

21 May 2026

**For Publication  
Joint Media Statement**

**VICPA AND SNBA STRONGLY CALL FOR FAIR ENGAGEMENT OF CREATIVE  
FREELANCERS INCLUDING PERFORMING ARTISTS  
IN SINGAPORE'S NIGHTLIFE SCENE**

1 The Visual, Audio, Creative Content Professionals Association (Singapore) [VICPA]<sup>1</sup>, an affiliate of the National Trades Union Congress (NTUC), and the Singapore Nightlife Business Association (SNBA)<sup>2</sup>, jointly call on businesses across Singapore's creative and nightlife sectors to uphold fair, respectful and professional engagement of creative freelancers, including performing artists.

2 This call follows **VICPA's expansion of its scope in January 2026 to represent freelance performing artists**, and reflects a shared commitment by both Associations to **raise standards of contracting and engagement of freelance creative professionals, and strengthen practices**, like hiring and payment, in these sectors. The welfare and interests of these freelance creative professionals are important as they play a vital role in shaping vibrant experiences for Singaporeans and visitors, and contribute to Singapore's cultural landscape.

3 Mr Jagathishwaran Rajo, Executive Secretary of VICPA, said "VICPA's expanded scope to represent freelance performing artists reflects our commitment to supporting the interests and livelihoods of Singapore's broader creative community. This collaboration with SNBA marks an important first step to encourage clearer and fairer engagement practices in the nightlife sector, so that freelancers and businesses can work together with greater clarity and confidence."

4 Mr Danny Loong, SNBA President, also commented on the importance of a fair and responsible engagement practices for freelance artists and creative professionals. In collaboration with VICPA, SNBA aims to strengthen industry standards through clearer expectations around payment terms, scope of work and cancellation policies, while promoting greater trust, accountability and long-term sustainability across Singapore's nightlife and entertainment industry

**Calls by VICPA and SNBA to all Businesses**

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<sup>1</sup> <https://www.vicpa.org.sg>

<sup>2</sup> <https://snba.org.sg/>

5 VICPA and SNBA strongly urge all businesses to adopt the Tripartite Standard on Contracting with Self-Employed Persons (TS-SEP)<sup>3</sup> as a baseline for responsible engagement for freelance creative professionals.

6 In line with the Tripartite Standard, both Associations support the engagement of creative freelancers with written contracts that set out clear and fair key engagement terms. These include:

**A. Clear Payment Terms**

Payment terms must be stated upfront and agreed upon before work begins:

- a. Payment to be made within 30 days from the date of invoice; and
- b. Use of progressive payments or deposits for longer term and higher value engagements.

**B. Transparent Scope and Deliverables**

Contracts should clearly outline the scope of work, expectations, and deliverables to prevent misunderstandings and disputes.

**C. Freelancers' Right to Negotiate Fair and Balanced Terms**

The terms in the contracts should be fair and balanced, without placing freelancers at a disadvantage. Freelancers should have the opportunity to review and negotiate the terms of the contract.

**D. Clear and Reasonable Cancellation Policy**

Contracts should include a fair cancellation policy that protects both parties, with reasonable notice periods and compensation where applicable.

**E. Dispute Resolution Support**

In the event of a dispute, creative freelancers who are members of VICPA may seek the Association's support for mediation, with the aim of achieving a fair and amicable outcome.

7 To support this, VICPA and SNBA will jointly develop a Key Engagement Terms (KET) template for businesses and creative freelancers engaged for projects in Singapore's nightlife sector, to set clearer expectations upfront and reduce the risk of disputes. For more information, refer to <https://www.vicpa.org.sg/contracting-resources/>.

## **Fair and Progressive Industry Players in Singapore's Nightlife Scene**

8 As members of the Singapore Nightlife Business Association (SNBA), Nova, High House and Blackbird are independent hospitality and nightlife venues who has committed to fair, transparent and professional engagement practice, and to fostering a respectful working environment with entertainment artists. Through clear communication, structured agreements and

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<sup>3</sup> <https://www.tal.sg/tafep/getting-started/progressive/tripartite-standards>

responsible engagement practices, these venues help to strengthen trust and collaboration within the entertainment community.

9 At **Nova**, artist engagements are supported by clearly defined payment terms established upfront. Compensation details, timelines and payment methods are communicated prior to confirmation, giving artists clarity and confidence before taking on any performance.

10 At **HighHouse**, there is a strong emphasis on clearly defined scopes and deliverables. Performance requirements, schedules and expectations are aligned in advance, enabling smoother coordination between artists and organisations and clearer alignment from the start.

11 At **Blackbird**, engagements are guided by clear and reasonable cancellation policies. Notice periods, contingencies and any applicable terms are communicated in advance, ensuring fairness and mutual understanding for both artists and the venue.

### **Working Together for a Stronger Creative and Nightlife Industry**

12 VICPA and SNBA believe that fair practices build trust, strengthen partnerships, and uplift the overall standard of the industry. Businesses and freelancers alike benefit when expectations are clear and commitments are honoured. For performing artists and other creative freelancers, this means greater clarity and confidence in their engagements, with clearer expectations on areas such as payment terms, scope of work and cancellations.

13 Both Associations strongly call on all stakeholders to uphold these standards and work together to build a more sustainable, respectful, and professional ecosystem for creative work in Singapore. Creative freelancers, including performing artists, who encounter issues relating to contracts, payment disputes or engagement terms may approach VICPA for guidance and mediation support, with the aim of achieving a fair and amicable outcome. Those interested in joining VICPA or seeking support may contact VICPA at [VICPA@ntuc.org.sg](mailto:VICPA@ntuc.org.sg) for more information.

<b>Chinese Names and Terms</b>	<b>中文名称与词汇</b>
National Trades Union Congress	全国职工总会 (职总)
Visual, Audio, Creative Content Professionals Association (VICPA)	音像与创意专业人士协会
Jagathishwaran Rajo Executive Secretary, VICPA	杰格 执行秘书 音像与创意专业人士协会
Danny Loong President	龙田弘 主席

### **About The Visual, Audio, Creative Content Professionals Association (Singapore) (VICPA)**

The Visual, Audio, Creative Content Professionals Association (Singapore) (VICPA), an affiliate of the National Trades Union Congress (NTUC), established in 2021, encourages companies to engage local freelance creative professionals. This would support the growth and professionalism of our local talents and uphold fair hiring practices that comply with Singapore's laws. Companies may refer to the NTUC Freelancer Directory for a list of experienced photographers, videographers and other creative freelancers who adhere to the Professional Code of Ethics, modelled after the Tripartite Standard on Contracting with Self-Employed Persons.

### **About The Singapore Nightlife Business Association**

The Singapore Nightlife Business Association, established in 2013, is a voluntary initiative by industry leaders representing a wide range of nightlife stakeholders. It serves as a collective voice for the sector, advocating for a vibrant, responsible, and sustainable nightlife scene in Singapore. SNBA works towards building a respected and professional industry, driven by innovation and strong standards. It also provides a united platform for ongoing dialogue with stakeholders, supporting the growth of a world class and dynamic nightlife environment in Singapore.

### **For media enquiries, please contact**

Kimberly Tan  
Senior Executive  
[kimberly\\_tan@ntuc.org.sg](mailto:kimberly_tan@ntuc.org.sg)  
9229 1408

Michelle Kwok  
Senior Manager  
[michelle@snba.org.sg](mailto:michelle@snba.org.sg)  
9093 0616