



EUROPEAN HANDBALL
FEDERATION

EHF GUIDELINES TO DRAFT AN EMPLOYMENT CONTRACT

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FOREWORD AND DISCLAIMER

The present document aims at providing clubs and players, as well as other stakeholders such as agents with basic guidelines in order to help them in the process of drafting employment contracts for professional handball players. National regulations, laws and/or collective bargaining agreements shall be complied with accordingly and the use of a legal counsel's services is recommended.

In no case the present guidelines shall be binding, it has no legal value and shall not engage the responsibility of the EHF.

FORMAL REQUIREMENTS

- Written form
- Signature of the parties duly authorised to do so
- Place and date of signature
- If the player is a minor, signature of the parent/guardian
- Minimum two (original) copies

PARTIES

- Identification of the player (physical person):
 - ✓ Name
 - ✓ Surname
 - ✓ Birth date
 - ✓ Nationality (-ies)
 - ✓ Address
 - ✓ If the player is a minor, mention the parent(s)/guardian(s)
- Identification of the club (legal person):
 - ✓ Legal name
 - ✓ Registration number
 - ✓ Type of legal person
 - ✓ Address
 - ✓ Name, surname and function of the person legally representing the club

SUBJECT OF THE CONTRACT

Set forth the employment relationship between the player and the club.

OBLIGATIONS OF THE CLUB

Payment:

- ✓ Type(s) (salary, other financial and non-financial benefits)
- ✓ Currency
- ✓ Manner (cash, bank transfer)
- ✓ Periodicity
- ✓ Dates

Holidays

OBLIGATIONS OF THE PLAYER

- Play at his/her best
- Attend trainings
- Sponsors' obligation (if any)
- Anti-Doping obligations

IMAGE RIGHTS

Define the regime of the player's image rights if any (conditions of exploitation, financial benefits etc.).

TERM OF THE CONTRACT

- Date of beginning and expiration
- Conditions of early termination
- Conditions of extension
- Conditions of modification

APPLICABLE LAW AND JURISDICTION

- Definition of the applicable law
- Definition of the applicable jurisdiction:

If possible under the applicable national laws, the jurisdiction of the EHF Court of Arbitration should be considered as an independent and quick alternative to solve disputes. In such event, the following clause should be inserted in the employment contract:

"Any dispute, litigation, question, discussion or controversy of any kind arising from or related to the present contract shall be submitted exclusively to the ECA Court of Arbitration in Vienna, Austria, and resolved definitely in accordance with the Rules for the EHF Court of Arbitration."

More information about ECA under the following link: <http://www.eca-handball.com/>

DISCIPLINARY MEASURES OF THE CLUB

- Definition of the disciplinary competence/power of the club on the player.
- Conditions of implementation of such competence/power (e.g. reference to internal disciplinary rules). It is recommended to enclose to the contracts the applicable internal disciplinary rules.

COMPLIANCE WITH HANDBALL REGULATIONS

Mention the obligation to comply with the different handball regulations (from the national, European and international federations).