. The Society promotes a healthy and collegial working environment for staff irrespective of gender. It ensures that all staff are equally valued, empowered and rewarded.

STAFF

The Society is managed by a Board and headed by an Officer-in-Charge who is responsible for the execution of the policy of the Board and the day-to-day administration of the Society. Support services were provided by twenty full-time employees. The conditions of service of the staff are governed by the Pay Research Bureau

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

The main objectives of the Society are to collect copyright fees from music users and to distribute the sums collected to copyright owners. Distribution of royalties' exercises have been carried out at least twice a year.

A COVID-19 financial assistance to the sum of Rs 5,000 was granted to full-fledged members from the MASA Provident and Benevolent Fund in April and in May 2020.

CORPORATE GOVERNANCE

STATEMENT OF COMPLIANCE

The Society is committed to implement best practices in Corporate Governance with the ultimate objective to fully adhere to the recommendations and principles contained in the Code of Corporate Governance for Mauritius 2016.

According to the Statutory Bodies (Accounts and Audit) Act, the Society needs to include a Corporate Governance report in its Annual Report. It is a legal requirement that the Society complies with all the provisions of the Code.

The Society's Board confirms to the best of its knowledge that it has complied as far as possible with all its obligations and requirements under the Code of Corporate Governance, the Finance and Audit Act, National Solidarity Fund (NSF) Act, Statutory Bodies (Accounts and Audit) Act and other statutory requirements.

PRINCIPLE 1 - GOVERNANCE STRUCTURE

The Board operates in line with provision of the Copyright Act. A Board charter and a Code of Ethics for the Board are yet to be drafted.

FUNCTIONING OF THE BOARD

The Board meetings are a fundamental component of governance processes. Each Board meeting is critical as it is the main opportunity to fulfill its functions and responsibilities. According to the Copyright Act, the Board shall be convened by the Chairperson at such time and place as he thinks fit, or in his absence, by him. Nine members of the Board shall constitute a quorum. The Board shall regulate its meetings and proceedings in such manner as it thinks fit.

PRINCIPLE 2 - THE STRUCTURE OF THE BOARD AND ITS COMMITTEES

BOARD COMPOSITION

The Board consists of a Chairperson and fifteen members.

Mr. M. L. Veeraragoo	- Chairperson
Mr. I. Bhugan (Firm)/ Mr. V. N. Boodhun (Alternate)	- Representative of the Ministry of Arts and Cultural Heritage
Ms. D. Beesoondoyal	- Representative of the Attorney-General's Office
Mr. G. H. Sokeechand	- Representative of the Ministry responsible for the subject of finance
Mr. B. Ramdoyal (Firm)/ Mr. B. A. Seedoyal (Alternate)	- Representative of the Ministry responsible for the subject of industry
Mr. S. Pandoo	- Representative of the Ministry responsible for the subject of information and communication technology
Mr. O. Persand/ Mr. J. E. Arnel	- Representative of Customs Department

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| Mrs. B. F. A-Raman-Ahmed | - Representative of the Industrial Property Office |
| Mr. M. Oozeer | - Appointed Member |
| Mr. J. J. Arjoon | - Member (Category Music Author, Composer and Performer) |
| Mr. G. Hurry | - Member (Category Music Author, Composer and Performer) |
| Mr. G. Louis | - Member (Category Audiovisual/Theatrical) |
| Ms. G. Boulaye | - Member (Category Audiovisual/Theatrical) |
| Mr. N. O. H. C. Goder | - Member (Category Literary Author) |
| Mr. R. Hein | - Member (Category Publisher) |
| Ms. N. Alleck | - Member (Category Other Works) |

CHANGES ON THE BOARD DURING THE YEAR UNDER REVIEW

During the period under review, several changes occurred in the Board composition as hereunder:

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| Mr. R. Moolye (Firm)/
Mr. S. K. Sobee (Alternate) | - Representative of Industrial Property Office |
| Mr. M. Oozeer | - Resignation on 3 December 2020 |
| Ms. N. Alleck | - Resignation on 18 July 2019 |

BOARD COMMITTEES

To help the Board to discharge its functions in a responsible and accountable manner, the Board's Committees as described below have been set up to ensure close monitoring of the Fund's operations and compliance with established regulatory guidelines.

Finance Committee	Mr. G. H. Sokeechand (Chairperson) Mr. M. Oozeer M. S. Pandoo
Distribution Committee	Mr. R. Hein (Chairperson) Mr. G. Hurry Mr. J. J. Arjoon Mr. G. H. Sokeechand Mr. I. Bhugan
Human Resource Committee	Mr. M. L. Veeraragoo (Chairperson) Mr. G. Hurry Mr. V. Bundhun
Musical Committee	Mr. Gerard Louis (Chairperson) Mr. G. Hurry Mr. I. Bhugan
MASA Provident and Benevolent Fund Committee	Mr. M. Oozeer (Chairperson) Mr. G. H. Sokeechand Mr. J. J. Arjoon Ms. G. Boulaye

PRINCIPLE 4 – MEMBERS’ REMUNERATION

The Chairperson and other Board members are paid fees in accordance with those prescribed by the Pay Research Bureau.

PRINCIPLE 5 – RISK GOVERNANCE AND INTERNAL CONTROL

RISK MANAGEMENT

The Board has the ultimate responsibility of managing risk. The Society ensures that adequate controls and measures are in place as well as their effectiveness to manage the most significant risk factors and to respond in a manner that is appropriate and proportional to the risks identified.

INTERNAL AUDIT

To ensure performance of the organisation's management systems and its operational activities, the assistance of the Internal Control Unit of the Parent Ministry will be sought to report on matters such as:

- (a) reliability of system and records;
- (b) control of assets; and
- (c) detection and prevention of malpractices

PRINCIPLE 6 - REPORTING WITH INTEGRITY

COMMUNICATION AND DISCLOSURES

The Society maintains an open-door policy with its stakeholders for ensuring optimal transparency and disclosure at all levels. The following mechanisms are used so that stakeholders are kept informed of activities:

- (i) Written communication
- (ii) Face-to-face meetings
- (iii) Networking with institutions; and
- (iv) Annual Report

RELATED PARTY TRANSACTIONS

There has been no Related Party Transactions during the year.

PRINCIPLE 7 – AUDIT

INTERNAL AUDIT

For the period under review, no audit review has yet been conducted.

AUDITING AND ACCOUNTING

The Board is responsible for the timely preparation of the Annual Report which includes the financial statements.

EXTERNAL AUDIT

The Society's Financial Statements are audited by the National Audit Office against a fee.

PRINCIPLE 8: RELATIONS WITH SHAREHOLDERS AND OTHER KEY STAKEHOLDERS

The Board believes and respects the interests of its stakeholders within the context of its fundamental purpose. Interactions with and feedback are given to applicants during the course of their applications through phone, letters and by face-to-face meetings.

MASA has entered into reciprocal agreements with forty foreign collective management organizations operating under the umbrella of the International Confederation of Societies of Authors and Composers (CISAC). MASA is a provisional member of CISAC.

MASA is also a member of the International Federation of Reproduction Rights Organisation (IFRRO).

STATEMENT OF BOARD RESPONSIBILITIES

The Board is responsible for the overall management of the Society, ensuring that proper standards of corporate governance are maintained and are in compliance with statutory and regulatory obligations. The Board members fully understand the importance of corporate governance.

The Board is responsible for ensuring that procedures and practices are in place to protect the Society's assets and reputation. The Board is responsible for keeping proper accounting records for the purpose of recording all transactions relating to its funds and activities.

The Act also requires the preparation of financial statements for each financial year which presents fairly the financial position, financial performance and the cash flows of the Society.