



LIVING THE FOOTBALL
SPIRIT AND OUR PRIDE

A faint, white line-art illustration of a gavel and a set of scales of justice is positioned in the upper left quadrant of the cover. The gavel is angled downwards, and the scales are positioned below it.

LEGAL HANDBOOK

EFA Statutes 2019

EFA Electoral Code 2021

EFA Elections Guidelines 2021



Eswatini Football Association

STATUTES

Regulations governing the application of the Statutes
Standing Orders of the General Assembly

June, 2019
Edition



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Definitions

In these Statutes, the terms given below shall denote the following:

1. **"EFA"** means Eswatini Football Association.
2. **"FIFA"** means Federation Internationale de Football Association
3. **"CAF"** means Confederation of African Football
4. **"COSAFA"** means Confederation of Southern African Football Associations.
5. **"IFAB"** means International Football Association Board
6. **"Association"** means a football Association recognized by and a Member of FIFA.
7. **"Regional Association"** means a regional football association recognized by EFA and is subordinate to EFA. It is a member of EFA, unless a different meaning is evident from the context.
8. **"League"** means an organization that is subordinate to a Regional Association or EFA.
9. **"Club"** member of the Regional Association or League (that is itself a member EFA).
10. **"General Assembly"** means the supreme and legislative body of EFA.
11. **"Executive Committee"** means the executive body of EFA.
12. **"Member or Affiliate"** means a legal association or league that has been admitted into membership by the General Assembly.
13. **"Statutes"** means the provisions of the constitution.
14. **"Official"** means every board member, committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters at FIFA, CAF, COSAFA, EFA, member association, regional association, league or club.
15. **"Player"** means any football player licensed by EFA, a regional association, league or an association in the membership of FIFA.
16. **"Ordinary Courts"** means state courts which hear public and private legal disputes.
17. **"Arbitration Tribunal"** means private court of justice acting instead of an Ordinary Court.

18. **“CAS”** means Court of Arbitration for Sport in Lausanne (Switzerland)
19. **“Association Football”** means the game controlled by FIFA and organized in accordance with the Laws of the Game.

20. **“Official competition”** means a competition for teams organized by EFA, CAF, FIFA, a regional association or league.

21. **Stakeholder:** a person, entity or organization which is not a member and/or body of the EFA but has an interest or concern in EFA’s activities, which may affect or be affected by EFA’s actions, objectives and policies, in particular clubs, players, coaches and professional leagues.

NB: References to natural persons include both genders. The singular case applies to the plural and vice-versa.

I. GENERAL PROVISIONS

ARTICLE 1 NAME AND LEGAL FORM

1. The name of the association shall be the ESWATINI FOOTBALL ASSOCIATION (herewith called "*the EFA or the association*").
2. Eswatini Football Association (EFA) is an association registered in the registry of associations and a non-governmental organization registered in accordance with the laws of Eswatini.
3. EFA is a member of FIFA, CAF and COSAFA and it is formed for an unlimited period.
4. The headquarters of the association shall be situated in MBABANE (Eswatini), Plot 582, Sigwaca House, P. O. Box 641, Mbabane, H100
5. The headquarters of the association may only be transferred to another location following a resolution of the General Assembly.

ARTICLE 2 OBJECTIVES

1. The Objectives of the EFA are:
 - a. To improve the game of football constantly and promote, regulate and control it nationally, throughout the territory of EFA in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
 - b. To organize competitions in Association football in all its forms at a national level, by defining precisely, as required, the areas of authority conceded to the various Regional Associations and/or Leagues of which it is composed;
 - c. To draw up regulations and provisions on any aspect of football under its auspices or territory and ensure their enforcement;
 - d. To protect the interests of its Members;
 - e. To control every type of association football under its jurisdiction by taking the necessary steps to prevent any infringement of the statutes, regulations, directives and decisions of FIFA, CAF, COSAFA and EFA as well as the Laws of the Game and ensure that these are also respected by its Members and to prevent from being abused or brought into disrepute;
 - f. To prevent all methods or practices which might jeopardize the integrity of matches or competitions or give rise to abuse of Association Football;
 - g. To promote the development of women's football through education and training to promote the development of women with a capacity to participate at all levels of governance;
 - h. To manage international sporting relations connected with Association Football in all its forms;

- i. To host competitions at international and other levels; including the supervision all friendly football matches of all forms played throughout the territory of EFA;
 - j. to foster friendly relations among officials and players of members by organizing competitions and tournaments and such other matches as may be deemed necessary at all levels and in all other appropriate ways.
 - k. To ensure that all bodies, officials and employees observe the Statutes, rules, regulations, decisions, directives and Code of Ethics of EFA in their activities. The Executive Committee shall draw up the Code of Ethics.
2. EFA is required to comply at all times and unreservedly to the principles of good governance, integrity and sportsmanship; as well as with the Statutes, regulations, decisions and directives of CAF and FIFA.
3. Any person or organization involved in football under the territory of the EFA has to respect at all times and unreservedly, the principles of ethics and fair play enacted by the EFA, CAF and FIFA, the principles of integrity and sportsmanship; as well as the Statutes, regulations, decisions and directives of the EFA, CAF and FIFA.

ARTICLE 3 NON-DISCRIMINATION, EQUALITY AND NEUTRALITY

1. Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion, birth or any other status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion.
2. EFA remains neutral in matters of politics and religion. Exceptions may be made with regard to matters affected by FIFA's statutory objectives.

ARTICLE 4 PROMOTING FRIENDLY RELATIONS

1. EFA shall promote friendly relations between its Members, Clubs, Officials and Players and in society for humanitarian objectives.
2. Every person and organization involved in the game of football is obliged to observe the Statutes, regulations and the principles of fair play as well as the principles of loyalty, integrity and sportsmanship.
3. EFA shall provide the necessary institutional means to resolve any internal disputes that may arise between Members, Clubs, Officials and Players of EFA.

**ARTICLE 5 PLAYERS**

1. The Status of Players and the provisions for their transfer shall be regulated by the EFA in accordance with the current FIFA Regulations for the Status and Transfer of Players.
2. Players shall be registered in accordance with the regulations of EFA in conformity with the Regulations on the Status and Transfer of players as promulgated by FIFA from time to time.
3. The Executive Committee of EFA shall have the sole responsibility on regulating and drawing up regulations for the Status and transfer of players for all leagues, competitions and association football, in particular the encouragement of player training and the protection of representative teams under its territory, in compliance with the FIFA regulations and this shall not be delegated.

ARTICLE 6 LAWS OF THE GAME

1. EFA and each of its Members shall play association football in compliance with the Laws of the Game issued by the IFAB. Only IFAB may lay down and alter the Laws of the Game.
2. The organization, duties and responsibilities of the IFAB are governed by the statutes of the IFAB.
3. EFA shall play Futsal in accordance with the Futsal Laws of the Game, as issued by the FIFA Council.
4. EFA shall play Beach Soccer in accordance with the Beach Soccer Laws of the Game, as issued by the FIFA Council.

ARTICLE 7 CONDUCT OF BODIES, OFFICIALS AND OTHERS

1. The bodies and Officials of EFA must observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF, of COSAFA and of EFA in their activities.
2. Executive bodies of member associations may under exceptional circumstances (*e.g. gross violation of statutes, regulations, directives and decisions of the EFA, CAF and/or FIFA*) be removed from office by the Executive Committee and replaced by a normalization committee until the next general assembly, where not possible, not more than nine (9) months after the next general assembly, for the remaining period of the term of office, unless under exceptional circumstances the Executive Committee decides on a specific period.

3. Every person and organization involved in the game of football is obliged to observe the Statutes, regulations, directives and decisions of the EFA, CAF and FIFA as well as the principles of fair play.

ARTICLE 8 OFFICIAL LANGUAGES

1. The official language of EFA shall be English. Official documents and texts shall be written in this language.
2. The official languages at the General Assembly shall be English and siSwati.

II. MEMBERSHIP

ARTICLE 9 ADMISSION, SUSPENSION AND EXPULSION

1. The General Assembly shall decide whether to admit, suspend or expel a member association solely upon the recommendation of the Executive Committee.
2. Admission may be granted if the applicant fulfils requirements of EFA.
3. Membership is terminated by resignation or expulsion. Loss of membership does not relieve the Member from its financial obligations towards EFA or other Members of EFA, but leads to cancellation of all rights in relation to EFA.

ARTICLE 10 COMPOSITION, SUBSCRIPTION AND REPRESENTATION

1. **The Eswatini Football Association shall as Members consist of the following:**
 - a) Shiselweni Regional Football Association
 - b) Hhohho Regional Football Association
 - c) Lubombo Regional Football Association
 - d) Manzini Regional Football Association
 - e) Premier League of Eswatini
 - f) Eswatini Football Coaches Association
 - g) National Referees Association of Eswatini
 - h) Women Football Association
2. **Annual Subscriptions:**
 - a) Members shall pay an annual subscription of E200.00 not later than 30th April of each year.
 - b) A member who has not paid subscription shall be suspended or expelled in terms of these Statutes.
 - c) All subscription payments made later than the 30th April of each year, save for those provided for in the statutes, shall carry a penalty of E1, 000.00.
3. **Subordinate Status of members**
 - a) Members shall be subordinate to the EFA and must comply with these Statutes, the Regulations, decisions and any directive issued by the EFA.
 - b) No amendments to the Statutes or rules of any member shall be of any force and effect until the executive committee of the EFA has ratified it.
 - c) No provision of the Statutes and the Rules of a member or any amendment thereof which conflicts with a provision of these Statutes, the

statutes of FIFA or CAF or COSAFA shall be of any force and effect, irrespective of whether or not it has been ratified by the Executive Committee.

- d) Members of the EFA and/or clubs, leagues or any other groups of clubs affiliated to the EFA or its members cannot belong to another Association or participate in competitions on the territory of another association without the authorization of the EFA and the other association and of FIFA, except in exceptional circumstances.
- e) Members of the EFA affiliates are primarily members of the EFA and shall be admitted by their general assemblies. The Members' affiliates Statutes shall provide for a procedure for this, which must also guarantee complete independence during the election or nomination process.

ARTICLE 11 ADMISSION

1. Membership to EFA is open to all Regional Football Associations and associations performing specific tasks and recognized by the EFA as bodies essential for football in the country.
2. The application for membership must be accompanied by the following mandatory items:
 - a) A copy of its legally valid statutes and regulations;
 - b) A declaration that it will always comply with the Statutes, regulations and decisions of EFA, FIFA, CAF and COSAFA and ensure that these are also respected by its own Members, Clubs, Officials and Players;
 - c) A declaration that it will comply with the Laws of the Game in force;
 - d) A declaration that it recognises the Judicial Bodies of EFA and the Court of Arbitration for Sport in Lausanne, as specified in these Statutes;
 - e) A declaration that it is located and registered in the territory of EFA;
 - f) A declaration that it will play all official home matches in the territory of EFA;
 - g) A declaration to the effect that legal composition of the applicant guarantees that it can make decisions independently of any external entity;
 - h) A list of Officials, specifying those who are signatories with the right to enter into legally binding agreements with third parties;
 - i) A declaration that it undertakes to organize or participate in friendly matches only with prior consent of EFA;
 - j) A copy of the minutes of its last general assembly or statutory meeting;
3. Any subsequent amendments to its Statutes and regulations shall be communicated to the EFA Secretariat within (30) thirty days of such change;



4. The application must be accompanied by the first year's membership fee as prescribed in this constitution.
5. This article shall not affect the status of existing members

ARTICLE 12 REQUESTS AND PROCEDURE OF APPLICATION

1. The procedure for admission shall be regulated by special regulations approved by the Executive Committee of EFA.
2. The Executive Committee shall request the General Assembly either to admit or not admit an applicant. The applicant may state reasons for its application to the General Assembly.
3. The new member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected with immediate effect.

ARTICLE 13 MEMBERS' RIGHTS

1. The Members of EFA have the following rights:
 - a) To take part in the General Assembly of EFA, to know its agenda in advance, to be called to the General Assembly within the prescribed time and to exercise their voting rights;
 - b) To formulate proposals for inclusion in the agenda of the General Assembly;
 - c) To nominate candidates for all bodies of EFA to be elected;
 - d) To be informed of the affairs of EFA through the official bodies of EFA;
 - e) To take part in competitions and/or other sports activities organized by EFA;
 - f) To exercise all other rights derived from these Statutes and Regulations of EFA;
2. The exercise of these rights is subject to the other provisions in these statutes and the applicable regulations.

ARTICLE 14 MEMBERS OBLIGATIONS

1. The members of EFA have the following obligations:
 - a. To comply fully with the statutes, regulations, directives and decisions of FIFA, CAF, COSAFA, and of the EFA at all times and to ensure that these are also complied with by its members.
 - b. To ensure the election of its decision-making bodies.
 - c. To take part in competitions and other activities organised by the EFA.
 - d. To pay their membership subscriptions.
 - e. To respect the laws of the game as laid down by the IFAB and to ensure that these are also respected by its members through the statutory provision.
 - f. To adopt a statutory clause specifying that any dispute requiring arbitration involving itself or one of its members and relating to the Statutes, Regulations, Directives and Decisions of FIFA, CAF, COSAFA, EFA or the league(s) shall come solely under the jurisdiction of the appropriate Arbitration tribunal of FIFA, CAF, COSAFA or EFA and that any re-course to ordinary courts is prohibited.
 - g. To communicate to the EFA any amendments of its statutes and regulations as well the list of its officials or persons who are the authorized signatories with the right to enter into legally binding agreements with third parties.
 - h. Not to maintain any relations of a sporting nature with entities that are not recognized or with members that have been suspended or expelled.
 - i. To recognize the court of arbitration for Sports (CAS) as an independent judicial authority and to ensure that their members, affiliated players and officials, licensed match and players agents comply with the directives passed by CAS.
 - j. To observe the principles of loyalty, integrity and good sporting behavior as an expression of fair play through the statutory provision.
 - k. To observe the mandatory items specified under article 12 paragraph 5 for the duration of their affiliation;
 - l. To administer a register of members and this shall be updated regularly.
 - m. To comply fully with all other duties arising from the statutes and other regulations of FIFA, CAF, COSAFA and EFA.
2. Violation of the above-mentioned obligations may lead to the imposition of sanctions as provided for in these Statutes.

ARTICLE 15 MEMBER ASSOCIATIONS' AND LEAGUES STATUTES

1. All member Associations/Leagues must comply with the principles of good governance, and their statutes must be submitted with the EFA Executive Committee annually for a review and approval to be in line with those of the EFA. They must in particular contain, at a minimum, provisions relating to the following matters:
 - a) To be neutral in matters of politics and religion;
 - b) To prohibit all forms of discrimination;
 - c) To be independent and avoid all forms of political interference;
 - d) To ensure that judicial bodies are independent (separation of powers);
 - e) All relevant stakeholders must agree to respect the Laws of the Game, the principles of loyalty, integrity, sportsmanship and fair play as well as the Statutes, regulations and decisions of the EFA, CAF and FIFA;
 - f) All stakeholders must agree to recognize the jurisdiction and authority of CAS and give priority to arbitration as a means of dispute resolution;
 - g) Definition of competences of the decision-making bodies;
 - h) To avoid conflicts of interest in decision making;
 - i) Yearly independent audit of accounts
2. The EFA has the primary responsibility to regulate matters relating to refereeing, the fight against doping, the registration of players, club licensing, the imposition of disciplinary measures, including for ethical misconduct, and the measures required to protect the integrity of competitions and football in general.

ARTICLE 16 SUSPENSION

1. The General Assembly is responsible for the suspension of any member. The Executive Committee may, however, suspend with immediate effect a member if it has committed serious breach of FIFA, CAF, COSAFA and/or EFA Statutes, regulations, directives and/or decisions made under them or it fails to fulfill its financial obligations towards EFA. Such suspension shall last until the next General Assembly, unless the Executive Committee has lifted it in the meantime.
2. Any suspension shall be confirmed at the next General Assembly by a two thirds majority of votes taken. If it is not confirmed the suspension is automatically lifted.

3. A suspended member shall automatically lose its membership rights and privileges. Other Members shall cease sporting contacts with a suspended Member. The Disciplinary Committee may impose further sanctions.
4. Members that do not participate in the sports activities of EFA for two consecutive years shall be suspended from voting at the General Assembly and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

ARTICLE 17 EXPULSION

1. The general assembly may expel a member if:
 - a) it fails to fulfill its financial obligations to the EFA
 - b) It has repeatedly breached an obligation which may lead to a suspension according to the EFA Statutes or if it has committed very serious breaches of the Statutes, regulations, directives and/or decisions of FIFA, CAF, COSAFA and the EFA made under them.
 - c) It loses the status of an association representing association football in its territory.
2. The presence of an absolute majority of members eligible to vote at the General Assembly is necessary for an expulsion to be validated, and the motion for expulsion must be adopted by a two-third majority of the votes taken.

ARTICLE 18 RESIGNATION

1. A member may resign from EFA with effect from the end of June of a calendar year. Notice of resignation must reach the general secretariat not later than April of a calendar year.
2. The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards EFA and the other Members of EFA.

ARTICLE 19 INDEPENDENCE OF MEMBER ASSOCIATIONS AND THEIR BODIES

1. Each member association shall manage its affairs independently and without undue influence from third parties.
2. Member association's bodies shall either be elected or appointed in that association. A member association's statutes shall provide a democratic procedure that guarantees the complete independence of the election or appointment.



3. Any member association's bodies that have not been elected or appointed in compliance with the provisions of par.2, even on an interim basis, shall not be recognized by the EFA.
4. Decisions passed by bodies that have not been elected or appointed in compliance with par.2 shall not be recognized by the EFA.

ARTICLE 20 STATUS OF CLUBS, LEAGUES, REGIONAL ASSOCIATIONS AND OTHER GROUPS OF CLUBS

1. Clubs, Leagues, Regional Associations or any other groups of associations and Clubs affiliated to EFA shall be subordinate to and recognized by EFA. These Statutes define the scope of authority and the rights and duties of these Clubs, Leagues, Regional Associations and groups. Their statutes and regulations must be approved by the Executive Committee of EFA.
2. The affiliated Clubs, Leagues, Regional Associations and groups of EFA shall take all decisions on any matters regarding their membership independent of any external body as allowed by the EFA. This obligation applies regardless of their corporate structure. In any case, the member association shall ensure that neither a natural nor a legal person (including holding companies or subsidiaries) exercises control in any manner whatsoever (in particular through a majority shareholding, a majority of voting rights, a majority of seats on the board of directors or any other form of economic dependence and control, etc.) over more than one club or group whenever the integrity of any match or competition could be jeopardized.

III. HONORARY PRESIDENT, HONORARY VICE PRESIDENT AND HONORARY MEMBER**ARTICLE 20 HONORARY MEMBERS**

1. The General Assembly may bestow the title of Honorary President, Honorary Vice President or Honorary Member upon any former member of the Executive Committee for meritorious services to football.
2. The Executive Committee shall propose these nominations.
3. The Honorary President, Honorary Vice President or Honorary Member may take part in the General Assembly and may participate in debates, but not vote.

IV. ORGANIZATION

ARTICLE 22 BODIES OF THE ASSOCIATION

1. The general assembly is the supreme and legislative body.
2. The Executive Committee is the executive body.
3. Standing and ad-hoc committees shall advise and assist the executive committee in fulfilling its duties. The duties, composition and functions of the standing and ad-hoc committees are defined in these statutes and/or special regulations drawn up by the executive committee.
4. The general secretariat is the administrative body.
5. The judicial bodies are the Disciplinary committee, the Appeals Committee and the Ethics Committee.
6. The bodies of the EFA shall be either elected or appointed by the EFA itself without any external influence and in accordance with the procedures described in these statutes.

ARTICLE 23 THE GENERAL ASSEMBLY

1. The General Assembly is the meeting at which all the members of EFA regularly convene. It represents the supreme and legislative authority of EFA. Only a General Assembly that is regularly convened has the authority to make decisions.
2. A General Assembly may be an Ordinary or an Extra Ordinary General Assembly.
3. The President shall conduct the General Assembly business in compliance with the standing orders of the General assembly.
4. The General Assembly may appoint observers who take part in the General Assembly without the right to debate and to vote.
5. The honorary Presidents or Honorary members may take part in the General Assembly. They may join the debates but are not entitled to vote.
6. Official delegates to the General Assembly shall be “bona fide” members of the affiliate they represent and be appointed by an appropriate body of that affiliate.
7. Only delegates of members of the EFA that have paid their affiliation fees for the year shall be eligible to participate at the General Assembly.

8. A member that has been suspended from membership shall not be eligible to participate in the General Assembly of the EFA; even if the member has paid affiliation for the applicable year.

ARTICLE 24 DELEGATES AND VOTES

1. The General Assembly shall be composed of the members of the EFA represented by delegates as hereunder given:
 - a) The Premier League of Swaziland shall be represented by a maximum of six delegates;
 - b) Each Regional Association shall be represented by a maximum of six delegates;
 - c) The Referees Association shall be represented by a maximum of six delegates;
 - d) The Coaches Association shall be represented by a maximum of six delegates;
 - e) The Women Football Association shall be represented by a maximum of six delegates.
2. Delegates must belong to the member that they represent and be appointed or elected by the appropriate body of that member. They must be able to produce evidence of this upon request.
3. Each delegate of the same category or of a member has an equal number of votes in the General Assembly. Only the delegates present are entitled to vote. Voting by proxy or by letter is not permitted.
4. The Executive Committee and the General Secretary shall take part in the General Assembly without voting rights. During their term of office, members of the Executive Committee shall not be appointed as delegates for their associations.

ARTICLE 25 AREAS OF AUTHORITY OF THE GENERAL ASSEMBLY

The Ordinary General Assembly has the following authority:

- a) Adopting or amending the Statutes, regulations governing the application of the Statutes and the standing orders of the General Assembly;
- b) Appointing three (3) members to check the minutes of the last meeting.
- c) Approving the financial statements of the association;
- d) Approving the budget of the association;
- e) Appointing independent auditors upon the proposal of the Executive Committee;
- f) Fixing the membership subscription;



- g) Deciding upon the nomination of the Executive Committee, whether to bestow the title of honorary president, honorary vice president or honorary member;
- h) Dissolve an executive committee of member association if two thirds of the clubs or members under the jurisdiction of the Association affected, petition the EFA, which shall conduct an inquiry into the complaint and on satisfaction on the merits of the outcome of the investigations, shall conduct elections for a new committee.
- i) Elect the President; Vice Presidents and Executive Committee members as applicable in terms of the statutes;
- j) Admitting, suspending and expelling a member;

ARTICLE 26 QUORUM OF THE GENERAL ASSEMBLY

1. Decisions passed by the General Assembly shall only be valid if a two-thirds majority of the Members who are eligible to vote are present. This therefore means that for any General Assembly of EFA to be deemed quorate a two-thirds majority of the Members is required.
2. If the General Assembly is not anchorite, it shall be reconvened within fourteen (14) days after the first, with the same agenda.
3. A quorum for the reconvened meeting shall be simple majority (more than 50%), unless any item on the agenda proposes the amendment of the Statutes of NFAS, the election of the President and election of vice-presidents and members of the Executive Committee, the dismissal of one or a number of members of a body of EFA, the expulsion of a member of EFA or the dissolution of EFA.

ARTICLE 27 DECISIONS OF THE GENERAL ASSEMBLY

1. Unless otherwise stipulated in the Statutes, a simple majority of the Members entitled to vote is sufficient for a vote to be valid. The number of valid votes counted shall decide the majority. Spoiled or blank voting slips or any other forms of abstentions are disregarded in calculating the majority.
2. A decision that requires a vote shall be reached by show of hands or by means of a secret ballot. If a show of hands does not result in a clear majority in favor of a motion, the vote shall be taken by calling the roll in alphabetical order.

ARTICLE 28 ELECTIONS

1. Elections shall be conducted by secret ballot
2. For a person to be elected, a simple majority (more than 50%) of the valid votes recorded or cast is necessary.
3. Each delegate has one vote in the General Assembly.
4. Any member of the EFA may propose a candidate for the President, the office of the vice-presidents and the offices of the Executive Committee members. Such nominations shall be submitted to the EFA General Secretary at least 30 days before the date of the General Assembly at which this item is on the agenda. Each affiliate may only present one candidate for each of the posts. The outgoing President, vice-presidents and Executive Committee members are eligible for re-election.
5. Candidates received after the deadline shall be automatically rejected.
6. After the above-mentioned deadline, all candidatures shall be final and shall be submitted to the voters unless withdrawn by the candidate concerned.
7. The General Secretary shall communicate the names of the candidates to all members with the notice on the venue of the assembly.
8. If the number of candidates submitted to the Executive Committee is higher than the members to be elected, the election shall be conducted by secret ballot. If the number of candidates corresponds with that of the members to be elected, they shall be declared elected unopposed.
9. If there are more than two candidates for one available position, the candidate that obtains the lowest number of votes is eliminated as from the second ballot until only two candidates are left, unless the candidate that has higher votes has achieved the simple majority required for a election to be valid.
10. Only members present shall be entitled to vote.
11. Votes by proxy or by letter shall not be accepted.
12. A delegate can represent only one affiliate or member.

ARTICLE 29 ORDINARY GENERAL ASSEMBLY

1. The Ordinary General Assembly shall be held every year.
2. The Executive Committee shall fix the place and date. The members shall be notified in writing at least two (2) months in advance.
3. The formal convocation shall be made in writing at least 14 days before the date of the general assembly and contain the agenda, the Executive Committee's activity report, the financial statements and auditor's report and any other relevant documents.

ARTICLE 30 ORDINARY GENERAL ASSEMBLY AGENDA

1. The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members. Any proposal that a member wishes to submit to the General Assembly shall be sent to the General Secretary in writing, with a brief explanation, at least 30 days before the date of the General Assembly.
2. The General Assembly agenda shall include the following mandatory items:
 - a) Roll call
 - b) Verification that the notification and composition of the General Assembly comply with the provisions of the Statutes.
 - c) Approval of the Agenda
 - d) Appointment of three (3) members to check the minutes
 - e) Suspension and expulsion of a member (*if applicable*)
 - f) Address by the President
 - g) Confirmation of minutes of the preceding General Assembly.
 - h) Report of the Executive Committee presented by the Secretary General covering the period since the last General Assembly.
 - i) Presentation of the financial statements and approval
 - j) Presentation of the budget and approval
 - k) Appointment of independent auditors (*if applicable*) upon the proposal of the Executive Committee.
 - l) Votes on proposals for amendments to the Statutes, the regulations governing the application of the Statutes and the standing orders of the General Assembly (*if applicable*);
 - m) Discussion of proposals submitted by the members and the Executive Committee within the period stipulated under par. 1 (*if applicable*).
 - n) Admission of a member (*if applicable*).
 - o) Election of the Executive Committee (*if applicable*).
3. The agenda of the General Assembly may be altered, provided two-thirds of the members present at the assembly and eligible to vote agree to such a motion.
4. The General Assembly shall not decide on any point not included in the agenda.

ARTICLE 31 EXTRAORDINARY GENERAL ASSEMBLY

1. The Executive Committee may convene an Extra Ordinary General Assembly at any time.
2. An Extra Ordinary General Assembly shall be convened within 30 days of receipt of a written request from at least two-thirds of the members of EFA. The request shall specify the items for the agenda. If an Extraordinary General Assembly is not convened, the Members who requested it may, as a last resort, request assistance from FIFA.
3. The Members shall be informed of the place, date and agenda at least a week before the date of the Extraordinary General Assembly.
4. When an Extraordinary Assembly is convened at the initiative of the Executive Committee, it must draw up the agenda. When an Extraordinary General Assembly is convened upon the request of Members, the agenda must contain the points raised by those Members.
5. Only the items on the agenda shall be discussed at such a meeting.

ARTICLE 32 AMENDMENTS TO THE STATUTES, REGULATIONS GOVERNING THE APPLICATION OF THE STATUTES AND THE STANDING ORDERS OF THE GENERAL ASSEMBLY

1. The General Assembly is responsible for amending the Statutes, (if applicable, the regulations governing the application of the Statutes and the standing orders of the General Assembly).
2. Any proposal for an amendment to the Statutes by a member or by the Executive Committee shall be submitted in writing with a brief synopsis to the general secretariat.
3. For a vote on an amendment to the Statutes to be passed, two-thirds of the members eligible to vote must be present.
4. A proposal to an amendment to the statutes shall only be adopted if two thirds of the eligible members present vote in favor.
5. A proposal for an amendment to the Regulations Governing the application of the Statutes or the Rules of procedure of the General Assembly shall be adopted only if a simple majority of the eligible members present vote in favor.
6. A proposal for the amendment of the Regulations or Rules must be submitted in writing with a brief explanation to the EFA Secretariat by a member or by the Executive Committee.

ARTICLE 33 MINUTES

1. The General Secretary shall be responsible for recording the minutes at the General Assembly.
2. The minutes of the General Assembly shall be sent to the members within sixty (60) days of the closing of the meeting.
3. Unless notification to the contrary from members is received within thirty (30) days of the date of dispatch, it shall be assumed that the minutes have been approved.
4. In case of disapproval of any points in the minutes, this matter shall be included on the agenda of next General Assembly.

ARTICLE 34 EFFECTIVE DATES OF DECISIONS OF THE GENERAL ASSEMBLY

Decisions taken by the General Assembly shall be binding on all members and shall come into force immediately after the closing of the General Assembly, unless the General Assembly fixes another date for a decision to take effect.

ARTICLE 35 COMPOSITION OF THE EXECUTIVE COMMITTEE

1. The Executive Committee shall consist of 11 members:
 - a. 1 President
 - b. 3 Vice-presidents; one of who shall be the Chairman of the Premier League of Eswatini
 - c. 7 members
2. The President, two (2) Vice Presidents and two (2) members of the Executive Committee shall be elected by the General Assembly.
3. The other five (5) Executive Committee members shall be the chairmen of the four Regional Associations and the Women Football Association. Every candidate in the election of the Executive Committee members must be proposed by at least one member of the EFA.
4. In the event a woman or female candidate has not been elected into the Executive Committee as per the above provisions, the Executive Committee shall co-opt a woman as an additional member of the Executive Committee, in compliance with the provisions of the candidates' requirements as stated in Article 35 (6). Such co-option will be made and communicated to membership within 30 days of the elections of the Executive Committee. Where such co-option has been made, the size of the Executive Committee will increase to 12.

5. The mandate of the President, vice-presidents and members of the Executive Committee shall be four years. They may be re-elected.
6. The candidates for elections of the members of the Executive Committee shall conform to the following requirements for them to be elected:
 - a. Be a Swazi citizen who has residency within the territory of the EFA.
 - b. Not younger than eighteen years.
 - c. Must be involved in the Executive Committee of a Member Association or must be someone who has served in the Executive Committee of any member association of the EFA for a continued period of at least four years;
 - d. Have been inactive for a period not exceeding four years, if not involved in an Executive Committee of any member association of the EFA at the time of the nominations.
 - e. Have had training in Football Administration or Sport Administration;
 - f. Must not have been previously found guilty of a criminal offence for which he/she has been sentenced to a term of imprisonment of six months or more without an option of a fine.
7. Employees of football who may wish to stand for elections of the Executive Committee of the EFA, Member association or League, once nominated and having confirmed to stand for such elections shall be expected to resign football employment to be eligible to stand for election. This must be done at least 30 days before the date of the General Assembly or Annual General Meeting in which elections are an applicable item on the agenda.
8. Candidatures must be sent to the General Secretary of the EFA. The official list of candidates must be passed to the Members of the EFA along with the agenda for the General Assembly at which the Executive Committee will be elected.
9. A member of the Executive Committee shall not be at the same time be a member of a judicial body of the EFA.
10. If a position should become vacant, the Executive Committee shall fill that position until the next Ordinary General Assembly, when a replacement will be elected for the remaining term of mandate.
11. Elected Executive Committee members shall not hold office or hold any position within the member associations, leagues and clubs under the auspices of EFA. In the event an elected member, including the female co-opted member, where applicable, wishes to hold office or be elected, such a member shall be expected to formally resign his/her position in the Executive Committee at least 30 days before the elections for which he/she would have been nominated.

**ARTICLE 36 MEETINGS**

1. The Executive Committee shall meet at least once a month.
2. The President shall convene the Executive Committee meetings. If a two-thirds majority of the Executive Committee requests a meeting, the President shall convene it within 21 days.
3. The President and the General Secretary shall compile the agenda. Each member of the Executive Committee is entitled to propose items for inclusion in the agenda. The members of the Executive Committee must submit the points they wish to be included in the agenda for the meeting to the general secretariat at least 7 days before the meeting. The agenda must be sent out to the members at least three days before the meeting.
4. The General Secretary shall take part in the meetings of the Executive Committee in a consultative role.
5. The meetings of the Executive Committee shall not be held in public. The Executive Committee may, however, invite third parties to attend. Those third parties shall not have voting rights, and may only express an opinion with the permission of the Executive Committee.

ARTICLE 37 FUNCTIONS AND POWERS OF THE EXECUTIVE COMMITTEE

- a) The Executive Committee shall be responsible for the execution of the policies and decisions of the General Assembly, the management and administration of the EFA.
- b) It shall take decisions on all matters that do not fall within the sphere of responsibility of the General Assembly or other bodies by law or under these Statutes;
- c) The Executive Committee shall appoint the chairmen and members of the Standing Committees and Judicial bodies;
- d) The Executive Committee may decide to set up ad-hoc committees if necessary at any time;
- e) The Executive Committee shall compile regulations for the organization of standing committees and ad-hoc committees;
- f) The Executive Committee may delegate tasks arising out of its area of authority to other bodies of the EFA or third parties;
- g) It may dismiss members of Standing Committees if they are guilty of serious violation of their duty and replace them for the remainder of their term of office.

- h) It shall appoint or dismiss the General Secretary on the proposal of the President. The General Secretary shall attend meetings of committees' ex-officio;
- i) Shall propose independent auditors to the General Assembly;
- j) Shall decide the place and dates of and the number of teams participating in the competitions of the EFA. It shall be the supreme authority for all matters concerning the EFA competitions;
- k) The Executive Committee shall approve regulations stipulating how the EFA shall be organized internally;
- l) Shall appoint the coaches for the representative teams and other technical staff;
- m) Shall ensure that the Statutes are applied and adopt the executive arrangements for their application;
- n) Acquire by way of purchased, donation, aid or grant or lease any property moveable or immovable and dispose of the same by way of sale, lease, donation, or otherwise, subject to approval by the General Assembly.
- o) To enter into contract on behalf of the EFA.
- p) To call for and examine audited accounts of any member association before such association could receive grants-in aid (where and if applicable);
- q) Regulate its procedures
- r) Recommend to the EFA the award of medals, diplomas, trophies and other incentives for the encouragement and promotion of sporting and activities for outstanding sporting achievements;
 - i. Invite at its discretion one or more persons to attend a meeting or meetings for the purpose of assisting the committee in any matter.
 - ii. A person invited under sub-section (r) (i) above may participate in the deliberations of the Executive of the Executive Committee but shall have no vote.
- s) Receive accounts, budgets and reports of associations and make recommendations to the EFA;



- t) Enact a Normalization Committee or order an association to elect an interim committee in the event of an executive Committee of a member association or league is suspended;
 - i. Order and supervise the handover of the assets and all official documents of the member association by the suspended Executive Committee to the interim Executive Committee.
- u) The powers and responsibilities of the Executive Committee may be specified in greater detail in the EFA Governance Regulations.

ARTICLE 38 DECISIONS

1. The Executive Committee shall not engage in valid debates unless a two-thirds majority of its members are present.
2. The Executive Committee shall reach decisions by a simple majority of members present. In the event of a tied vote, the President shall have the casting vote. Voting by proxy or by letter is not permissible.
3. Any member of the Executive Committee must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
4. The decisions taken shall be recorded in the minutes.
5. The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.

ARTICLE 39 DISMISSAL OF A PERSON OR BODY

1. The General Assembly may dismiss a person or body. The Executive Committee may place the dismissal of a person or body on the agenda for the General Assembly. The Executive Committee may also dismiss a person or body provisionally. Any Executive Committee member may submit a proposal to place such a motion for dismissal on the agenda of the Executive Committee or the General Assembly.
2. The motion for dismissal must be justified. It will be sent to the members of the EFA along with the agenda.
3. The person or body in question has the right to speak in his or its own defense.

4. If the motion for dismissal is upheld, the General Assembly or Executive Committee shall reach a decision by means of secret ballot. For the motion to be passed, a majority of two-thirds of the valid votes is required.
5. The person or body dismissed (provisionally) must be relieved of his or its functions with immediate effect.

ARTICLE 40 PRESIDENT

1. The President shall be the legal representative of the EFA.
2. The President shall be elected by the General Assembly for a period of four years. His mandate shall commence after the end of the General Assembly which has elected him. A President may be re-elected. No person may serve as President for more than three terms of office (whether consecutive or not). Previous terms served as a vice-president or as a member of the Executive Committee shall not be considered in determining the term limits of a President.
3. He is primarily responsible for:
 - a) Implementing the decisions passed by the General Assembly and the Executive Committee through the general secretariat;
 - b) Ensuring the effective functioning of the bodies of the NFAS in order that they achieve the objectives described in these Statutes;
 - c) Supervising the work of the general secretariat;
 - d) Relations between EFA and its members, FIFA, CAF, COSAFA, political bodies and other organizations.
4. The President shall preside over the General Assembly, Extraordinary General Assembly, the Executive Committee, Emergency Committee meetings and those meetings of committees for which he has been appointed chairman.
5. The Executive Committee shall appoint the General Secretary on the proposal of the President. The Executive Committee may dismiss the General Secretary.
6. The President shall have an ordinary vote on the Executive Committee and, whenever votes are equal, shall have a casting vote.
7. In specific cases, the President may delegate some of his powers to the Vice President(s), General Secretary or one of the members of the Executive Committee as dictated by established methods of management.



Executive Committee as dictated by established methods of management.

8. Any additional powers of the President shall be contained in the internal organization regulations of EFA.
9. If the President is permanently or temporarily prevented from performing his official function, the longest serving Vice President in the Executive Committee shall represent him until the next General Assembly. This General Assembly shall elect a new President, if necessary. If the longest serving vice-president is prevented from assuming the powers and responsibilities of the President, the next longest-serving vice-president shall assume the powers and responsibilities of the President.

ARTICLE 41 CANDIDATES FOR THE OFFICE OF THE PRESIDENT

1. The President shall be elected by the General Assembly for a period of four years. His mandate shall begin at the end of the General Assembly which has elected him. A President may be re-elected.
2. For the election of the President, a simple majority of the votes recorded and valid are necessary. If there are more than two candidates and no candidate achieves the requisite majority, a second ballot and any other requisite ballot are essential. In the second and any other requisite ballot, the candidate that obtains the lowest number of votes is eliminated as from the second ballot until one with the highest achieves the requisite majority, if not, until two candidates are left.
3. Only members of the EFA shall propose the candidates of the office of the President. Members shall notify the General Secretary in writing of the name of the candidate for the Presidency of the EFA at least 30 days before the date of the General Assembly for which the election of the President is applicable.
4. The General Secretary shall notify Members of the names of the proposed Candidates at least 14 days before the date of the General Assembly.
5. For a candidate to be eligible to stand for the position of President of the EFA, in addition to conforming to the requirements as stipulated in Article 35 of these Statutes, shall have been a member of the EFA Executive Committee for at least four years.
6. If the President is permanently or temporarily prevented from performing his official function, the longest serving Vice President in the Executive Committee shall represent him until the next General Assembly. This General Assembly shall elect a new President, if necessary.

ARTICLE 42 REPRESENTATION AND SIGNATURE

The President represents the EFA legally and is entitled to sign for the EFA. The Executive Committee may set up internal organization regulations regarding the joint signatures of officers, in particular, in case of the President's absence and concerning all important business of the EFA.

ARTICLE 43 VICE PRESIDENTS

1. The Vice Presidents shall assist the President in his duties and responsibilities.
2. In the absence of the President, the longest serving Vice President in the Executive Committee shall act as President. This will be followed for the rest of the Vice Presidents in the case of the longest serving Vice President being absent.
3. To do any other specific duties within the Executive Committee mandate that may be assigned to them by the President and/or Executive Committee and shall be accountable to the President and the Executive Committee

ARTICLE 44 EMERGENCY COMMITTEE

1. The Emergency Committee shall deal with all matters requiring immediate settlement between two meetings of the Executive Committee. The Committee shall consist of the President of the EFA, one of the vice-presidents and three other Executive Committee members.
2. The President shall convene the Emergency Committee meetings. If a meeting cannot be convened within an appropriate period of time, decisions may be passed through other means of communication. Such decisions shall have immediate legal effect.
3. The President shall notify the Executive Committee immediately of the decisions passed by the Emergency Committee.
4. All decisions taken by the Emergency Committee shall be ratified by the Executive Committee at its next meeting.
5. If the President is unable to attend a meeting, the longest serving Vice President shall deputize. This will be followed for the rest of the Vice Presidents in the case of the longest serving Vice President being absent.

ARTICLE 45 STANDING COMMITTEES

1. The Standing Committees of the EFA are:
 - a) Finance Committee
 - b) Audit and Compliance Committee
 - c) Competitions Committee
 - d) Technical and Development Committee
 - e) Referees Committee
 - f) Legal Committee
 - g) Women's Football Committee
 - h) Youth Football Committee
 - i) Sports Medicine Committee
 - j) Players' Status Committee
 - k) Marketing and Communications Committee
 - l) The Futsal Committee
 - m) Safety and Security Committee
2. The Chairmen of the standing committees shall be members of the Executive Committee with the exception of those for the Internal Audit Committee, who may not belong to the Executive Committee.
3. The members of each standing committee shall be appointed by the Executive Committee on the proposal of the President. The chairmen and members of the standing committees shall be designated for a term of two years; provided that the Executive Committee may terminate the membership at any time.
4. Each chairman shall represent his committee and conduct business in compliance with the relevant organization regulations drawn up by the Executive Committee.
5. Each Chairman shall fix dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Committee.
6. Each committee may propose amendments to its working procedures to the Executive Committee.

ARTICLE 46 FINANCE COMMITTEE

1. The Finance Committee shall consist of a Chairman and four other members.
2. The Finance Committee shall be:
 - a) Monitor the financial management and advise the Executive Committee on financial matters and asset management;
 - b) Analyze the budget of the EFA and the financial statements prepared by the General Secretary and then submit them to the Executive Committee for approval;

ARTICLE 47 AUDIT AND COMPLIANCE COMMITTEE

1. The Audit and Compliance Committee shall consist of a Chairman and four other members.
2. The Audit and Compliance Committee shall:
 - a) Ensure the completeness and reliability of the financial accounting of the EFA;
 - b) Review the external auditor's report at the request of the Executive Committee;

ARTICLE 48 COMPETITIONS COMMITTEE

1. The Organizing Committee for the EFA competitions shall comprise of a chairman and four (4) other members
2. The Organizing Committee for the EFA competitions shall:
 - a) Organize the competitions of the EFA in compliance with the provisions of these Statutes and the regulations applicable to the EFA competitions;
 - b) Develop Rules and Regulations for each tournament which is approved by the Executive Committee
 - c) Notify the Executive Committee of any meeting it intends to hold with clubs
 - d) Enforce its Rules and Regulations
 - e) Fixture clubs in football competitions
 - f) Establish procedures for the above

ARTICLE 49 THE TECHNICAL AND DEVELOPMENT COMMITTEE

1. The Technical and Development Committee shall consist of a Chairman and four other members.
2. The Technical and Development Committee shall:
 - a) Primarily analyze the basic aspects of football training and technical development and advance the training methods of the football teams;
 - b) improve the qualifications of the trainers and coaches;
 - c) resolve questions on theory and practice;
 - d) examine and generalize the experience in teaching football;
 - e) organize courses and conferences for instructors, trainers, coaches and administrators in conjunction with FIFA, CAF or COSAFA
 - f) Recommend coaches and trainers for posts under the jurisdiction of the Association when requested to do so.
 - g) Examine the availability of and provide where possible suitable football field.

ARTICLE 50 THE REFEREES COMMITTEE

1. The Referees Committee shall comprise of a chairman and four (4) other members who shall be experienced former officials.
2. The Referees Committee shall:
 - a) Implement the Laws of the Game;
 - b) to propose to the Executive Committee the alterations to the Laws of the Game to be submitted to FIFA for discussion in the International Football Association Board;
 - c) To compile a list of referees qualified to control local and international matches.
 - d) To establish as far as possible uniformity in methods of refereeing and application of the Laws of the game.
 - e) To organize local and international courses for referees and facilitate for the promotion and/or demotion to the various regional and national leagues.
 - f) To appoint the referees listed in 41 (iii) (c) above to conduct matches organized by members of the Football Association.
 - g) to ensure that each Regional Football Association has a properly constituted Regional Referees Committee, and to ascertain that these committees function properly;
3. Members of the referees committee may be appointed to act as local match commissioners or assessors.
4. the Referees Committee shall determine its procedures in the exercise of its powers and duties;

ARTICLE 51 LEGAL COMMITTEE

1. The Legal Committee shall consist of a Chairman and four other members:
2. The Legal Committee shall:
 - a) Analyze basic legal issues relating to football and the evolution of the Statutes and regulations of the EFA and its Members.
 - b) To consider the constitution, Rules and Regulations of the EFA and its members on an ongoing basis and make recommendations to the Executive Committee or any proposal amendments thereto.

ARTICLE 52 WOMEN FOOTBALL COMMITTEE

1. The Women Football Committee shall consist of a Chairman and four committee members.
2. The Women's Football Committee shall:
 - a) Organize women's football competitions and deal with all matters relating to women's football.
 - b) Promote, control and regulate the game of women's football in the country in accordance with the Laws of the game.
 - c) Control women's football by taking steps as shall be deemed necessary or advisable for preventing infringements of the Statutes, rules and regulations.
 - d) Assist in the development of women's football throughout the country.
 - e) Advise and help the executive committee to establish women's competitions in the country.
 - f) Propose to the executive committee any measures deemed necessary to promote the development of women football within the EFA.

ARTICLE 53 YOUTH FOOTBALL COMMITTEE

1. The Youth Football Committee shall consist of a Chairman and four other members.
2. The Youth Football Committee shall organize youth football competitions and deal with all matters relating to youth football;

ARTICLE 54 THE SPORTS MEDICINE COMMITTEE

1. The Sports Medicine Committee shall be comprised of Chairman who shall be a medical doctor and four other members who belong to the medical profession.
2. The duties of the Sports Medicine Committee shall be:-
 - a) To work as an advisory board on the Executive Committee in all aspects of medicine, physiology and hygiene.
 - b) to exploit the scientific knowledge in the field of physiology, medical control, theory of training psychology and hygiene;
 - c) to prepare memoranda concerning sports medical services for football players;
 - d) to prepare memoranda for special sports medical control of leading players in order to increase their general athletic ability, physical fitness and performance capacity;
 - e) to prepare memoranda concerning physical preparation of football players, treatment of minor injuries, etc. for trainers and coaches;
 - f) to prepare memoranda concerning questions of diet and nourishment of football players;

- g) to prepare memoranda concerning hygiene (including alcohol, nicotine, smoking, drugs and doping);
- h) to prepare instructions concerning medical service at international matches and tournaments;
- i) To form a group of specialties who from time to time, and according to necessity, may be invited to take part in courses and/or meetings organized by the Medical Committee.

ARTICLE 55 PLAYERS' STATUS COMMITTEE

1. The Player's Status Committee shall comprise of a Chairman and four (4) other members.
2. The Players' Status Committee shall:
 - a) Set up, monitor and ensure compliance with transfer regulations in accordance with the FIFA regulations for the Status and Transfer of players and settle any disputes related to the player status and transfers.
 - b) Determine the status of players for the various competitions of the EFA
3. Players' status disputes involving the EFA, its Members, Players, Officials and match and players' agents shall be settled by the Players' Status Committee and the Executive Committee shall draw up special regulations governing the Players' Status Committee powers of jurisdiction, which regulations shall be in conformity to the regulations on the Status and Transfer of players as promulgated by FIFA from time to time.

ARTICLE 56 MARKETING AND COMMUNICATIONS COMMITTEE

1. The Marketing and Communications Committee shall consist of a Chairman and four committee members.
2. The Marketing and Communications Committee shall:
 - a) Advise the Executive Committee with regard to drafting and implementing contracts between the EFA and its marketing partners.
 - b) Advise the Executive Committee with regard to drafting and implementing contracts between the EFA and television partners
 - c) Analyze marketing and television strategies that have been devised.
 - d) To scout for sponsorships of projects of the EFA and market all matches organized by the EFA.
 - e) To deal with the working conditions for the media at all EFA events
 - f) Maintain relations with all media organizations.
 - g) To protect and promote all programmes and activities of the EFA.
 - h) To develop programmes aimed at the promotion and enhancing communication with relevant football stakeholders
 - i) To cultivate a good image and interest of the association to maintain solidarity between all football members.
 - j) To develop effective communication strategies for utility in all activities of the association
 - k) To create a library or documentation centre with information of the history of the national and international football.

ARTICLE 57 FUTSAL COMMITTEE

1. The Futsal Committee shall consist of a Chairman and four other members.
2. The Futsal Committee shall:
 - a) Organize EFA Futsal activities and programmes in compliance with the provisions of the EFA Statutes and regulations applicable for this game.
 - b) Monitor the implementation of all Futsal competitions and the development of Futsal in the country.
 - c) Develop relevant policies and strategies for the advancement of Futsal in the country
 - d) Deal with general issues relating to Futsal

ARTICLE 58 SAFETY AND SECURITY COMMITTEE

1. The Safety and Security Committee shall consist of a Chairman and four committee members.
2. The Safety and Security Committee shall:
 - a) Advise the Executive Committee on all safety and security matters and related issues.
 - b) Establish safety and security regulations and policies for competitions, matches and events at all levels under the auspices of the EFA.

ARTICLE 59 AD-HOC COMMITTEES

1. The Executive Committee may, if necessary, create ad-hoc committees for special duties and a limited period of time. The Executive Committee shall appoint a chairman and the members.
2. The duties and functions are defined in special regulations drawn up by the Executive Committee.
3. An ad-hoc committee shall directly report to the Executive Committee.

**ARTICLE 60 GENERAL SECRETARIAT**

The general secretariat shall carry out all the administrative work of the EFA under the direction of the General Secretary. The members of the general secretariat are bound by the internal organizational regulations of the EFA and shall fulfill the given tasks in the best manner.

ARTICLE 61 GENERAL SECRETARY

1. The General Secretary shall be the Chief Executive Officer of the general secretariat.
2. He shall be appointed on the basis of an agreement governed by private law and shall have the necessary professional qualifications.
3. He shall be responsible for:
 - a) Implementing decisions passed by the General Assembly and Executive Committee in compliance with the President's directives;
 - b) Attending the General Assembly and meetings of the Executive Committee, Emergency Committee and the Standing and ad-hoc committees;
 - c) Organizing the General Assembly and the meetings of the Executive Committee and other bodies;
 - d) Compiling the minutes for the meetings of the General Assembly, Executive Committee, Emergency Committee and the standing and ad-hoc committees;
 - e) Managing and keeping the accounts of the EFA properly;
 - f) Conducting the correspondence of the EFA;
 - g) Relations with the Members, committees, FIFA, CAF and COSAFA;
 - h) Organizing the general secretariat;
 - i) The appointment and dismissal of staff working in the general secretariat;
 - j) Proposing managerial staff to the Executive Committee through the President.
4. The General Secretary may not be a General Assembly delegate or a member of any body of the EFA.

ARTICLE 62 JUDICIAL BODIES

1. The judicial bodies of the EFA are:
 - a) The Disciplinary Committee
 - b) The Ethics Committee
 - c) The Appeals Board
2. The responsibilities and functions of these bodies shall be stipulated in the EFA Disciplinary Code and the EFA Code of Ethics, which shall comply with the FIFA Disciplinary Code and FIFA Code of Ethics.
3. If the chairmen or a member of a judicial body permanently ceases to perform his official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next appointment of judicial bodies.
4. The decision-making powers of certain committees remain unaffected.
5. The members of the judicial bodies may not belong to any other body of the EFA at the same time.

ARTICLE 63 DISCIPLINARY COMMITTEE

1. The Disciplinary Committee shall consist of a Chairman and the number of members deemed necessary. The chairman shall have legal qualifications. The committee shall pass decision only when at least three members are present. In certain cases, the chairman may rule alone.
2. The functions of this body shall be governed by the Disciplinary Code of the EFA. The committee shall pass decisions only when at least three members are present. In certain cases, the chairman may rule alone in accordance with the Disciplinary Code of the EFA.
3. The committee may pronounce the sanctions described in these Statutes and the Disciplinary Code of the EFA on Members, Officials, Players, Clubs and match and players' agents.
4. These provisions are subject to the disciplinary powers of the General Assembly and the Executive Committee with regard to the suspension and expulsion of Members.
5. The Executive Committee shall issue the EFA Disciplinary Code.

**ARTICLE 64 ETHICS COMMITTEE**

1. The functions of the Ethics Committee shall be governed by the EFA Code of Ethics. It is divided into an investigatory chamber and an adjudicatory chamber. The adjudicatory chamber shall pass decisions if at least three members are present. In specific cases, the chairman may rule alone.
2. The committee may pronounce the sanctions described in these Statutes, the EFA Code of Ethics and the EFA Disciplinary Code Officials, Players, and match and players' agents.
3. These provisions are subject to the disciplinary powers of the General Assembly and the Executive Committee with regard to the suspension and expulsion of Members.
4. The Executive Committee shall issue the EFA Code of Ethics.

ARTICLE 65 APPEALS COMMITTEE

1. The Appeal Committee shall consist of a chairman and the number of members deemed necessary. The chairman shall have legal qualifications.
2. The function of the Appeal Committee shall be governed by the EFA Disciplinary Code and the EFA Code of Ethics. The committee shall pass decisions only when at least three members are present. In certain cases, the chairman may rule alone.
3. The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary Committee and the Ethics Committee that are not declared final by the relevant EFA regulations.
4. Decisions passed by the Appeal Committee shall be irrevocable and binding on all the parties concerned. This provision is subject to appeals lodged with the Court of Arbitration for Sport (CAS).

ARTICLE 66 DISCIPLINARY MEASURES

The disciplinary measures are primarily:

1. for natural and legal persons:
 - a) a warning
 - b) a reprimand
 - c) a fine
 - d) the return of awards

2. for natural persons:
 - a) a caution
 - b) an expulsion
 - c) a match suspension
 - d) a ban from dressing rooms and/or substitutes' bench
 - e) a ban from entering a stadium
 - f) a ban from taking part in any football-related activity;
 - g) social work

3. for legal persons
 - a) a transfer ban
 - b) playing a match without spectators
 - c) playing a match on neutral territory
 - d) a ban on playing in a particular stadium
 - e) annulment of the result of the match
 - f) expulsion
 - g) a forfeit
 - h) deduction of points
 - i) relegation to a lower division
 - j) replaying a match

ARTICLE 67 ARBITRATION

The EFA shall create an Arbitration Tribunal, which shall deal with all internal national disputes between the EFA, its Members, Players, Officials and match and players' agents that do not fall under the jurisdiction of its judicial bodies. The Executive Committee shall draw up special regulations regarding the composition, jurisdiction and procedural rules of this Arbitration Tribunal.

**ARTICLE 68 JURISDICTION**

1. The EFA, its Members, Clubs, Players, Officials and match and players' agents shall not take any dispute to Ordinary Courts unless specifically provided for in these Statutes and FIFA regulations. Any disagreement shall be submitted to the jurisdiction of FIFA, CAF or the EFA.
2. The EFA shall have jurisdiction on internal national disputes, i.e. disputes belonging to parties belonging to the EFA. FIFA shall have jurisdiction on international disputes, i.e. disputes between parties belonging to different Associations and/or Confederations.

ARTICLE 69 COURT OF ARBITRATION FOR SPORT

1. In accordance with Articles 59 and 60 of the FIFA Statutes, any appeal against a final and binding FIFA decision shall be heard by the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland. CAS shall not, however, hear appeals on violations on the Laws of the Game, suspensions of up to four matches or up to three months, or decisions passed by an independent and duly constituted Arbitration Tribunal of an Association or Confederation.
2. The EFA shall ensure its full compliance and that of its Members, Clubs, Players, Officials and match and players' agents with any final decision passed by a FIFA body or CAS.

V. FINANCE**ARTICLE 70 FINANCIAL PERIOD**

1. The Financial period of the EFA shall be one year and shall begin on the 1st January and end on the 31st December.
2. The revenue and expenses of the EFA shall be managed so that they balance out over the financial period. The EFA's major duties in the future shall be guaranteed through the creation of reserves.
3. The General Secretary is responsible for drawing up the annual consolidated accounts of the EFA with its subsidiaries as at 31st December.

ARTICLE 71 REVENUE

The revenue of the EFA arises specifically from:

- a) Members' annual subscriptions;
- b) Levies on all local matches and marketing rights, where applicable, of such matches
- c) Receipts generated by the marketing of rights to which the EFA is entitled;
- d) Fines imposed by the authorized bodies of EFA;
- e) Sponsorships and donations
- f) Other subscriptions and receipts in keeping with the objectives pursued by the EFA.

ARTICLE 72 EXPENSES

The EFA bears:

- a) The expenses stipulated in the budget;
- b) Other expenses approved by the General Assembly and expenses that the Executive Committee is entitled to incur within the scope of its authority;
- c) Fines imposed by the authorized bodies;
- d) All other expenses in keeping with the objectives pursued by the EFA.

**ARTICLE 73 INDEPENDENT AUDITORS**

The Independent or external auditors appointed by the General Assembly shall audit the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to the General Assembly. The auditors shall be appointed for a period of three years. This mandate may be renewed.

ARTICLE 74 MEMBERSHIP SUBSCRIPTIONS

1. Membership subscriptions are due on the 30th April of each year. The annual subscription for new members for the year in question shall be paid within 30 days of the close of the General Assembly at which they are admitted.
2. The General Assembly shall fix the amount of the annual subscription every two years on the recommendation of the executive committee. It shall be the same for every member and amount to not more than E2, 000.00.

ARTICLE 75 SETTLEMENT

The EFA may debit any member's or member club's account or revenue stream to settle claims and/or outstanding amounts to which they have failed to settle.

ARTICLE 76 LEVIES

1. Members shall pay the EFA a levy for every match played between two teams of the member associations to which gate takings and sale/marketing of rights is due. The levy shall be calculated in compliance with the provisions in the regulations governing the application of statutes on the basis of the gross revenue. Such levy shall be determined by the General Assembly from time to time.
2. The above shall also apply for all official and friendly matches played between a club from Swaziland and a club from any other association i.e. international matches.
3. Levies on gate takings are payable within 48 hours of any particular match.

VI. COMPETITIONS AND RIGHTS IN COMPETITIONS AND EVENTS**ARTICLE 77 COMPETITIONS**

1. The EFA organizes and coordinates the following official competitions held within its authority:
 - a. Leagues' competitions
 - b. Regional associations' competitions
 - c. Charity competitions
 - d. Knockout competitions
2. The Executive Committee may delegate to the EFA's subordinate Regional Associations and/or Leagues the authority to organize competitions. The competitions organized by the Regional Associations and Leagues shall not interfere with those competitions organized by the EFA. Competitions organized by the EFA take priority.
3. The Executive Committee may issue special regulations to this end.

ARTICLE 78 CLUB LICENSING AND ANY OTHER FOOTBALL LICENSING

1. The Executive Committee shall set up regulations regarding a club licensing system governing the participation of Clubs in competitions of the EFA as well as regulations on all licensing essential for a body or official to participate in football under the auspices of the EFA.
2. The EFA shall proceed to the granting of licenses to the clubs, officials and bodies according to the licensing system setting the minimum requirements as directed by FIFA and CAF for the granting of the license. The EFA shall have the authority to add other essential requirements for the improvement of the business of football within its territory.
3. The said club licensing system and any other licensing system essential shall include in particular:
 - a. Minimal criteria to be met by clubs, officials and bodies in order to be allowed to take part in competitions and business of the EFA, CAF and FIFA.
 - b. The procedure for granting the license to clubs, officials and bodies
 - c. Minimum requirements to be applied by licensors.
4. The Executive Committee of the EFA shall appoint the two decision-making bodies for the club licensing, i.e. First Instance Body (FIB) and Appeals Body (AB) as stipulated in the FIFA and CAF Club Licensing Regulations.
5. The implementation of any licensing, including clubs, officials or bodies' licensing systems shall be the sole responsibility of the EFA and this shall not be delegated to membership.

ARTICLE 79 RIGHTS

6. The EFA and its Members are the original owners of all rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time, place and law. These rights include, among others, every kind of financial rights, audiovisual and radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.
7. The Executive Committee shall decide how and to what extent these rights are utilized and draw up special regulations to this end. The Executive Committee shall alone decide whether these rights shall be utilized exclusively, or jointly with a third party or entirely through a third party.

ARTICLE 80 AUTHORISATION

The EFA and its Members are exclusively responsible for authorizing the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions as to content, time, place and technical and legal aspects.

VII. INTERNATIONAL MATCHES AND COMPETITIONS
ARTICLE 81 INTERNATIONAL MATCHES AND COMPETITIONS

1. The authority for granting international matches and competitions between Association teams and between Leagues and/or Club teams lies solely with FIFA. No match or competition shall take place without the prior permission of the FIFA Executive Committee. In addition, permission from the relevant Confederation may be required in accordance with the FIFA regulations.
2. The EFA is bound to comply with the international match calendar compiled by FIFA.

ARTICLE 82 CONTACTS

The EFA shall not play matches or make sporting contacts with Associations that are not members of FIFA or with provisional members of a Confederation without the approval of FIFA.

ARTICLE 83 APPROVAL

Clubs, Leagues, Regional Associations or any other group of association and Clubs that are affiliated to the EFA cannot belong to another Association or participate in competitions on the territory of another Association without the authorization of the EFA and the other Association and of FIFA, except in exceptional circumstances.

VIII. FINAL PROVISIONS**ARTICLE 84 UNFORSEEN CONTINGENCIES AND FORCE MAJEURE**

The Executive Committee shall have the final decision on any matters not provided for in the Statutes or in cases of force majeure.

ARTICLE 85 DISSOLUTION

1. Any decision relating to the dissolution of the EFA requires a majority of two-thirds of all members of the EFA, which must be obtained at a General Assembly specially convened for that purpose.
2. If it is disbanded, its assets shall be transferred to the highest Court of the Land. It shall hold these assets in trust as “bonus pater familiae” until EFA is re-established. The final General Assembly may, however, choose another recipient for the assets on the basis of a two-thirds majority.

ARTICLE 86 ENFORCEMENT

These Statutes were adopted at the Ordinary General Assembly at Sibane, Ezulwini on the 16th June 2019 and come into force after the close of the said Ordinary General Assembly.

For EFA

President
Adam M. Mthethwa

General Secretary
Frederick Mngomezulu



Regulations Governing the Application of the Statutes

A. APPLICATION FOR ADMISSION

Article 1 Application for admission

1. EFA shall verify that each application for admission is complete and shall advise and direct the appropriate regional association.
2. A regional association that grants provisional membership to an association or league requesting admission to EFA in compliance with the statutes shall observe the manner in which the applicant Association or league has been organized over a period of at least two years.
3. The regional association shall compile a final detailed report for EFA describing how the association or league is organized.
4. The Executive Committee shall lay down the procedure for admission in special regulations.
5. The Executive Committee shall decide whether the association or league fulfils the requirements for admissions to EFA based on the regional association's final report.
6. If the final requirements have been fulfilled, the next General Assembly shall decide whether to admit the Association or not.

Article 2 Regional Associations or Leagues

1. Regional Associations or Leagues affiliated to the EFA shall consist of properly constituted leagues and clubs playing football according to the Laws of the Game as published by IFAB, Regulations and directives of the EFA.
2. Each regional association or League shall forward to the General Secretary before the first day of October, each year the list of all clubs affiliated to it.
3. Regional associations, leagues or other combinations of clubs, players and officials shall not be formed and registered without the consent of the EFA.
4. Football clubs, players, officials and employees subject to the jurisdiction of the territory of NFAS shall not be associated with or play with or against any club which is not a member of the EFA.
5. Each regional association or League in membership to EFA shall neither extend nor alter their size (area) nor their membership without having obtained consent of the EFA. Any act of violation of this regulation shall be declared null and void.



6. The Executive Committee shall decide in all cases of proposed extensions or alterations after which, where applicable, shall forward a proposal to the General Assembly.
7. If the final requirements have been fulfilled, the next General Assembly shall decide whether such extensions should be applicable or not.

Article 3 Identity cards

1. EFA may issue identity cards annually for Executive Committees of her members, sub-committees and representatives of sponsors and the media subject to any prevailing directives of the Executive Committee of EFA, CAF and FIFA.
2. Each card shall be numbered and shall contain the name, address, photograph and signature of holder, and the signature of the General Secretary of EFA.
3. The cards shall be as follows:
 - a. “This is to certify that the person whose photograph, name, address and signature appear on this identity card is authorized to enter any football ground and watch any match anywhere in Swaziland”.

Article 4 Sanctioning of Football Association Leagues

1. Regional Associations, leagues or other combinations of clubs, players or officials shall not be formed without the consent of EFA.
2. Football clubs, players, officials and employees in the territory of EFA shall not be associated with or play with or against any club which is not a member of the EFA without the consent of EFA.

PLAYING SEASON

Article 5 Playing Season

1. EFA shall determine the date on which the playing season shall commence and terminate for every football calendar season. EFA shall produce a calendar of activities of a national dimension, of which all members and local partners shall conform to in pursuit of football activities of a playing season.
2. The season will normally start in August and finish in May.
3. No matches shall be played in the close season unless the EFA has given such permission. In this regard a Regional Association or League who may need for an extension on account of non-fulfilment of its activities within the time limits stipulated by EFA shall in writing request for permission from the EFA. The EFA's decision and directive on this part shall be final.
4. Each Regional Association or League shall within the time limits determined by EFA, determine the length of its own playing season. Member Associations and Leagues shall and must always observe the calendar dates and activities published by EFA. This shall also include alterations and/or amendments to the calendar of activities that may occur within the season itself. This may be on account of directives from FIFA, CAF and/or COSAFA, or any circumstance which in its significant nature may require such alteration.
5. The EFA may extend the playing season as in its opinion or discretion deems fit, subject to the regulations and/or directives of FIFA and/or CAF.
6. The months of June will normally be reserved for offseason, where clubs and players are expected to be on break or holiday, save for players selected with national teams as the month of June and July are also reserved for international competitions and matches.
7. The month of July will normally be reserved for pre-season where all players and clubs shall resume preparations for the new season. It is in this month that registration for the new season shall commence as shall be determined by the EFA in conformity to the directives of FIFA and/or CAF as may be communicated from time to time.
8. Clubs and players who would have been on national duty may agree on timelines for players joining up with their clubs for preseason preparation.



Article 6 Registration of Players

1. Registration of players shall be done under the following three categories:
 - a. **First registration.** This is a player registering to play for the first time.
 - b. **Domestic transfer.** This is a player transferring from one club to the next within the EFA, subject to the regulations governing such.
 - c. **International transfer.** This is a player transferring from one club from another association to a club in membership of the EFA vice versa.
2. All players shall be registered with a club electronically (if a member at the Premier league of Eswatini or any other League for which electronic registration is mandatory) or in the form prescribed under the registration regulations as may be applicable at different League Levels.
3. A player not registered by any club for a period equivalent to 30 months shall be permitted to register for a new club without a Transfer Certificate or Clearance in the subsequent registration period. This also includes a player who had not played in an official match for his last club for which he or she was registered in the last 30 months. A player may be permitted to register before the expiry of this 30-months period under the following circumstances:
 - a) The player's club is expelled. In the case of an expulsion the players shall be allowed to transfer to clubs of their choice without any transfer fees. In terms of football, this shall mean all contracts relating to football business shall have terminated.
 - b) The player's club is suspended for a period longer than the length between two registration periods. In this case the players shall only be transferred on loan to other clubs for a period equivalent or less than the suspension period of the club, and shall only be transferred on loan to other clubs during the course of the suspension, until the suspension period is over.
 - i. After the suspension period, all players shall be transferred back (returned) to their original club and any club needing the services of a particular player shall only negotiate with the original club.
 - c) The player transfers from a Non-league club (club that does not belong to the EFA structure). This registration however, will be subject to the following:

- i. If the player is transferring for the first time to the league structures under EFA, that registration will be regarded as a “First Registration”. To this end, the club intending to register the player and the player shall be required to sign a free agency form.
 - ii. If the player has played in the formal EFA structure before going to play in the Non-League, and the period of 30 months has not yet elapsed, the club requiring the services of the player shall solicit his transfer documents from the last club played for in the EFA structure.
 - iii. No transfer compensation shall be due for a player transferring from a non-league club or to a club in the EFA leagues, unless the player was on a running contract at the time he or she went to play in non-league football and that the contract will still be in running at the time of his or her return to EFA League football with the period of absence in EFA league football not yet reached the 30 months period for a free agency status.
 - d) The player is deregistered owing to him/her being surplus to requirements of a club. This does not include players who were deregistered on medical grounds.
 - e) The player was out of contract at the time he/she stopped playing EFA organized football has not played any EFA organized football during the period for which he was inactive.
4. Each club in the country shall be permitted to register up to a maximum of five (5) foreign players. Transfers of foreign players from associations in membership with FIFA shall be dealt with in terms of FIFA Regulations for the Status and Transfer of players.
 5. Any team playing an unregistered player or a player who has not been properly transferred shall be guilty of misconduct and shall be liable to lose the game in which the player in question played to their opponents and may if found guilty of deliberately done be subjected to further sanctions as may be determined by the Players Status Committee. The offending player, if found guilty, may be suspended for a period not exceeding six months. The Players Status Committee may impose further sanctions.
 6. The fee for the registration of a player shall be decided by the EFA, association or league responsible for registration from time to time.



7. Each player shall be issued with a Registration Card. Each card shall be numbered and shall contain the name, address, photograph and signature of the player and that of the Secretary of the EFA, association or league.
8. Each club shall be entitled to register up to a maximum of thirty (30) players, including the maximum of five foreign players per season. This shall be subject to restrictions, as may be pronounced from time to time by FIFA or the EFA.

Article 7 Registration Periods

1. A Player shall only be registered during one of the two annual Registration periods fixed by the EFA. With the registration, the player immediately becomes eligible to play for the new club, unless he/she is serving a disciplinary suspension.
 - a. As an exception to this rule, a professional whose contract has expired prior to the end of the registration period may be registered outside that registration period, subject to regulations or restrictions as may be directed by the EFA, CAF and FIFA in the light of the protection of the sporting integrity of the competitions of all the leagues in the territory of the EFA or any other as may be directed by FIFA and/or CAF.
 - b. Associations and/or leagues are authorised to register such professionals provided due consideration is given to the sporting integrity of the relevant competition. To this end, the NFAS shall stipulate the date beyond which no registration shall be made of a player irrespective of status or whether he or she qualifies to register outside the registration periods.
2. The opening and deadline for the registration of premier league, regional and WFA players shall be determined by the EFA from time to time, subject to FIFA regulations governing such.
3. The set deadline shall only be altered by the EFA, subject to the provisions in the FIFA regulations from time to time.

Article 8 Transfer Certificate

1. If a player changes his club, he or she shall have a Transfer Certificate entitling him or her to transfer his or her registration to a new club.

2. The Regional Association, Women league committee and/or registering office or official shall not register such any player for one of its clubs before being in possession of the following:
 - a. A Transfer Certificate;
 - b. Registration card from his former club shall be attached to the certificate of transfer to the new club.
 - c. The players Registration form (form D) from his previous club;
 - d. The new club's registration form duly filled and signed
 - e. Attachment of written and properly signed Loan Agreements between two clubs over a player where applicable, i.e. if a player has transferred on loan.
 - f. For professional players, a copy of an authentically signed contract between the club and the player.
 - g. Any other documentation as may be applicable in terms of the status and transfer of players as may be amended or determined from time to time.
3. In principle, to initiate a transfer and/or negotiation for a transfer of a player, a club must first approach the club for which the player is registered. It is therefore strictly prohibited for a club to invite a player to train or trial or for a player to train or trial with another club without the authorization of the club for which registration subsists, unless allowable in the regulations for the status and transfer of players in force. Clubs and players found to have violated this regulation shall be liable to sanctions as may be determined in the regulations for the status and transfer of players as shall be determined by the Players Status Committee.
4. Should there be a dispute between a player and a club concerning the issue of a transfer, transfer certificate, the status of the player or dispute arising from the contract between the player and the club, the player or club shall refer the matter to the Players' Status Committee of the EFA.
5. The Players' Status Committee shall have power and jurisdiction to make final decisions on all issues of a national dimension. Issues of an international dimension shall be dealt with in terms of the FIFA Regulations for the Status and Transfer of Players as may be amended from time to time.



6. Any party aggrieved by a decision of the Player's Status committee of the EFA may appeal with FIFA.

Article 9 International Transfer Certificate

1. If a player is transferring from one club in one association to a club in the NFAS, he/she must hold an International Transfer Certificate (ITC) which is solicited through an application made to the EFA.
2. The player is only registered if the application from the new club is made with the EFA during one of the two registration periods. Exceptions to this are subject to the provisions of these regulations and that of FIFA governing such registrations.

Article 10 Contracted players

1. Copies of all fully and authentically signed and initialled contracts between a player and a club shall be submitted to EFA and respective registration offices within 14 days from date of signing and on registration of the player in question. Otherwise contracts not submitted as such shall be declared null and void.
2. In principle, negotiations for the renewal or non-renewal of a contract should be done whilst the contract is still valid and that players on contract are allowed to negotiate with prospective clubs when a period of six months or less is left on their contracts.
3. Upon expiration of a contract of employment between a player and a club, a player shall be free to join a club of his or her choice without any claim of any transfer compensation by the former club from the club which would have registered the player.
4. The former club shall be expected to release all documentation with respect to the free transfer of the player to a club of choice. Neither the club nor the player shall deviate from this regulation.

Article 11 Insurance

Players may be insured by their clubs against accidents which occurs during play. The insurance must be affected with a recognized insurance company.

B. DEFINITION, NOTIFICATION AND REGISTRATION OF MATCHES**Article 12 International matches**

1. International football matches recognized by FIFA are those between two members of FIFA and for which each member fields a representative team.
2. An international “A” match is a match arranged between two Members of FIFA and for which both members field their first representative team.
3. The terms used to define a match are those that give an appropriate political and geographical description of the countries or territories of the Members whose teams are involved in the match and over which countries or territories the Members have sole control and jurisdiction.
4. If a Member allows one of its Leagues to choose a team that bears the name of its country, the match shall be considered an international match as described in par.1 of this article.

Article 13 Interclub and Interleague matches

1. An interclub match is a match played between two clubs. Clubs may belong to different associations or countries, to which such a match shall be recognized as an international match.
2. An interleague match is a match between teams from two Leagues. Although the Leagues may belong to different Members, such a match shall not be recognized as an international match, subject to the provisions of art 5 par. 4.
3. All clubs affiliated to the Associations wishing to play any clubs of another association at least two weeks before the match in question.
4. No interclub or interleague matches between teams from different associations shall be played without the express authorization of the EFA. Any club that will be found to have breached these regulations will be punished in accordance with these regulations.
5. Scratch teams consisting of players not belonging to the same club or association shall not be permitted to play clubs or teams representing the association or similar teams unless authorization has been granted by the EFA.

Article 14 Small Sided Matches

Small side matches and similar competitions (not more than seven a-side) may be arranged provided that:

- a) The competition has been sanctioned by the EFA in accordance with the requirements for the sanctioning and control of leagues and competitions. Clubs seeking affiliation to the EFA in order to participate in a small side competition must be charged a membership fee.
- b) In the case of single matches, charity matches and day competitions, they must be sanctioned by the EFA in accordance with the regulations for the sanctioning and control of leagues and competitions in so far as they are applicable. The sanctioning of such a match or competition in this case gives the club and/or competition the status of an affiliated club and to the player participating, the status of affiliated players for the club for which they play in the match or competition.
- c) The governing the eligibility and conduct of the players shall be under the control of the Premier League of Eswatini of the sanctioned competition subject to the overriding authority of the EFA and shall be in conformity with the rules and regulations of the EFA. In case of individual matches the eligibility and conduct of the players shall be the responsibility of the sanctioning body.
- d) For small side games played for charitable objectives a statement of accounts of the event shall be supplied to the EFA within 21 days.
- e) There shall be no close season for small side games

Article 15 Application and Notification

1. Every international match, including friendly matches and those played in tournaments or in games including football, shall be applied for or notified to the EFA general secretariat by the Members or clubs organizing them within 14 days of their being arranged.
2. The EFA reserves the right of refusal or granting of such permission to the affected parties.
3. In any case, such application or notification shall reach EFA at least 7 days before the planned date of the match.
4. Failure to give notification of a match within this prescribed period shall incur a fine of E2, 000. Failure to provide any notification whatsoever shall incur a fine of E5, 000. These fines shall be paid to EFA within 5 working days of receipt of EFA's decision.

C. FINANCIAL ARRANGEMENTS

Article 16 Levies

1. Clubs and players shall not compete in any match or competition the proceeds of which are not used by a recognized football club or football league or some other objective approved by EFA. The playing of matches or the organizing of matches by individuals, companies or organizations for speculative purpose shall not be permitted.
2. There shall be a levy to be paid to EFA for each match played between two teams (in compliance with the Statutes), including the matches played in tournaments or games including football (except for junior tournaments), subject to the following:
 - a) For every match other than those under direct jurisdiction of EFA the levy shall be 5% (five percent), (including international matches and international friendly matches), not in the direct jurisdiction of the EFA.
 - b) However, for tournaments under the direct jurisdiction of the EFA, the levy shall be 15%.
5. The amount shall be based on the gross receipts (ticket sales, advertising rights, rights for television and radio broadcasts, and film and video rights etc.) derived from matches.
6. The only deductions that may be made from the gross income are state or local taxes actually paid (but not bank charges or differences in exchange rates) and any charges for the hire of the stadium. The total amount deducted shall not exceed 40% of the entire gross income.
7. All levies shall be paid in accordance with the provisions of these statutes

Article 16 Statement of account

2. For each match subject to a levy, a detailed statement of account shall be drawn up by the league or club for which the match has been played.
3. This statement shall contain all the requisite figures reflecting the entire income and any taxes or charges deducted there from.
4. The statement of account and the amount due from the levy shall be sent to the EFA within 3 days of the date the match was held.
5. Failure to conform to these requirements shall be punished in compliance with the sanctions provided for in the EFA Statutes.



D. MATCH AND PLAYER'S AGENTS

Article 17 Match agents

1. Match agents may be employed to arrange matches.
2. Match agents hired to organize matches between teams from the same league (licensed). The EFA shall issue appropriate rules.
3. Match agents hired to organize matches between teams from different associations shall hold a FIFA licence. The FIFA Executive Committee shall issue appropriate rules.
4. FIFA is only entitled to intervene to enforce the contracts concluded between match agents and teams in the following cases:
 - a) if the match or tournament at the source of the dispute involves teams from different confederations;
 - b) if the match agent in question holds a FIFA licence.

Article 18 Players' agents

Players may use the services of agents to negotiate transfers. Only players' agents in possession of a licence may carry out this work. The Executive Committee shall issue appropriate provisions to this end.

E. ELIGIBILITY TO PLAY FOR ASSOCIATION TEAMS (NATIONAL TEAMS)

Article 19 Principle

1. Any person holding the nationality of a country's eligible to play for the representative teams of the association of his country. The Executive Committee can decide on the conditions of eligibility for any player who assumes a new nationality or for whom par. 3 of this article does not apply, or for any player who would, in principle, be eligible to play for the teams of more than one Association due to his nationality.
2. As a general rule, any player who has already represented one Association (either in full or in part) in an official competition of any category may not play an international match with another Association team.
3. If a player has more than one nationality, or if a player acquires a new nationality, or if the player is eligible to play for several Association teams due to his nationality, the following exceptions apply:
 - a) Up to his 21st birthday, a player may only once request changing the association for which he is eligible to play international matches. A player may exercise this right to change Associations only if he has not played any "A" international level for his current Association and if at the time of his full or partial appearance in an international match in an official competition of any category, he already had such nationalities. Changing Associations is not permitted during the preliminary competition of a FIFA competition, continental championship or Olympic tournaments if a player has already been fielded in a match of one of these competitions.
 - b) Any player who has already acquired eligibility to play for one Association but has another nationality imposed upon him by a government authority, is also entitled to change associations. This provision is not subject to any age limits.
4. Any player who wishes to exercise this right to change Associations shall submit a written and substantiated request to the FIFA general secretariat. After submitting the request, the player is no longer qualified to play for his current Associations' team the players status Committee shall decide on the request. The committee's decision may be brought before the Appeal Committee. The regulations for the status and Transfer of Players contain more detailed provisions.
5. Any players who have already had their 21st birthday at the time of implementation of these provisions who fulfil the requirements in par. 3 (a) are also entitled to submit such a request to change Associations. The entitlement will expire definitely twelve months after implementation of this provision.



Article 20 Calling up Players for National teams

1. A player who is a citizen of Eswatini by virtue of his birth or by the nationality of his father or by the laws of Eswatini whereby he has obtained nationalization and as per FIFA statutes is qualified to play in international and representative teams for Eswatini.
2. As a general rule, every player registered for a club shall be obliged to respond affirmatively when called up for the national team he/she is eligible to play.
3. Clubs are obliged to release their registered players for national team duty for which the players have been called-up and are eligible to play. A player may be called for a national team with an age limit or for the national “A” team. A player and a club shall not divert from this obligation.
4. Any player selected to attend training sessions or matches arranged by the EFA (without good and sufficient cause), refusing to comply with the arrangements of the EFA, or failing to attend such match or training sessions, shall be judged to have been guilty by the misconduct, and any club or officials who may be deemed to have encouraged or instigated such player to commit a breach of the arrangements of the EFA shall be deemed guilty of a similar offence, which shall be punishable in terms of the regulations governing the release or calling of national teams players and the EFA disciplinary code, where applicable.

Article 21 Injured Players

If a player has been called by EFA, and the player is unable to comply with the call-up due to injury or illness, it shall be compulsory that the player be examined by the doctors of the NFAS or a doctor chosen by the EFA in order to establish the effective health condition of the player. The player and club shall be obliged to do this.

Article 22 Restrictions on playing

1. During the period of release, the player shall be at the disposal of his national team and he/she is therefore not entitled to play for the club with which he/she is registered.
2. This restriction applies as well if the club does not release the player or the player fails to respond affirmatively. This means, a player who did not respond affirmatively to a national team call-up is prohibited to play for his club during the period in which the national team is active or in camp, training, preparation or engaged in friendly or official matches.

3. This restriction is extended by fifteen (15) days if the player or club, for any reason whatsoever, did not wish to or the player was unable to comply with the call-up. In other words, the period of time for which the player will not be at the disposal of the club will be the following:
 - a. The period of preparation of the national team,
 - b. The day of the game of the national team,
 - c. Fifteen additional days (that is, an addition of fifteen days after the match(es) or competition for which the player was called-up for).
 - d. Further sanctions may be imposed.
4. The association and the club may agree on a longer period of release. On the other hand, the association may allow a player on national team duty to participate in a particular match for his club during the period of release.



F. JURISDICTION OF THE EFA OVER REGIONAL ASSOCIATIONS, LEAGUES, OFFICIALS, PLAYERS, EMPLOYEES AND SPECTATORS

Article 23 Disciplinary Measures

1. The EFA shall deal with all violations of its Rules and Regulations, directives and decisions and shall be assisted by the Associations and Leagues. Misconduct by any of the PLE's, Regional Associations' and EFA Members' executive committees, club officials, players, members, employees and supporters, shall be dealt with primarily in terms of the EFA Disciplinary Code or as may be determined by the Disciplinary structure set-up for that purpose owing to the nature of the offence or misconduct.
2. Misconduct by members of the Regional Associations, League members, Regional league committee members, regional club officials, players, members and supporters shall be dealt with by their respective league or Regional Associations, subject to conformity to the EFA Statutes, rules and regulations. The EFA may cause for a further punishment of any of the above, if the misconduct done is of a national dimension or in its nature is viewed to bring football or the EFA into disrepute.
3. The EFA may delegate the exercise of this function to the disciplinary committee.

Article 24 Definition of Misconduct

In addition to, matches referred to in other rules it shall be misconduct if the PLE, Regional league, a combination of clubs, official(s), referee(s), player(s) or employee (referred to this rule as "member") is proved to the satisfaction of the Executive Committee or committee thereof to have done or assisted in doing or permitting of any of the following:

- a) Violated the Laws of the Game or Game and Regulations of the Eswatini Football Association.
- b) Violated the rules and regulations of any Regional Associations, League, club or combination of clubs affiliated to the EFA or sanctioned by its Executive Committee.
- c) Played with or against any suspended member or appointed or continued the appointment as an official of any suspended member.
- d) Allowed a player under suspension to play or take part in any activities from the participation in which he had been suspended.
- e) Failed to take all responsible precautions to present an official, referee or match official under suspension from officiating in a match sanctioned by the EFA or to perform any duties from the execution of which he has been suspended.

- f) Acted in an irresponsible manner which in the view of the EFA brings football or the authority of the EFA into disrepute.
- g) Any other misconduct which may be deemed to bring football into disrepute.

Article 25 Deduction of points and Forfeit

1. A club may have points deducted from those already attained in the current or future championship.
2. Teams sanctioned with a forfeit are considered to have lost the match by 0-3.
3. If the goal difference at the end of the match in question is greater than 0-3, the result in the pitch is upheld.



H. COMPETITIONS

Article 26 Promotion and Relegation in competitions

1. A club's entitlement to take part in a domestic championship shall depend principally on sporting merit. A club shall qualify for a domestic league championship by remaining in a certain division or by being promoted or relegated to another at the end of the season.
2. In addition to qualification on sporting merit, a club's participation in a domestic league championship may be subject to other criteria within the scope of the licensing procedure, whereby the emphasis is on sporting, infrastructural, personnel and administrative, legal and financial considerations.
3. Altering the legal form or company structure of a club to facilitate its qualification on sporting merit and/or its receipt of a licence for a domestic league championship, to the detriment of the integrity of a sports competition, is prohibited. This includes, for example, changing the headquarters, changing the name or transferring stake-holdings between different clubs.
4. The EFA shall have the sole authority in deciding all domestic or internal issues pertaining to promotion, relegation and licensing and this shall not be delegated to leagues and/or regional associations. This shall also include the sole authority on all issues of club licensing, licensing of football officials, personnel and structures.

Article 27 Advertising in Competitions

Advertising on player's wearing apparel is permitted subject to the approval of the league committee; the competitions committee or the marketing agreements with respect of the league and/or competition concerned.

Article 28 Competitions

1. A competition may be used for trade or advertising and the name of a cup of trophy or any other person may form part of the title of a competition only with the prior consent of the EFA.
2. A cup trophy presented for a competition shall be vested in the Executive Committee as trustees. If a competition be discontinued for any attached to it so provide, otherwise it may be dealt with as the executive committee shall deem fit.

3. A league may promote and manage competitions or tournaments restricted to clubs playing in its league. A separate application must be made and consent for each competition.
4. Application for sanction of a competition or tournament shall be made to the General Secretary of the EFA. Two copies of the proposed Rules and Regulations shall accompany the application.
5. A league shall not allow matches under a competition or tournament to be played until the Rules and Regulations governing the competition or tournament have been approved by respective member association and submitted to EFA.
6. A member Association or league is not entitled to alter its Statutes, Rules and Regulations without the consent of the EFA.
7. Competitions or tournaments shall not be organized or conducted by any club, or person or body of persons nor may any club or teams play a match for which a trophy or medals are to be awarded or any reward given to either of the competing clubs or players without the written permission of the EFA.
8. A club may not withdraw from a competition in which it is involved unless it has complied with its obligation to the competition as provided by the regulations. A league may not without prior notice to another league make a direct approach to a club still in membership with the league with view to inducing that club to become a member of the approaching league.
9. The NFAS shall fix the fees to be paid to referees and assistant referees officiating in their matches and officials shall neither ask for nor receive a larger fee than that has been fixed by the EFA.
10. The Football Association shall keep record of all leagues and competitions. For this purpose, the Premier League, Women Football League and Regional Association shall on or before the 1st August in each year submit to the EFA a list of competitions which are wholly under their jurisdiction.

Article 29 Qualification of clubs for Competitions

1. As a general rule, all clubs that meet the requirements of a particular competition will be allowed to participate in that competition, unless they are a subject of one, more or all of the following:
 - a. The club may be serving a disciplinary suspension for a period or frame of which may include that particular competition.

- b. The club failing to accept the rules and regulations governing the competition for which all clubs are obliged to.
 - c. In the view of the club licensing and football officials and structures licensing regulations currently in force, the club does not fulfil all requirements essential to participate in that particular regional association, league or competition.
2. Upon receiving the rules and regulations clubs would have undertaken to be governed by them and that no divergent avenue shall be allowed.

Article 30 Qualification of players for Competitions

1. All players registered and eligible to play may be allowed to participate in any particular competition conforming to competitions of the EFA, subject to the following:
 - a. The player serving a disciplinary suspension
 - b. Any other ban or sanctions imposed that have a bearing to that particular competition.
2. In competitions that are of a short duration e.g. tournaments (Knock-outs, Cup, etc), Festivals, One-Day tournaments, etc, players shall not be allowed to play for more than one club in the same competition. This therefore means players can only be allowed to play for more than one club in the main competition (league), subject to the regulations provided for in the EFA statutes and regulations

Article 31 Sanctioning of Competitions

The Following headings are intended for sanctioning of league or competitions or tournaments. The Rules shall provide:

- a) Name of league
- b) Name of Competition
- c) The number of the clubs
- d) If it involves more than one division the number of clubs in each division
- e) Trophies being vested in trustees
- f) Appointment of protest and Disciplinary Committee to deal with the breaches of the Rules of the League or Competition, and how deal with protests and appeals.
- g) The hearing of protests, claims and complains
- h) The playing of matches according to the Laws of the Game and the Rules and Regulations of the Football Association

- i) The Qualification of players
- j) The arrangements of fixtures
- k) How the competition has to be decided (by points or on a knockout)
- l) The grounds used for the competition matches
- m) Procedure for abandoned matches
- n) Appointment and payment of referees and linesmen
- o) Division of gate receipts, if any
- p) Alterations of Rules
- q) Penalties for breaches of Rules etc.



I. POWER OF MEMBER ASSOCIATIONS

Article 32 Jurisdiction of member Associations and Leagues Over their leagues and clubs

Member Associations and Leagues shall have the power to deal with violations, occurring within their territory, of the game, the Rules and Regulations of the Association, or misconduct of any of their clubs or by any of their players, officials, or their members, subject to the right of appeal provided by the Statutes of the EFA.

Article 33 Powers to make rules by member associations and leagues

Member Associations and leagues shall have the power to make such Rules and Regulations deemed necessary to provide for matters arising from implementing of rules in so far as any Rule or Regulations are not in conflict with any Rules and Regulations of the EFA. To this effect all regulations shall be approved by the EFA and that EFA regulations, directives and decisions shall provide the direction on all issues in conflict. In such cases of conflict, the regulations, decisions and directives of the EFA shall be authoritative.

Article 34 Publication of Rules and Regulations

The Premier League, Women League, Regional Associations and Clubs and their members, in membership with the EFA shall be deemed to have knowledge of and be bound by the said Rules and/or Regulations if the same shall have been published in their minutes, the production of which shall constitute at all times, undisputed proof of the validity of such Rules and Regulations.

Article 35 Rules concerning competition and officials

Member Associations and leagues are authorized to make such Rules and Regulations with reference to Competitions and Officials as they deem expedient. These sets of rules shall be approved by the EFA.

Article 36 Laws of the Game

The Laws of the Game as amended at the meeting of the International Football Association Board (IFAB) each year shall come into force by the 1st of July or at the start of the forthcoming season or as may be directed by FIFA.

Article 37 Correspondence

Each Association and/or league shall inform the EFA of the name and address of the person responsible for conducting on its behalf, official correspondence both with the Association and other Associations on all matters concerning football its administration.

Article 38 Handbook

Each member Association or league shall send to the EFA and other Associations their Statutes and all amendments of these Statutes.

Article 39 Trophies

1. All floating Trophies competed for and presented by the EFA, a Regional Association or League shall remain the property of the EFA, Regional Association or League and shall be returned in good condition to the Secretary.
2. Should the trophy be damaged or lost whilst under the custody of any club, such club shall refund to the EFA, Regional Association or League the amount of its current replacement value.

J. FINAL PROVISION**Article 40 Enforcement**

The amendments to the Regulations Governing the Application of the Statutes were adopted by the Ordinary General Assembly of the 18th July 2010 and further amended by FIFA and the Ordinary General Assembly of 24th June, 2012 and 16th June 2019, amendments of which came into force on the 16th June 2019.

Sibane Hotel, Ezulwini, 16th June 2019.
FOR THE EFA EXECUTIVE COMMITTEE

President
Adam Mthethwa

General Secretary
Frederick Mngomezulu



Standing Orders of the General Assembly



Standing Orders of the General Assembly

Article 1 Participation in the General Assembly

- 1 Each Member may be represented at the General Assembly by maximum number delegates as may be determined by these Statutes, all of whom may take part in the debates.
- 2 The names of the delegates shall be notified to the general secretariat before the opening of the General Assembly. The general secretariat enters the delegates mentioned on a list. The delegate with the right to vote is entered as number 1. If the delegate with the right to vote leaves the General Assembly during the debates, the delegate entered as number 2 on the Member's delegation list is entitled to vote.

Article 2 Chair

- 1 The President shall chair the General Assembly. If the President is unable to attend, the longest serving Vice President shall deputise. This will be followed for the rest of the Vice Presidents in the case of the longest serving Vice President being absent.
- 2 The chair shall ensure that the General Assembly is conducted in strict compliance with these Standing Orders, open and close the General Assembly and debates, and, unless the General Assembly decides otherwise, grant delegates permission to speak and conduct all discussions.
- 3 The chair shall be responsible for maintaining order during debates. He may take the following action against any General Assembly participant who disturbs the debates.
 - a) a call to order;
 - b) a reprimand;
 - c) exclusion from one or more sessions;
- 4 If an appeal is made against such action, the General Assembly shall decide immediately without debate.

Article 5 Debates

- 1 Debates on each item on the agenda shall be preceded by a short report:
 - a) by the chair or member of the Executive Committee designated for this purpose;
 - b) by a representative of the committee designated by the Executive Committee to give a report;
 - c) by a delegate from the Member that requested the item be included in the agenda;
- 2 The Chair opens the debate.

Article 6 Speakers

- 1 Permission to speak is granted in the order in which it is requested. A speaker may not start speaking until he has obtained permission to do so. Speakers shall address the General Assembly from the rostrum intended for this purpose.
- 2 A speaker may not speak may not speak for a second time on the same item until all other delegates who have requested permission to speak have spoken.

Article 7 Proposals

- 1 All proposals shall be submitted in writing. Proposals which are not relevant to the subject under discussions shall not be admitted to the debate.
- 2 Any amendment shall be drawn up in writing and passed to the chair before being put to the debate.

Article 8 Procedural motions and closing of debates

- 1 If a procedural motion is made, discussion on the main question shall be suspended until a vote has been taken on the motion.
- 2 If a motion is made to close the discussion, it shall immediately be put to the vote without debate. If the motion is approved, permission to speak shall only be granted to those members who have asked to speak before the vote was taken.
- 3 The chair shall close the discussion unless the General Assembly decides otherwise by a simple majority of those voting.

Article 9 Votes

- 1 As a rule, voting at the General Assembly is done by secret ballot.
- 2 Before each vote, the chair, or the person designated by him, shall read the text or the proposal aloud and explain the voting procedure (quorum) to the Congress. If an objection is raised, the congress shall decide immediately.
- 3 No one is compelled to vote.
- 4 Voting may be done by a show of hands on issues which may be general or considered not sensitive in nature.
- 5 Proposals shall be put to the vote in the order in which they are submitted. If there are more than two main proposals, they shall be put to the vote in succession and the delegates may not vote for more than one of the proposals.
- 6 Alterations to amendments shall be put to the vote before the amendments proper, and amendments before the main proposal.
- 7 Proposals without a vote against are regarded as having been passed.
- 8 The chair shall check the results of the vote and announce it to the General Assembly.
- 9 No one is permitted to speak during the vote and until after the result has been announced.

Article 10 Elections

- 1 Elections shall be carried out with ballot papers by secret ballot. The Electoral Officer, assisted by the General Secretary, shall conduct the distribution and counting of the of the ballot papers.
- 2 The number of ballot papers that have been distributed shall be announced by the General Secretary or Electoral Officer before the count.
- 3 If the number of ballot papers returned is equal to or less than the number of ballot papers distributed, the election shall be declared valid. If the number returned exceeds that of the ballot papers distributed, the vote shall be declared null and void and another vote shall be taken immediately.
- 4 The simple majority shall be calculated on the basis of the number of valid ballot papers collected. Empty ballot papers or invalid votes are disregarded. If two or more votes are given in support of one candidate on one ballot paper, only one vote shall be valid.
- 5 The Electoral Officer shall announce the result of each ballot.
- 6 The General Secretary shall put the ballot papers that have been collected and counted into envelopes intended for this purpose and seal them immediately. The general secretariat shall keep these envelopes and destroy them 60 days after the end of the General Assembly. In this view objections on results of the elections are only allowable within the period of 60 days after the date of the Elective Ordinary General Assembly. Objections shall not be entertained after this period.

Article 11 Enforcement

The Standing Orders of the General Assembly were adopted by the Ordinary General Assembly at Sigwaca Football House in Mbabane on the 18th July 2010 and amended on by the Ordinary General Assembly of the 16th June 2019 and came into force on the same 16th June 2019.

Sibane Hotel, Ezulwini, 16th June 2020

FOR THE EFA EXECUTIVE COMMITTEE

President
Adam Mthethwa

General Secretary
Frederick Mngomezulu

Eswatini Football Association

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EFA

ELECTORAL CODE

2021 edition

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DEFINITIONS

Whenever relevant, the terminology used in this Electoral Code shall refer to the terms defined in the Definitions section of the Statutes of the EFA.

NB: Terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice versa.

I. GENERAL PROVISIONS

Article 1 Scope of application

This Electoral Code is applicable to the elections of the members of the Executive Committee of EFA and the Executive Committees of the EFA Member Associations and leagues for 2021.

Article 2 Principles and obligations

- ¹ General good governance principles, such as the separation of powers, independence, transparency, and the obligation to avoid situations of conflicts of interest shall be observed without exception throughout the entire electoral process.
- ² The electoral rules and guidelines shall be made available by the EFA in a clear and unambiguous manner within the relevant time frame provided for in the Statutes of the EFA.
- ³ Any undue influence from third parties in the electoral process shall not be permitted.
- ⁴ EFA shall ensure that any electoral rules and guidelines of its bodies are in line with the provisions of this Electoral Code, the Statutes of the EFA as well as the Statutes, regulations, directives and decisions of FIFA.
- ⁵ EFA shall, at least 30 days before the date of the relevant elections, inform FIFA and CAF about the nature of the elections (i.e. number of members to be elected, duration of mandates, reason for the elections, etc.) and provide FIFA with a copy of its valid Electoral Code and, if applicable, any other electoral rules and guidelines.
- ⁶ EFA shall immediately inform FIFA and the CAF of any undue influence from third parties in the electoral process.
- ⁷ Unless stated otherwise in the Statutes and regulations of EFA, the members of the relevant bodies of EFA shall continue to exercise their functions until the completion of the electoral process.

II. THE COMMITTEE

Article 3 Basic principles

- ¹ The Ethics Committee (hereafter: The Committee), foreseen in art. 64 of the EFA Statutes, shall supervise the electoral process in accordance with the relevant provisions of the Statutes of the EFA and of this Electoral Code.
- ² The Appeals Committee, foreseen in art. 65 of the EFA Statutes, is responsible for deciding on appeals filed by candidates.
- ³ The members of the Committee shall not be members of any other body of EFA and may not hold any executive position in any government body. Members of the Committee may not be candidates for any of the positions to be filled within the EFA as long as they are still under mandate.
- ⁴ The members of the Committee shall immediately withdraw from the matter in progress and refrain from taking any decision if:
 - a) they are an immediate family member of one of the candidates running for any of the positions to be filled;
 - b) there is a risk or possibility of a conflict of interest as defined in the Disciplinary and Ethics Code of the EFA.
- ⁵ In the event that a member of the Committee does not fulfil any of the above requirements and/or has to step down as member of the Committee for any reason, he shall be replaced in accordance with the provisions of art. 4 par. 3 of this Electoral Code.
- ⁶ The members of the Committee shall be ratified by the General Assembly on recommendation by the Executive Committee, in accordance with the provisions of the Statutes of the EFA, for a mandate of four years.
- ⁷ No member of the Committee shall serve for more than two terms of office, whether consecutive or not.
- ⁸ The members of the Committee shall act in good faith at all times and observe the utmost impartiality when carrying out their duties.

Article 4 Composition

- ¹ The Committee shall be composed as follows:
 - a) a chairperson;
 - b) a vice-chairperson;
 - c) Three (3) ordinary members.
- ² An appropriate number of substitutes shall also be ratified by the General Assembly.
- ³ If the chairperson is absent or unavailable, the vice-chairperson shall deputise, and if he too is absent or unavailable, then an ordinary member shall deputise. Any ordinary member who is absent or unavailable shall be replaced by a substitute.
- ⁴ The Committee shall appoint one of its members as a secretary, who shall be responsible for relevant logistical and administrative matters. He may call upon the general secretariat to assist him in his duties.
- ⁵ The chairperson of the Committee shall be qualified to practise law.

Article 5 General duties of the Committee

The Committee shall be responsible for all tasks relating to the organisation, running and supervision of the elections to take place during the General Assembly. In particular, the Committee shall be responsible for:

- a) strictly enforcing the Statutes and regulations of the EFA as well as this Electoral Code;
- b) ensuring that the electoral rules and guidelines of the bodies of the EFA are in line with the provisions of this Electoral Code and the Statutes of the EFA as well as the Statutes, regulations, directives and decisions of FIFA;
- c) strictly enforcing the statutory deadlines for elections;
- d) providing information to the Members as well as to relevant authorities (where necessary), the media and the public;
- e) where necessary, managing relations with relevant authorities;
- f) the candidature procedure (launch, distribution of information, evaluation, publication of official list, etc.);
- g) drawing up the list of voters (delegates), assisted by the general secretariat, in accordance with the statutory provisions of the EFA;
- h) the electoral and voting procedure;
- i) any and all other tasks to ensure the smooth running of the electoral process.

Article 6 Meetings, quorum and decisions

- 1 The chairperson shall convene the meetings of the Committee. Only a Committee that has been duly convened has the authority to deliberate and pass decisions.
- 2 The Committee shall not engage in valid debate unless a majority (more than 50%) of its members are present.
- 3 The Committee shall reach its decisions by a majority (more than 50%) of the valid votes cast. Voting by proxy or by letter is not permitted. In the event of a tied vote, the chairperson shall have the casting vote.
- 4 The decisions taken shall be recorded in minutes signed by the chairperson and the secretary of the Committee.

III. CANDIDATURES

Article 7 Eligibility criteria

- ¹ The eligibility criteria for the positions to be filled within the relevant bodies of the EFA are defined in the relevant provisions of the Statutes of EFA.
- ² The Committee shall not impose any eligibility criteria that are not provided for in the Statutes of EFA or any other formal requirements that are not provided for in this Electoral Code or in the Statutes of EFA. The Committee shall only request the documents that help establish whether the relevant eligibility criteria have been fulfilled.
- ³ The Committee shall publish the full list of eligibility criteria (with reference to the relevant provisions of the Statutes of EFA), as well as the documents to be provided for each of the positions within the deadlines stipulated in the Statutes of the EFA.

Article 8 Submission and examination of candidatures for the Executive Committee

- ¹ No fees or charges of any sort shall be requested from any of the candidates at any point during the entire electoral procedure, unless they have previously been approved by the General Assembly. In any event, any fees or charges agreed upon shall remain reasonable and shall only serve to cover the costs of the relevant administrative burden.
- ² Candidatures for any of the positions of the Executive Committee shall be sent by recorded post, by email with delivery notification, or delivered by hand in exchange for confirmation of receipt, to the general secretariat at least 30 days before the relevant elective General Assembly. Candidatures received by the general secretariat shall immediately be forwarded to the secretary of the Committee.
- ³ Within six days of the deadline for submission of the candidatures, the Committee shall inform in writing those candidates who have failed to provide all the relevant documents in support of their candidatures and grant them another three days to complete their applications. If the relevant candidates fail to complete their applications within the prescribed deadline, their candidatures shall be declared invalid.
- ⁴ The candidatures for the Executive Committee shall be examined by the Committee within 10 days of the deadline for their submission and the candidates shall be informed of the decision of the Committee within the same period.

Article 9 Appeal procedure for candidates for the Executive Committee

- ¹ Appeals against decisions of the Committee may be lodged only with the Appeals Committee of EFA, thereby precluding the possibility of appealing said decisions before any other body, particularly a government body.
- ² Any appeal, duly motivated, shall be sent by recorded post, or delivered in exchange for confirmation of receipt, to the general secretariat within two days of receipt of the decision of the Committee. Appeals received by the general secretariat shall immediately be forwarded to the members of the Appeals Committee.
- ³ The Appeals Committee may decide to accept fresh evidence and documents that were not provided by the relevant candidate together with the initial candidature.

- ⁴ Appeals shall be considered by the Appeals Committee within three days of their receipt and communicated to the candidates within the same period.
- ⁵ The Appeals Committee shall be composed of a chairperson and two ordinary members who shall be ratified by the General Assembly. Two substitutes shall also be ratified by the General Assembly at the same time as the members of the Appeals Committee. The chairperson shall be qualified to practise law.
- ⁶ The decisions of the Appeals Committee shall be final and binding.

Article **10** Official list of candidates

- ¹ The official list of candidates for all the bodies of the EFA shall be sent to the Members at least 14 days before the elective General Assembly.
- ² The official list of candidates shall also be published in the press and, where necessary, sent to the relevant authorities as foreseen by this Code and/or the EFA Statutes for information.

IV. VOTING PROCEDURE

Article 11 Convocation of the elective General Assembly

The elective General Assembly shall be convened according to the provisions of the Statutes of EFA. The relevant deadlines in relation to the elective General Assembly shall be published in the press and, where necessary, communicated to the relevant authorities.

Article 12 Duties of the Committee during the elective General Assembly

During the elective General Assembly, the duties of the Committee shall be as follows:

- a) verifying the identity of the voters (delegates);
 - b) monitoring the electoral procedure during the General Assembly;
 - c) counting the ballot papers;
 - d) taking any decisions regarding the validity or invalidity of ballot papers;
 - e) passing a definitive decision on any matters relating to the electoral procedure during the electoral General Assembly;
 - f) declaring the official results;
 - g) organising and holding a media conference, where necessary.
-

Article 13 Ballot papers

- ¹ The general secretariat shall produce the ballot papers under the supervision of the Committee. The ballot papers shall be printed clearly and legibly.
 - ² The ballot papers shall be of a different colour for each round of the election.
-

Article 14 Ballot box

- ¹ Before the start of the voting procedure, the ballot box – which shall be transparent if possible – shall be opened and presented to the delegates of the General Assembly. The ballot box shall then be closed and placed in a visible spot close to the members of the Committee.
 - ² During the entire voting process, the ballot box shall be monitored by one of the members of the Committee.
-

Article 15 Casting of ballots

- ¹ Before the delegates are requested to cast their vote, the chairperson of the Committee shall explain in detail the electoral procedure (ballot box, ballot papers, valid and invalid ballot papers, count, required majorities, results, etc.) and refer to the relevant statutory provisions.
- ² The chairperson of the Committee shall call in turn each delegate of the Members present and eligible to vote to move to the front of the General Assembly hall where the election is taking place.
- ³ Once called, the relevant delegate shall move to the front of the General Assembly hall and, after signing receipt of the ballot paper form, receive his ballot paper.
- ⁴ The delegate shall then complete his ballot paper in the polling booth designated for this purpose. The polling booth shall be placed in a visible spot, but still allow the delegate to cast his vote secretly. No mobile phones, cameras or any other recording devices shall be allowed in the polling booth.
- ⁵ The delegate shall then deposit his ballot paper in the ballot box, sign the electoral register and return to his seat.
- ⁶ The counting procedure shall begin as soon as all of the delegates have deposited their ballot papers in the ballot box. A member of the Committee shall open the ballot box and tip out the ballot papers in front of all the delegates.
- ⁷ The count shall then commence.

V. COUNT

Article 16 General principles

- ¹ Only the members of the Committee shall take part in the count of the ballot papers. All operations (opening the ballot box, counting the ballot papers, counting the votes, etc.) shall be carried out in a way that can be followed clearly by all the delegates of the General Assembly.
 - ² In the event of a dispute regarding the validity or invalidity of a ballot paper or of a vote, the drafting of the minutes, the declaration of the results or any other matter relating to the counting procedure, the decision of the Committee shall be final.
-

Article 17 Invalid ballot papers

- ¹ The following ballot papers are considered invalid:
 - a) ballot papers that do not bear the official distinctive marks defined by the Committee;
 - b) ballot papers that bear any words other than the names of the candidates;
 - c) ballot papers that are illegible or have been defaced;
 - d) ballot papers that bear identifying marks.
 - ² The chairperson of the Committee shall write on the back of any invalid ballot paper the reason(s) for its invalidity and confirm with a signature.
-

Article 18 Spelling mistakes

Spelling mistakes shall result in the invalidity of a vote only if they mean that it is not possible to identify with certainty any of the official candidates.

Article 19 Count and declaration of results

- ¹ Once the ballot box has been opened, the members of the Committee shall count the number of ballot papers and verify their validity. If the number of ballot papers is equal to or less than the number of ballot papers issued, the ballot is valid. If it exceeds the number of ballot papers issued, the ballot shall be declared void and recommence immediately in accordance with the procedure described above.
- ² After the number of ballot papers has been verified, the members of the Committee shall proceed to count the number of votes cast for each candidate or list.
- ³ If a second (or subsequent) round of voting is required, the voting procedure shall be repeated in accordance with the above articles. The Members are also to be informed of the statutory provisions that apply for the second (and subsequent) rounds of voting (e.g. any changes to the majority required, elimination of candidates, etc.).
- ⁴ After each round of the election, the chairperson of the Committee shall officially declare the results to the Members.

- 5 The General Secretary shall put the ballot papers that have been collected and counted into envelopes intended for this purpose. The envelopes shall then be signed by the chairperson of the Committee and sealed. The general secretariat shall keep these envelopes and destroy them 60 days after the General Assembly.

V. FINAL PROVISIONS

Article 20 Archiving of documents and confidentiality

- ¹ The Committee and the Appeals Committee shall hand over all official documents as well as all documents provided to them during the electoral process to the general secretariat, which shall be responsible for archiving them.
- ² The members of the Committee and of the Appeals Committee shall maintain absolute confidentiality and secrecy with respect to any information and documents made available to them during the course of the electoral process. Such obligation shall remain for an indefinite period following the relevant electoral process. Furthermore, they shall not retain any documents (electronic or otherwise) supplied to them during the electoral process.

Article 21 Matters not provided for herein

- ¹ All matters relating to the administrative and technical organisation of the elective General Assembly that are not covered by this Electoral Code or by the Statutes and regulations of the EFA shall be ruled upon by the Committee, whose decision shall be final.
- ² All matters relating to the running of the elections that are not covered by this Electoral Code or by the Statutes and regulations of EFA shall be ruled upon by the Committee, whose decision shall be final.

Article 22 Enforcement

This Electoral Code was adopted at the Extraordinary General Assembly in Ezulwini on 16th May 2021 and comes into force on the 16th May 2021.

Article 23 Transitional provisions

- ¹ The EFA Ethics Committee shall over and above the responsibilities as foreseen in art. 64 of the EFA Statutes conduct and supervise the electoral process in accordance with the relevant provisions of the EFA Statutes and of this Electoral Code.
- ² The EFA Ethics Committee shall carry out all duties of the Electoral Officer as envisaged in the Statutes.
- ³ The members of the Ethics and Appeals Committees shall be ratified by a General Assembly, which shall take place prior to the upcoming elections of 2021, in order to guarantee their independence.

Happy Valley, Ezulwini, 16th May 2021

For EFA


Comfort Shongwe
Acting President


Frederick Mngomezulu
General Secretary

Candidature Eligibility Check

Pursuant to the call for the EFA Elections of the Executive Committee at its Elective Ordinary General Assembly 2021, in conformity with the EFA Statutes June 2019 edition and the EFA Electoral Code May 2021 edition, candidates nominated for five (5) positions available for election in terms of Art. 35(2) of the EFA Statutes (*i.e. 1 President; 2 Vice-Presidents; and 2 Committee Members*) are required to meet the requirements of Art. 35 (6) a-f); Art. 35 (7), (9); Art. 40(2) and Art. 41(5).

In view of the above, all candidates are obligated to duly complete this Candidature Eligibility Check, sign and submit it as an attachment to the nomination by the respective member association of EFA, to aid the verification by the Ethics Committee in line with the EFA Electoral Code and Guidelines.

1. Personal Information

First Name(s)	
Surname	
Date of Birth	
Member Association	
Nationality	
Profession	
Contact Numbers	
Email Address	
Position nominated for	

NB: Attach relevant documents in support of the above questions where necessary.

2.

		YES/NO
i)	A Swazi citizen who has residency within the territory of the EFA; and	
ii)	Have had training in Football Administration of Sport Administration; and	
iii)	Must be involved in the Executive Committee of a Member Association or must be someone who has served in the Executive Committee of any member association of the EFA for a continued period of at least four years; (<i>attach confirmatory letter from EFA body</i>) OR	



iv)	Have been inactive for a period not exceeding four years, if not involved in an Executive Committee of any member association of the EFA at the time of the nominations; OR	
v)	Are you in the current EFA Executive Committee?	
vi)	Has a sports governing body ever imposed any disciplinary or similar sanction or measure on you in the past for actions which amount to a violation of the rules of conduct? If yes, please specify: _____	

NB: Attach relevant documents in support of the above questions where necessary.

If nominated for the position of President:

		YES/NO
vii)	Are you the current President? OR	
viii)	Have you been a member of the EFA Executive Committee for a period of at least four years?	

3. Have you been previously found guilty of a criminal offence for which you have been sentenced to a term of imprisonment of six months or more without an option of a fine? *(submit Police clearance preferably valid for the past 3 months)*

NO YES

4. I am fully aware that by being nominated and accepting the nomination to be part of the Executive Committee, a body of the EFA, in line with Art. 7 of the ***EFA Statutes, I must observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF, of COSAFA, EFA, the FIFA Code of Conduct, the FIFA Governance Regulations and / or any other guidelines*** in all my activities, the electoral process being one of the statutory activities of EFA. I am fully aware and confirm that non-compliance may lead to my candidature’s disqualification and/or sanctions by the appropriate body.

5. I am fully aware and agree that this questionnaire is made available to the candidates for the election of the EFA Executive Committee during the 2021 elections.

6. I am fully aware and confirm that I must notify the body conducting the Eligibility check of any relevant facts and circumstances arising after the Eligibility check has been completed, and that failure to do so may be subject to my disqualification and/or sanctions by the appropriate body.

7. I am fully aware and confirm that I am obliged to collaborate to establish the relevant facts with regard the eligibility check I am subject to. In particular, I will comply with requests for any documents, information or any other material of any nature held by me. In addition, I will comply with the procurement and provision of documents, information or any other material of any nature not held by me but which I am entitled to obtain. I am fully aware and confirm that non-compliance with such requests may lead to my candidature's disqualification and/or sanctions by the appropriate body.
8. I am fully aware and confirm that the body conducting the eligibility check may also request information on possible sentences (*questions 3 and 4 above*) directly from the relevant bodies. In this regard, I hereby release the relevant institutions from any obligation of confidentiality relating to the information concerned.
9. I am fully aware and confirm that the body conducting the eligibility check may collect further information from me in accordance with the EFA Statutes, Electoral Code and all other relevant FIFA / CAF Statutes as applicable.

Thus signed by candidate:

(Place and date)

(Signature)



Eswatini Football Association

Guidelines Regulating Elections

June, 2021

Article 1 Scope of applicability

These guidelines are applicable to (all officials, agents and intermediaries) the elections of the members of the Executive Committee of EFA and the Executive Committees of the EFA Member Associations and leagues for 2021.

The Guidelines shall apply to any conduct, including those specifically provided by other regulations, that damages the integrity and reputation of football and in particular to illegal, immoral and unethical behavior.

Article 2 Principles and obligations

The Ethics Committee is entitled to investigate and determine the conduct of persons who are bound by this or another applicable Code at the time the relevant conduct occurred, regardless of whether the person remains bound by the guidelines at the time proceedings commence or any time thereafter.

Article 3 General Obligations

- Every person and organization involved in the game of football is obliged to observe the Statutes, regulations and the principles of fair play as well as the principles of loyalty, integrity and sportsmanship.
- To comply fully at all times with the statutes, regulations, directives and decisions of FIFA, CAF, COSAFA, and the EFA.
- Any dispute requiring arbitration involving parties relating to the Statutes, Regulations, Directives and Decisions of FIFA, CAF, COSAFA, EFA shall be presided solely under the jurisdiction of the appropriate Arbitration tribunal of FIFA, CAF, COSAFA or EFA and that any re-course to ordinary courts is prohibited.
- To observe the principles of loyalty, integrity and good sporting behavior as an expression of fair play through the statutory provision.

Article 4 General duties

Persons bound by these Guidelines shall;

- a) Appreciate the impact their conduct may have on EFA, CAF, FIFA's reputation, and shall therefore behave in a dignified and ethical manner and act with complete credibility and integrity at all times.
- b) Refrain from any activity or behaviour or any attempted activity or behaviour that might give rise to the appearance or suspicion of improper conduct.
- c) Duty to report – Persons who become aware of any infringements of these Guidelines shall inform, in writing including available evidence, the secretariat and/or chairperson of the Ethics Committee directly of any suspected wrong-doing.
- d) Duty to cooperate – Persons bound by these Guidelines shall assist and cooperate truthfully, fully and in good faith with the Ethics Committee at all times, regardless of whether they are involved in a particular matter as a party, as a witness, or in any other role. This requires, inter alia, full compliance with Ethics Committee requests, including without limitation, requests to clarify facts; provide oral or written testimony; submit information, documents or other material; and disclose details regarding income and finances, if the Ethics Committee deems it to be necessary.
- e) Persons bound by these Guidelines who are required to cooperate with the Ethics Committee in a specific case, regardless of whether they are involved as a party, as a witness, or in any other role, shall treat the information provided and their involvement strictly confidentially, unless otherwise instructed by the Ethics Committee.
- f) Shall not take any action actually or apparently intended to obstruct, evade, prevent, or otherwise interfere with any actual or potential Ethics Committee proceedings.
- g) In connection with any actual or potential Ethics Committee proceedings, persons bound by these Guidelines shall not conceal any material fact; make any materially false or misleading statement or representation; or submit any incomplete, materially false or misleading information, complaint or other material.
- h) Shall not harass, intimidate, threaten or retaliate against someone for any reason related to that person's actual, potential or perceived assistance to or cooperation with the Ethics Committee.

Article 5 Specific Prohibitions

Persons bound by these guidelines;

Gifts and other benefits

- a) Shall not offer and/or accept any gifts, benefits or exchange of money as a way of influencing persons bound by these Guidelines to execute or omit an act, i.e. vote on their favour or not to vote in the favour of some other nominated individual.
- b) In the period leading to and in connection with the elections and after, Persons bound by these Guidelines may not offer or accept gifts or other benefits to and from persons, or in conjunction with intermediaries or related parties even where such gifts or benefits may seem symbolic or of trivial value.
- c) Shall not offer and/or accept any gifts, benefits or exchange of money as a way of influencing persons bound by these Guidelines to execute or omit an act that is related to their official activities or falls within their discretion.
- d) Shall not accept, give, offer, promise, receive, request or solicit from anyone within or outside EFA, or in conjunction with intermediaries or related parties, cash in any amount or form; or any undue pecuniary or other advantage as that may amount to unethical conduct.
- e) Shall not accept, give, offer, promise, receive, request or solicit commission for themselves or third parties or on behalf of any nominated individual in the advancement of their own interests or otherwise in connection with their duties.

Discrimination and defamation

- f) In connection with the elections, persons bound by these Guidelines shall not offend the dignity or integrity of any person or group of people through contemptuous, discriminatory or derogatory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.



- g) Shall not and are forbidden from making any public statements of a defamatory nature towards any other person for any other reason including but not limited to or in connection to the elections as a means of discrediting the other party.

Protection of physical and mental integrity

Persons bound by these Guidelines;

- h) Shall protect, respect and safeguard the integrity and personal dignity of others.
- i) Shall not use offensive gestures and language in order to insult someone in any way or to incite others to hatred or violence.
- j) Shall refrain from all forms of physical or mental abuse, all forms of harassment, and all other hostile acts intended to isolate, ostracize or harm the dignity of a person.
- k) Threats, the promise of advantages, coercion and all forms of sexual abuse, harassment and exploitation are particularly prohibited.

Forgery and falsification

- l) Persons bound by these Guidelines are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document as a means of advancing their or the interests of other parties.

Abuse of position

- m) Persons bound by these Guidelines shall not abuse their position in any way, especially to take advantage of their position for private aims or for the gains of another.

Bribery and corruption

- n) Shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage in order to obtain or retain an improper advantage to or from anyone within or outside the election. Such acts are prohibited regardless of whether carried out directly or indirectly through, or in conjunction with, third parties.

- o) In particular, persons shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and is contrary to their duties or falls within their discretion.
- p) Shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.
- q) Persons shall refrain from soliciting votes or undertaking any propaganda for or against any candidate.
- r) Any undue influence from third parties in the electoral process shall not be permitted

Article 6 Good Principles

All parties shall at all times comply with the following principles:

Integrity and ethical behaviour

- a) All persons shall behave ethically and act with integrity in all situations, keeping in mind that a reputation for integrity is of the utmost importance to EFA and its objectives.

Respect and dignity

- b) To treat everyone with respect, and protect the personal dignity, privacy and personal rights of every human being.

Fair play

- c) Fair play shall be observed as a guiding principle at all times in all our actions and decisions.

Avoidance of conflicts of interest

- d) Persons are called to act always in the best interests of the Football Association and its objectives. It is the personal responsibility of each person / member of the EFA to avoid any conflict of interest.



- e) General good governance principles, such as transparency and the obligation to avoid situations of conflicts of interest shall be observed without exception throughout the entire electoral process.

Zero tolerance of bribery and corruption

- f) The rejection and condemnation of all forms of bribery and corruption.

Article 7 Sanctions

Violation of the above-mentioned guidelines / obligations may lead to the imposition of sanctions as may be provided for in the FIFA, CAF, COSAFA, EFA Statutes and / or regulations including but not limited to possible disqualification from the elections.

Article 8 Structure of campaigns

Campaigns shall be allowed for the position of President; however same shall only be conducted in accordance with the schedule issued by the Ethics Committee, and to that end, any other form of campaigns not sanctioned by the Committee is strictly prohibited.



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