



# **EFA LEGAL HANDBOOK 2025**

**EFA STATUTES  
June 2025  
EFA ELECTORAL CODE  
2025**



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June 2025Ed.







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## DEFINITIONS

The terms given below denote the following:

**EFA:** Eswatini Football Association.

**CAF:** Confederation of African Football.

**Arbitration tribunal:** an independent and duly constituted private court of justice acting instead of an ordinary court.

**Association:** a football association recognised as such by FIFA and by the relevant confederation. It is a member of FIFA, unless a different meaning is evident from the context.

**Association football:** the game controlled by FIFA and organised by FIFA, the confederations and/or the associations in accordance with the Laws of the Game.

**CAS:** Court of Arbitration for Sport based in Lausanne (Switzerland).

**Club:** a member of an association (that is a member of FIFA and of the relevant confederation) or a member of a league recognised by an association that enters at least one team in a competition.

**General Assembly:** the supreme and legislative body of EFA.

**Confederation:** a group of associations recognised by FIFA that belong to the same continent (or assimilable geographic region).

**Executive Committee:** the strategic and oversight body of EFA.

**Delegate:** a natural person validly representing a Member at the General Assembly.

**FIFA:** Fédération Internationale de Football Association.

**Laws of the Game:** the laws of association football issued by The IFAB in accordance with art. 7 of the FIFA Statutes.

**League:** an organisation that is subordinate to an association.

**Member:** a legal person that has been admitted into membership of EFA by the General Assembly.

**Official:** any board member (including the members of the Executive Committee), committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters in FIFA, a confederation, an association, a league or a club as well as any other persons obliged to comply with the FIFA Statutes (except players, match and football agents).

**Ordinary courts:** state courts which hear public and private legal disputes.

**Player:** a football player licensed by EFA.

**Regional association:** an organisation that is subordinate to an association.

**The IFAB:** The International Football Association Board (IFAB).

**Partial term:** shall mean a term of office which is less than 36 months.

**Full term:** shall mean a term of office which is 36 months or more.

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**Article 1 Name, Legal form, headquarters and trademarks**

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- <sup>1</sup> Eswatini Football Association (EFA) is a non-profit making organisation of an associative nature registered in terms of the company laws of Eswatini. It is formed for an indeterminate period of time and has power to sue and may be sued in its own name.
  - <sup>2</sup> The headquarters of EFA are located in MBABANE (Eswatini), Plot 582, Sigwaca House, P. O. Box 641, Mbabane, H100.
  - <sup>3</sup> The flag, emblem, logo and abbreviation are legally registered under the trademark's laws of Eswatini.
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**Article 2 Objectives**

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The objectives of EFA are:

- a) to improve the game of football constantly and promote, regulate and control it throughout the territory of Eswatini in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
- b) to organise competitions in association football, futsal and beach soccer at national level, by defining precisely, as required, the areas of authority conceded to the various leagues of which it is composed;
- c) to draw up regulations and provisions and ensure their enforcement;
- d) to protect the interests of its Members;
- e) to respect and prevent any infringement of the Statutes, regulations, directives and decisions of FIFA, of CAF, of COSAFA and of EFA as well as the Laws of the Game, and to ensure that these are also respected by its Members;
- f) to ensure that the game of football is accessible to and resourced for all who wish to participate throughout the territory of Eswatini, regardless of gender and age;
- g) to promote integrity, ethics and fair play with a view to preventing all methods or practices, such as corruption, doping or match manipulation, which might jeopardise the integrity of matches, competitions, players, officials and Members or give rise to abuse of association football, futsal or beach soccer;
- h) to promote and strengthen good governance principles and practices at national level and encourage its Members to adopt their own good governance principles;
- i) to promote the development of women's football and the full participation of women at all levels of football governance;
- j) to control and supervise all friendly football matches of all forms played throughout the territory of Eswatini;
- k) to control and supervise association football, futsal and beach soccer at national level and to control and supervise all forms of international football matches played throughout the territory of Eswatini, in accordance with the relevant Statutes and regulations of FIFA and of the confederations;
- l) to manage international sporting relations connected with association football, futsal and beach soccer and to maintain a good and cooperative relationship with other Associations, CAF and FIFA;
- m) to host competitions at international and other levels;



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Article **3** **Human rights**

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EFA is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.

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Article **4** **Non-discrimination and equality**

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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 or any other opinion, wealth, birth or any other status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion and/or other disciplinary measures.

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Article **5** **Neutrality and institutional independence**

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- <sup>1</sup> EFA is neutral in matters of politics and religion.
  - <sup>2</sup> The Members of EFA shall also be neutral in matters of politics and religion and shall ensure that their own members remain neutral.
  - <sup>3</sup> EFA shall remain independent and shall avoid any form of undue political interference. EFA shall manage its affairs independently and shall ensure that its own affairs are not influenced by any third parties.
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Article **6** **Promoting friendly relations**

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- <sup>1</sup> EFA shall promote friendly relations between its Members, clubs, officials and players and in society for humanitarian objectives.
  - <sup>2</sup> EFA shall provide the necessary institutional means to resolve any internal dispute that may arise between the Members, clubs, officials and players.
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Article **7** **Players**

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- <sup>1</sup> The status of players and the provisions for their registration and transfer shall be governed by EFA Regulations for the Status and Transfer of players issued by the Executive Committee in accordance with the FIFA Regulations on the Status and Transfer of Players.

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**Article 8    Laws of the Game**

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- <sup>1</sup> EFA and each of its Members shall play association football in compliance with the Laws of the Game issued by The IFAB. Only The IFAB may lay down and alter the Laws of the Game.
  - <sup>2</sup> EFA and each of its Members shall play futsal in accordance with the Futsal Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Futsal Laws of the Game.
  - <sup>3</sup> EFA and each of its Members shall play beach soccer in accordance with the Beach Soccer Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Beach Soccer Laws of the Game.
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**Article 9    Conduct of bodies, Officials and others**

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- <sup>1</sup> All bodies and officials of EFA shall observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF and of EFA in their activities.
  - <sup>2</sup> Every person and organisation involved in the game of association football, futsal and beach soccer in the territory of Eswatini is obliged to observe the Statutes and regulations of FIFA, of CAF, of EFA and any other relevant statutes, as well as the principles of fair play, loyalty, integrity and sportsmanship.
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**Article 10    Official languages**

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The official language(s) of EFA shall be English and SiSwati. However, all corporate documents shall be written in English.



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**Article 11 Admission, suspension and loss of membership**

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- <sup>1</sup> The General Assembly shall decide whether to admit, suspend or expel a Member.
- <sup>2</sup> Admission may be granted if the applicant fulfils the requirements of EFA in accordance with these Statutes.
- <sup>3</sup> Membership is terminated by dissolution, 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 the loss of all rights in relation to EFA.

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**Article 12 Members**

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- <sup>1</sup> The Members of EFA are:
  - 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
- <sup>2</sup> EFA shall keep a register which shall include the following information on each Member:
  - a) unique identification number;
  - b) legal name;
  - c) legal form;
  - d) authorised signatories;
  - e) additional information, in particular relevant to club licensing (e.g. club structure; identity; sporting results), as decided by the Executive Committee.
- <sup>3</sup> The up-to-date information related to letters a, b, c and d shall be publicly available on the website of EFA.
- <sup>4</sup> Upon request, EFA shall confirm in writing the status of a Member.

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**Article 13 Admission**

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- <sup>1</sup> Any legal person wishing to become a Member of EFA shall apply in writing to the general secretariat of EFA.
- <sup>2</sup> The application must be accompanied by the following mandatory items:
  - a) a copy of its legally valid statutes or constitutional document and, if applicable, regulations;
  - b) a declaration that it will comply at all times with the Statutes, regulations and decisions of EFA, FIFA and CAF and ensure that these are also respected, if applicable, by its own members, clubs, officials and players;
  - c) a declaration that it will comply with the Laws of the Game in force as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA;
  - d) a declaration that it will refer in the last instance (i.e. after exhaustion of all internal channels within EFA) any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of EFA only to an independent and duly constituted arbitration tribunal, which shall definitively settle the dispute to the exclusion of any Ordinary court, unless the pointed issue involves the interpretation of national law;
  - e) a declaration that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or of CAF may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA and of CAF;
  - f) a declaration that it recognises the arbitration tribunal that EFA has recognised, as specified in these Statutes, as well as the jurisdiction of CAS, as specified in the Statutes of FIFA and of CAF, and its decisions;
  - g) a declaration that it is located and registered on the territory of Eswatini;
  - h) a declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity;
  - i) a declaration to the effect that the members of its own bodies were elected or appointed as a result of a procedure that guarantees the complete independence of the election or appointment;
  - j) a list of officials, specifying those who are authorised signatories with the right to enter into legally binding agreements with third parties;
  - k) a copy of the minutes of its last General Assembly or constitutional meeting;
  - l) if applicable, a declaration that it undertakes to organise or participate in friendly matches only with the prior consent of EFA;
  - m) if applicable, a declaration that it will play all official home matches on the territory of Eswatini;
  - n) The application must be accompanied by the first year's membership fee as prescribed in this constitution.

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**Article 14 Request and procedure for application**

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- <sup>1</sup> The Executive Committee shall verify if the formal requirements of art. 13 of these Statutes are complied with. The Executive Committee shall then request that the General Assembly either admit an applicant or not. The applicant may state the reasons for its application to the General Assembly.
- <sup>2</sup> 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.



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**Article 15 Members' rights**

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- <sup>1</sup> The Members of EFA have the following rights:
  - a) to take part in the General Assembly, to receive its agenda in advance, to be called to the General Assembly within the prescribed time, to exercise their rights to participate in the debates and discussions and to exercise their voting rights;
  - b) to draw up proposals for inclusion in the agenda of the General Assembly;
  - c) to nominate candidates for elections and/or appointment to the relevant bodies of EFA;
  - d) to be informed of the affairs of EFA through its official bodies and be informed of the decisions taken by the Executive Committee;
  - e) to take part in competitions (if applicable) and/or other sporting activities and programmes organised by EFA and organise championships (if applicable) following the assignment thereof by EFA and under its auspices;
  - f) to exercise all other rights arising from the Statutes and regulations of EFA.
- <sup>2</sup> The exercise of these rights is subject to other provisions in the Statutes and applicable regulations of EFA.

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**Article 16 Members' obligations**

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- <sup>1</sup> The Members of EFA have the following obligations:
  - a) to comply fully with the Statutes, regulations, directives and decisions of FIFA, CAF and EFA at all times and to ensure that these are also respected by its members;
  - b) to ensure the election of its own decision-making bodies at least every four years;
  - c) to convene their supreme and legislative body once a year;
  - d) to take part in competitions (if applicable) and other sporting activities organised by EFA;
  - e) to pay their membership subscriptions;
  - f) to respect the Laws of the Game as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA, and to ensure that these are also respected by its members through a statutory provision;
  - g) to adopt a statutory clause specifying that any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of EFA may only be referred in the last instance (i.e. after exhaustion of all internal channels within EFA) to an arbitration tribunal, which shall definitely settle the dispute to the exclusion of any Ordinary court, unless expressly prohibited by the legislation in force in Eswatini;
  - h) to adopt a statutory clause specifying that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or of CAF may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA and of CAF;
  - i) to manage their affairs independently and ensure that their own affairs are not influenced by any third parties in accordance with art. 21 of these Statutes;
  - j) to ensure that their bodies are either elected or appointed according to a procedure that guarantees the complete independence and integrity of the election or appointment process;
  - k) to communicate to EFA any amendment to its statutes and regulations as well as any changes to its internal organisation (e.g. the list of officials who are authorised signatories with the right to enter into legally binding agreements with third parties);

- l) not to maintain any relations of a sporting nature with entities that are not recognised or with Members that have been suspended or expelled;
  - m) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a statutory provision and ensure that these are also respected by their members through a statutory provision;
  - n) to observe the mandatory items specified under art. 13 par. 2 of these Statutes for the duration of their affiliation;
  - o) to administer a register of members which shall regularly be updated;
  - p) to ratify statutes that are in accordance with the requirements of these Statutes;
  - q) to comply fully with all other duties arising from the Statutes and other regulations of FIFA, CAF and EFA.
- <sup>2</sup> Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in these Statutes.
- <sup>3</sup> Violation of par. 1 i) above may also lead to sanctions, even if the third-party influence was not the fault of the Member concerned. Each Member of EFA is responsible towards it for any and all acts of the members of their bodies caused by the gross negligence or wilful misconduct of such members.

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#### Article 17 Suspension

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- <sup>1</sup> The General Assembly is responsible for suspending a Member. The Executive Committee may, however, prior to a vote of the General Assembly, temporarily suspend with immediate effect a Member that seriously and/or repeatedly violates its obligations as a Member. The suspension approved by the Executive Committee shall last until the next General Assembly, unless the Executive Committee has lifted it in the meantime.
- <sup>2</sup> The motion for suspension must be adopted by a two thirds of the valid votes cast. A suspension of a Member by the General Assembly or a temporary suspension by the Executive Committee shall be confirmed at the next General Assembly. If it is not confirmed, the suspension shall be automatically lifted with immediate effect.
- <sup>3</sup> A suspended Member may not exercise any of its membership rights. Other Members may not entertain sporting contact with a suspended Member. The Disciplinary and Ethics Committee may impose further sanctions.
- <sup>4</sup> Members that do not participate in the sporting 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.

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#### Article 18 Expulsion

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- <sup>1</sup> The General Assembly may expel a Member if it seriously and repeatedly violates the Statutes, regulations directives or decisions of FIFA, CAF and EFA.
- <sup>2</sup> The motion for expulsion must be adopted by a two-thirds majority of the valid votes cast.



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**Article 19 Resignation**

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- <sup>1</sup> A Member may resign from EFA with effect from the end of the football season. Notice of resignation must reach the general secretariat no later than two months in advance.
- <sup>2</sup> The resignation shall not extinguish any liabilities or its financial obligations towards EFA and its other Members.

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**Article 20 Dissolution**

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- <sup>1</sup> If a Member dissolves, either voluntarily or due to legal reasons, its membership to EFA shall terminate with immediate effect at the moment its legal personality ceases to exist.
- <sup>2</sup> The executive body of the Member shall immediately inform the general secretariat of EFA when the dissolution procedure begins.

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**Article 21 Independence of Members and their bodies**

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- <sup>1</sup> Each Member shall manage its affairs independently and with no undue influence from third parties.
- <sup>2</sup> The Members' bodies shall be either elected or appointed. The Members' statutes shall provide for a democratic procedure that guarantees the complete independence and integrity of the election or appointment process.
- <sup>3</sup> Any Members' bodies that have not been elected or appointed in compliance with the provisions of par. 2 above, even on an interim basis, shall not be recognised by EFA.
- <sup>4</sup> Decisions passed by bodies that have not been elected or appointed in compliance with par. 2 above shall not be recognised by EFA.

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**Article 22 Status of clubs, leagues, regional associations and other groups of clubs**

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- <sup>1</sup> Clubs, leagues, regional associations or any other groups of clubs affiliated to EFA shall be subordinate to and recognised by EFA. There shall only be one top-tier national league on the territory of Eswatini.
- <sup>2</sup> These Statutes define the scope of authority and the rights and duties of the entities mentioned in par. 1 above. Their statutes and regulations shall be in line with the requirements and obligations of the Statutes and regulations of EFA. EFA shall have 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, as well as measures required to protect the integrity of competitions, including the fight against match-fixing.
- <sup>3</sup> The entities mentioned in par. 1 above shall take all decisions on any matters regarding their membership independently of any external body. This obligation applies regardless of their corporate structure.

- <sup>4</sup> In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control in any manner whatsoever<sup>1</sup> over more than one club or group of clubs whenever the integrity of any match or competition could be jeopardised.



Article **23** Honorary president and honorary member

- <sup>1</sup> The General Assembly may bestow the title of honorary president or honorary member upon any person for meritorious service to football.
- <sup>2</sup> The Executive Committee shall make these nominations.
- <sup>3</sup> The honorary president or honorary member may take part in the General Assembly. They may join the debates but are not entitled to vote.

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**Article 24 Bodies**

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- <sup>1</sup> The General Assembly is the supreme and legislative body.
- <sup>2</sup> The Executive Committee is the strategic and oversight body.
- <sup>3</sup> The general secretariat is the executive, operational and administrative body.
- <sup>4</sup> Standing and ad hoc committees shall advise and assist the Executive Committee and the general secretariat in fulfilling their duties.
- <sup>5</sup> The club licensing bodies are in charge of the club licensing system within EFA.
- <sup>6</sup> The independent committees fulfil their functions in accordance with these Statutes and applicable regulations. The independent committees are the Audit and Compliance Committee, the electoral committees and the judicial bodies.
- <sup>7</sup> The judicial bodies are the Disciplinary and Ethics Committee and the Appeal Committee.
- <sup>8</sup> The bodies shall be either elected or appointed by EFA itself without any undue external influence and in accordance with the procedures described in these Statutes. The members of the bodies shall not have previously been found guilty of any criminal offence for which he or she has not been sentenced to a term of imprisonment of 6 months or more without an option of a fine.
- <sup>9</sup> Any member of the bodies must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interest. In particular, members of the bodies shall always be aware of, and comply with, the relevant provisions of the FIFA Code of Ethics on conflicts of interest and adjust their conduct as necessary (e.g. abstain from performing their duties, notify the chairperson in cases of potential conflicts of interest, etc.).

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**Article 25 Dismissal of a member of a body**

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- <sup>1</sup> The General Assembly may dismiss a member of a body. The Executive Committee may also dismiss a member of a body provisionally, with the exception of the members of the independent committees. The provisional dismissal approved by the Executive Committee shall be confirmed by the next General Assembly, unless the Executive Committee has lifted it in the meantime. If the next General Assembly is of an elective nature, a dismissed member shall be allowed to be an elective candidate (provided that the member in question fulfils the relevant eligibility criteria) on a conditional basis depending on the final decision of the General Assembly on the dismissal which shall be taken before the election.
- <sup>2</sup> The motion for dismissal must be justified and shall be sent to the members of the Executive Committee and/or to the Members of EFA along with the respective agenda.
- <sup>3</sup> The member of the body in question has the right to defend himself in front of the Executive Committee and/or the General Assembly.
- <sup>4</sup> The motion for dismissal shall be decided by means of secret ballot at the Executive Committee and/or the General Assembly. For the motion to be passed, a majority of two-thirds of the valid votes cast is required.

## A. GENERAL ASSEMBLY

### Article 26 Definition and composition

- <sup>1</sup> The General Assembly is a meeting at which all of the Members regularly convene. It represents the supreme and legislative authority of EFA. Only a General Assembly that is duly convened has the authority to make decisions. The General Assembly may be held in person or by videoconference.
- <sup>2</sup> The General Assembly shall be constituted in accordance with the principles of representative democracy and shall take into account the importance of gender equality in football, the interests of women's football and stakeholders' representation in football.
- <sup>3</sup> The General Assembly may be ordinary or extraordinary.
- <sup>4</sup> The President shall chair the General Assembly in compliance with these Statutes, the Standing Orders of the General Assembly as well as any applicable regulations.
- <sup>5</sup> The Executive Committee may appoint observers who take part in the General Assembly without the right to debate or to vote.

### Article 27 Delegates and votes

- <sup>1</sup> The General Assembly is composed of forty-eight (48) delegates. The number of delegates is allocated as follows:
  - a) The Premier League of Eswatini shall be represented by a maximum of six delegates;
  - b) Each of the four Regional Associations 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.
- <sup>2</sup> Delegates must belong to the Member that they represent and be appointed or elected by the appropriate body of that Member. They must also be able to produce evidence of this upon request.
- <sup>3</sup> Each delegate has one vote in the General Assembly. Only the delegates present are entitled to vote. Attendance by videoconference shall constitute presence. Voting by proxy or by letter is not permitted. When a General Assembly is held by videoconference, voting online is permitted.
- <sup>4</sup> The members of the Executive Committee and the General Secretary shall take part in the General Assembly without voting rights. During their terms of office, members of the Executive Committee shall not be appointed as delegates to the General Assembly.



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**Article 28 Areas of authority**

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The General Assembly has the following areas of authority:

- a) adopting or amending these Statutes, the Standing Orders of the General Assembly and the Electoral Code of EFA;
- b) appointing three (3) Members to check the minutes and approving the minutes of the last meeting;
- c) electing the President, the vice-president(s) and members of the Executive Committee;
- d) electing the chairpersons, the deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies), upon proposal of the Executive Committee;
- e) appointing scrutineers to count the votes and to assist the Electoral Committee in distributing the ballot papers issued for the elections;
- f) approving the annual audited financial statements, including the consolidated financial statements and the annual report;
- g) approving the budget;
- h) approving the activity report (containing the activities of EFA since the last General Assembly);
- i) appointing the independent and external auditors upon proposal of the Executive Committee;
- j) fixing the membership subscriptions upon proposal of the Executive Committee;
- k) bestowing the title of honorary president or honorary member, upon proposal of the Executive Committee;
- l) admitting, suspending or expelling a Member;
- m) dismissing a member of a body of EFA;
- n) dissolving EFA and deciding upon the utilisation of its financial assets;
- o) passing decisions at the request of a Member in accordance with these Statutes or passing any decision entrusted to the General Assembly in accordance with these Statutes;

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**Article 29 Quorum**

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- <sup>1</sup> Decisions passed by the General Assembly shall only be valid if a two-thirds majority of the delegates representing the Members eligible to vote are present.
- <sup>2</sup> If a quorum is not achieved, a second General Assembly shall take place within 21 days with the same agenda.
- <sup>3</sup> A quorum is not required for the second meeting of the General Assembly unless an item on the agenda proposes the amendment of these Statutes, the election of the President, vice-presidents or members of the Executive Committee, the election of the chairpersons, deputy chairpersons or members of the independent committees, the dismissal of a member of a body, the suspension or expulsion of a Member or the dissolution of EFA.
- <sup>4</sup> Once it is declared that the General Assembly has been convened and composed in accordance with these Statutes, the quorum shall not be influenced by delegates departing.

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**Article 30 Decisions**

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- <sup>1</sup> A decision that requires a vote shall be reached by a show of hands or by means of an electronic count, unless decided otherwise by the General Assembly. If a show of hands does not result in a clear majority in favour of a motion or if at least two-thirds delegates representing the Members present and eligible to vote request it, the vote shall be taken by calling the roll in alphabetical order.
- <sup>2</sup> Unless otherwise stipulated in these Statutes, a majority (more than 50%) of the valid votes cast is sufficient for a decision to be valid. Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.

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**Article 31 Elections**

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- <sup>1</sup> Elections shall be conducted by secret ballot. However, if the number of candidates is equal to the number of vacant positions, the General Assembly may decide to proceed otherwise.
- <sup>2</sup> Elections shall be conducted in accordance with the Electoral Code of EFA and shall be supervised by the Electoral Committee.
- <sup>3</sup> The election for the positions within the Executive Committee shall take place by position. Every candidate in the election for the positions within the Executive Committee shall be proposed by at least one Member. Each Member shall support one candidate for each given position only. If a Member supports more than one candidate, none of its expressions of support shall be considered valid.
- <sup>4</sup> A majority (more than 50%) of the valid votes cast is necessary for the election of the President, vice-president(s) and Executive Committee Members of EFA. If there are more than two candidates for the office of President or for any of the offices of vice-presidents or executive committee members, whoever obtains the lowest number of votes is eliminated after each ballot until only two candidates are left.
- <sup>5</sup> For the election of the chairpersons, deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies), the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected. These elections may be conducted en bloc. However, at the request of at least two-thirds delegates representing the Members, a separate vote for a specific candidate shall take place.
- <sup>6</sup> In case of a tied vote in any elections of any body, two new ballots shall be conducted in accordance with the procedure set forth in this article. If the tied vote remains, the relevant position shall remain vacant until a new elective General Assembly convenes to proceed with new elections according to these Statutes.
- <sup>7</sup> Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.
- <sup>8</sup> Candidatures for any of the positions of the Executive Committee shall be sent to the general secretariat at least 30 days before the relevant elective General Assembly. The official list of candidates must be passed to the Members of EFA at least 14 days before the General Assembly at which the Executive Committee shall be elected. The provisions of this paragraph shall also apply when elections take place during an Extraordinary General Assembly.
- <sup>9</sup> Candidatures for any of the positions of the independent committees (i.e. Audit and Compliance Committee, electoral committees and judicial bodies) shall be sent to the Members of EFA at least 10 days before the relevant elective General Assembly, at which the members in question shall be elected.

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**Article 32 Ordinary General Assembly**

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- <sup>1</sup> The Ordinary General Assembly shall be held every year.
  - <sup>2</sup> The Executive Committee shall fix the place and date. The Members shall be notified in writing at least sixty (60) days in advance.
  - <sup>3</sup> Any proposal that a Member wishes to submit to the General Assembly shall be sent to the general secretariat in writing, with a brief explanation, at least thirty (30) days before the date of the General Assembly.
  - <sup>4</sup> The formal convocation shall be made in writing at least fourteen (14) days before the date of the General Assembly. This convocation shall contain the agenda, the activity report, the financial statements, the independent and external auditors' report and any other relevant documents, including the official list of candidates (if relevant).
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**Article 33 Ordinary General Assembly agenda**

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- <sup>1</sup> The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members.
- <sup>2</sup> The General Assembly agenda shall include the following mandatory items (in chronological order):
  - a) a declaration that the General Assembly has been convened and composed in compliance with these Statutes;
  - b) approval of the agenda;
  - c) an address by the President;
  - d) appointment of Members to check the minutes;
  - e) appointment of scrutineers;
  - f) suspension or expulsion of Members (if applicable);
  - g) approval of the minutes of the preceding General Assembly;
  - h) activity report (containing the activities since the last General Assembly);
  - i) presentation of the consolidated and revised balance sheet and the profit and loss statement, as well as the independent and external auditors' report;
  - j) approval of the audited financial statements;
  - k) approval of the budget;
  - l) votes on proposals for amendments to these Statutes, the Standing Orders of the General Assembly and the Electoral Code of EFA (if applicable);
  - m) discussion of proposals submitted by the Members and the Executive Committee in accordance with the procedure stipulated under art. 32 par. 3 of these Statutes;
  - n) appointment of the independent and external auditors (if applicable) upon proposal of the Executive Committee;
  - o) dismissal of a member of a body of EFA (if applicable);
  - p) election of the President, vice-presidents and members of the Executive Committee (if applicable);



- q) elections of the members of the independent committees, i.e. the Audit and Compliance Committee, electoral committees and judicial bodies (if applicable), upon proposal of the Executive Committee;
  - r) admission for membership (if applicable).
- <sup>3</sup> The General Assembly shall not take a decision on any point not included in the agenda.
  - <sup>4</sup> The agenda of an Ordinary General Assembly may be altered, provided two-thirds of the delegates representing the Members present at the General Assembly and eligible to vote agree to such a motion.

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#### Article 34 Extraordinary General Assembly

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- <sup>1</sup> The Executive Committee may convene an Extraordinary General Assembly at any time.
- <sup>2</sup> The Executive Committee shall convene an Extraordinary General Assembly if two-thirds of the delegates representing the Members of EFA make such a request in writing. The request shall specify the items to be included in the agenda. An Extraordinary General Assembly shall be held within thirty (30) days of receipt of the request. If an Extraordinary General Assembly is not convened, the delegates representing the Members who requested it may convene the General Assembly themselves. In doing so, they shall inform all the Members of EFA and the Executive Committee of the date and location of the Extraordinary General Assembly, along with the items to be included in the agenda in accordance with par. 3 below.
- <sup>3</sup> The Members shall be notified of the place, date and agenda at least a week before the date of an Extraordinary General Assembly. This convocation shall contain the agenda and any other relevant documents.
- <sup>4</sup> When an Extraordinary General Assembly is convened on the initiative of the Executive Committee, it must draw up the agenda. When it is convened upon the request of the Members, the agenda must contain the points raised by those Members.
- <sup>5</sup> The agenda of an Extraordinary General Assembly must not be altered.

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#### Article 35 Amendments to the Statutes, Standing Orders of the General Assembly and Electoral Code

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- <sup>1</sup> The General Assembly is responsible for amending these Statutes, the Standing Orders of the General Assembly, and the Electoral Code of the EFA.
- <sup>2</sup> Any proposals for an amendment to these Statutes, the Standing Orders of the General Assembly and the Electoral Code must be submitted in writing with a brief explanation to the general secretariat by a Member or by the Executive Committee. A proposal submitted by delegates representing a Member is valid, provided it has been supported in writing by at least two-thirds of the other delegates representing the Members.
- <sup>3</sup> A proposal for an amendment to these Statutes, the Standing Orders of the General Assembly or to the Electoral Code of EFA shall be adopted only if a two-thirds majority of the delegates representing the Members present and eligible to vote agree to it.
- <sup>4</sup> EFA shall communicate to FIFA and CAF any amendments to its Statutes translated, if necessary, into a common official language of FIFA and [abbreviation or acronym of the relevant confederation].

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Article **36** Minutes

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The General Secretary shall be responsible for recording the minutes at the General Assembly. The minutes shall be checked by those Members designated, and finally approved at the next General Assembly.

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Article **37** Effective dates of decisions

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Decisions passed by the General Assembly shall come into effect immediately after the close of the General Assembly, unless otherwise stipulated in these Statutes or unless the General Assembly fixes another date for a decision to take effect.

## B. EXECUTIVE COMMITTEE

### Article 38 Composition

- <sup>1</sup> The Executive Committee shall consist of twelve (12) members, as follows:
  - a) One (1) President;
  - b) three (3) vice-presidents; two of whom shall be elected and the Chairperson of the Premier League of Eswatini.
  - c) seven (7) members; two of whom shall be elected and the chairpersons of each of the four (4) regional football associations and the women football association.
  - d) One (1) elected woman executive member.
- <sup>2</sup> The President, the vice-president(s) and the other members of the Executive Committee shall be elected by the General Assembly in accordance with art. 31 of these Statutes. They shall undergo an integrity check, to be conducted by the Electoral Committee, prior to their election or re-election.
- <sup>2</sup> The mandate of the President, vice-presidents and members of the Executive Committee shall be for four years. Their term of office shall follow the same electoral cycle. Their mandates shall immediately begin after the end of the General Assembly which has elected them and expire at the end of the General Assembly at which their successors are elected. No person may serve as President for more than three terms of office (whether consecutive or not). All other members (including any vice-president) of the Executive Committee may serve for no more than three terms of office (whether consecutive or not). For the purposes of term limits, a full term of office shall mean a period of 36 months or more served in office.
- <sup>4</sup> All members of the Executive Committee shall have already been active in football and shall fulfil the prerequisites stipulated in art. 24 par. 8 of these Statutes.
- <sup>5</sup> All members of the Executive Committee 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.
- <sup>6</sup> A candidate standing for election into the Executive Committee must;
  - a. be a Citizen of Eswatini.
  - b. be a member or involved in the executive committee of a member association of EFA for a continued period of at least four years.
  - c. have had football or sport administration; and
  - d. not be younger than 18 years of age.
- <sup>7</sup> 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 38(6) of these Statutes, shall have been a member of the EFA Executive Committee for at least four years.
- <sup>8</sup> An elected President, vice-president and executive committee member must not hold office or hold any position within a member association, league or any other sporting association/code. In the event a candidate for the position of President, vice-president or executive committee, holds an office in another sporting association, that candidate shall resign such position within a period of 30 days after being elected to the EFA Executive Committee.
- <sup>9</sup> A member of the Executive Committee may not at the same time be a member of an independent committee and may not be appointed/elected as a delegate representing a Member at the General Assembly.



- <sup>10</sup> If a position or up to 50% of the positions of the Executive Committee become vacant, the Executive Committee shall fill the position(s) in question until the next General Assembly, when replacement(s) for the position(s) will be elected for the remaining period of office.
- <sup>11</sup> If more than 50% of the positions of the Executive Committee become vacant, the remaining members of the Executive Committee or the General Secretary shall convene an Extraordinary General Assembly immediately within the prescribed period of time. In the meantime, the remaining members of the Executive Committee shall take care of the daily affairs of EFA until new elections are held.
- <sup>12</sup> Any position within the Executive Committee shall be considered vacant in case of death, resignation or if the member concerned is permanently prevented from performing his official function.

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## Article 39 Meetings

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- <sup>1</sup> The Executive Committee shall meet once a month. The meetings of the Executive Committee may be held in person or by videoconference.
- <sup>2</sup> The President shall convene the Executive Committee meetings. If a two-thirds majority request a meeting, the President shall convene it so that the meeting is held within fourteen (14) days of the receipt of the request. If the President does not convene the requested meeting by the aforementioned deadline, the other members of the Executive Committee shall convene it themselves, but must send the agenda to all members of the Executive Committee at least three (3) days before the meeting in line with par. 3 below.
- <sup>3</sup> The President, assisted by the general secretariat, shall compile the agenda, which needs to be notified to the members at least two (2) days prior to the meeting. 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 items they wish to be included in the agenda for the meeting to the general secretariat at least three (3) days before the meeting. As a rule, the final agenda and the relevant documents must be sent out to the members of the Executive Committee at least one (1) before the meeting.
- <sup>4</sup> The General Secretary shall take part in the meetings of the Executive Committee in a consultative role and without voting rights. If the General Secretary is unable to attend a meeting, the General Secretary may nominate a representative to attend the meeting on his/her behalf.
- <sup>5</sup> 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.
- <sup>6</sup> The President may also convene the Executive Committee on an urgent basis to deal with any matter requiring immediate settlement between two meetings of the Executive Committee. In such cases, the deadlines mentioned in par. 3 above may be either reduced or disregarded if the urgency so requires.

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## Article 40 Powers

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The Executive Committee shall have the following powers:

- a) passing decisions on all cases that do not come within the sphere of responsibility of the General Assembly or are not reserved for other bodies by law or under these Statutes;
- b) preparing, with the assistance of the general secretariat, and convening the Ordinary and Extraordinary General Assembly;
- c) appointing the chairpersons, deputy chairpersons and members of the standing committees;

- d) deciding to set up ad hoc committees if necessary at any time;
- e) approving and issuing the regulations for the organisation of standing committees and ad hoc committees;
- f) Appointment and dismissal of the General Secretary in accordance with national labour laws;
- g) proposing the independent and external auditors to the General Assembly;
- h) appointing replacements for vacancies in the independent committees until the next General Assembly;
- i) approving and issuing regulations governing the conditions of participation in and the staging of competitions organised by EFA;
- j) approving and issuing regulations regarding a club licensing system governing the participation of clubs in the competition of EFA and CAF, in compliance with the minimum requirements of the club licensing system as set up by CAF and FIFA;
- k) appointing the coaches for the representative teams and other technical staff;
- l) approving and issuing the Internal Organisation Regulations of EFA.
- m) ensuring that these Statutes are applied and adopting the executive arrangements required for their application;
- n) dismissing a member of a body, with the exception of independent committees, or suspending a Member of EFA provisionally until the next General Assembly;
- o) delegating tasks under its authority to other bodies;
- p) appointing observers who may take part in the General Assembly without the right to debate or to vote;

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#### Article **41** Decisions

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- <sup>1</sup> The Executive Committee shall not engage in valid debate unless a majority (more than 50%) of its members are present. Attendance by videoconference shall constitute presence.
- <sup>2</sup> The Executive Committee shall reach decisions by a majority (more than 50%) of the valid votes cast, unless otherwise stipulated in these Statutes. Voting by proxy or by letter is not permitted. When a meeting of the Executive Committee is held by videoconference, voting online or through other modern means of written communication (e.g. emails, messaging apps) are permitted.
- <sup>3</sup> 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.
- <sup>4</sup> The decisions taken shall be recorded in the minutes.
- <sup>5</sup> The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.

## C. PRESIDENT

### Article 42 President

- <sup>1</sup> The President is primarily responsible for:
  - a) ensuring that the statutory objectives, mission, strategic direction, policies and values of EFA are sustainably pursued and fostering a positive image of EFA;
  - b) implementing the decisions passed by the General Assembly and the Executive Committee through the general secretariat;
  - c) ensuring the effective functioning of the bodies in order that they achieve the objectives described in these Statutes;
  - d) supervising the work of the general secretariat;
  - e) Maintain and develop good relations between EFA and its Members, FIFA, CAF, political bodies and other organisations;
- <sup>2</sup> The President shall preside over the General Assembly and the Executive Committee meetings and those committees of which the President has been appointed chairperson.
- <sup>3</sup> The President shall have an ordinary vote on the Executive Committee.
- <sup>4</sup> If the President is absent or unavailable, the longest-serving vice-president available shall deputise.
- <sup>5</sup> If the position of the President becomes vacant in the sense of art. 38 par. 10 of these Statutes, the longest-serving vice-president shall deputise until the next General Assembly. This General Assembly shall elect a new President for the remaining period of office.
- <sup>6</sup> Any additional powers of the President shall be contained in the Internal Organisation Regulations of EFA.

### Article 43 Representation and signature

The President represents EFA generally. All official documents of EFA shall be signed by the General Secretary or the President. The Executive Committee shall adopt special provisions in the Internal Organisation Regulations of EFA regarding the joint signature of office holders.

## D. GENERAL SECRETARIAT

### Article 44 General secretariat

The general secretariat is the executive, operational and administrative body and shall carry out the work of EFA under the direction of the General Secretary. The members of the general secretariat are bound by the Internal Organisational Regulations of EFA and shall fulfil the given tasks in good faith.

### Article 45 General Secretary

- <sup>1</sup> The General Secretary is the chief executive officer of EFA.
- <sup>2</sup> The General Secretary shall be appointed by the Executive Committee on the basis of an agreement governed by private law and shall have the necessary professional qualifications and/or experience.
- <sup>3</sup> The General Secretary 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 and the standing and ad hoc committees;
  - c) organising the General Assembly and meetings of the Executive Committee and other bodies;
  - d) compiling the minutes for the meetings of the General Assembly, Executive Committee and standing and ad hoc committees;
  - e) managing and keeping the accounts;
  - f) Implementation of the association's strategy as developed by the Executive Committee;
  - g) correspondence;
  - h) the relations with the Members, committees, FIFA and CAF, under the direction of the President;
  - i) organising the general secretariat;
  - j) the appointment and dismissal of staff working in the general secretariat;
  - k) providing the electoral committees with logistic and operative support for the elections;
- <sup>4</sup> Any additional responsibilities and duties assigned to the General Secretary shall be stipulated in the Internal Organisation Regulations of EFA.
- <sup>5</sup> The General Secretary shall not be a General Assembly delegate or a member of any other body.



## E. STANDING COMMITTEES

### Article 46 Standing committees

- <sup>1</sup> The standing committees are:
  - a) Finance Committee;
  - b) Organising Committee for EFA Competitions;
  - c) Technical and Development Committee;
  - d) Referees Committee;
  - e) Committee for Women's Football;
  - f) Amateur and Grassroots Committee;
  - g) Sports Medicine Committee.
  - h) Marketing and Communications Committee.
  - i) The Futsal & Beach Soccer Committee.
  - j) Safety & Security and Safeguarding Committee.
  - k) Legal Committee
- <sup>2</sup> Chairpersons, deputy chairpersons and members of the standing committees may be members of the Executive Committee.
- <sup>3</sup> The members of each standing committee shall be appointed by the Executive Committee upon proposal of the Members of EFA or the President. The chairpersons, deputy chairpersons and the members of the standing committees shall be appointed for a term of office of four years. They may be appointed or dismissed by the Executive Committee at any time without the approval of the General Assembly.
- <sup>4</sup> The members of the standing committees shall have altogether the capacity, knowledge, ability and experience required to fulfil the tasks and duties of their respective committees. The Executive Committee shall ensure appropriate female and stakeholders' representation on standing committees.
- <sup>5</sup> Each chairperson shall represent his/her standing committee and conduct business in compliance with the relevant provisions of the Internal Organisation Regulations of EFA approved by the Executive Committee.
- <sup>6</sup> Each chairperson shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Committee. Meetings may take place in person or by videoconference.
- <sup>7</sup> The Executive Committee and each standing committee, the latter with the approval of the Executive Committee, may, if necessary, set up a bureau and/or sub-committee to settle urgent matters; in such a case, decisions may be passed through modern means of written communication (e.g. emails, messaging apps). Any discussions and decisions of the bureau and/or sub-committee shall be reported to the relevant standing committee as soon as it is practicable to do so.
- <sup>8</sup> Each standing committee may propose to the Executive Committee amendments to the relevant provisions of the Internal Organisation Regulations of EFA that concern its committee.

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**Article 47 Finance Committee**

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The Finance Committee shall monitor the financial management of EFA and advise the Executive Committee on financial matters and asset management. It shall analyse the budget and the financial statements prepared by the General Secretary and submit them to the Executive Committee for approval. It shall consist of a chairperson, a deputy chairperson and three (3) members.

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**Article 48 Organising Committee for EFA Competitions**

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The Organising Committee for EFA Competitions shall organise EFA's competitions of association football, at any level within EFA in compliance with the provisions of these Statutes and the regulations applicable to EFA's competitions. It shall consist of a chairperson, a deputy chairperson and three (3) members.

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**Article 49 Technical and Development Committee**

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The Technical and Development Committee shall primarily analyse the basic aspects of football training and technical development in football. It shall also be in charge of EFA's development programmes, devising and proposing appropriate strategies, monitoring these strategies and analysing the support and programmes provided to the Members of EFA and providing advice to the Executive Committee on technical and development matters in general. It shall consist of a chairperson, a deputy chairperson and three (3) members.

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**Article 50 Referees Committee**

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The Referees Committee shall implement the Laws of the Game as well as the Futsal Laws of the Game and the Beach Soccer Laws of the Game. It shall appoint the referees and assistant referees for matches in competitions organised by EFA, organise refereeing matters within EFA in collaboration with the administration and monitor the education and training of referees. It shall consist of a chairperson, a deputy chairperson and three (3) members, all of whom shall be ex-referees.

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**Article 51 Committee for Women's Football**

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The Committee for Women's Football shall organise EFA's women's football competitions and deal with all matters relating to women's football. It shall consist of a chairperson, a deputy chairperson and three (3) members.

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**Article 52 Amateur and Grassroots Committee**

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The Amateur and Grassroots Committee shall deal with all matters relating to amateur and grassroots football within EFA and its Members. It shall consist of a chairperson, a deputy chairperson and three members.

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**Article 53 The Sports Medicine Committee**

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The Sports Medicine Committee shall monitor the medical aspects at EFA and advise the Executive Committee on Medical related matters. It shall consist of a chairperson, who shall be a medical doctor, a deputy chairperson and three (3) members, all of whom shall have medical experience.

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**Article 54 Marketing and Communications Committee**

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1. The Marketing and Communications Committee shall consist of a chairperson, a deputy chairperson and three (3) members.
  2. The Marketing and Communications Committee shall:
    - a. Advise the Executive Committee, together with the legal committee or department with regards to drafting and implementing contracts between the EFA and its marketing partners, including broadcasting partners.
    - b. Analyse marketing and broadcasting strategies that have been devised.
    - c. To scout for sponsorships for projects and activities of the EFA and market all matches organised by the EFA.
    - d. To supervise media related activities during all EFA events and activities.
    - e. Maintain relationships with all media organisations.
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**Article 55 Futsal and Beach Soccer Committee**

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1. The Futsal Committee shall consist of a Chairman, a deputy chairperson and three (3) members.
  2. The Futsal and Beach Soccer Committee shall:
    - a) Assist in the organisation of EFA Futsal and Beach Soccer 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 and Beach Soccer competitions and the development of Futsal and Beach Soccer in the country.
    - c) Develop relevant policies and strategies for the advancement of Futsal and Beach Soccer in the country
    - d) Deal with general issues relating to Futsal and Beach Soccer.
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**Article 56 Safety, Security and Safeguarding Committee**

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1. The Safety, Security and Safeguarding Committee shall consist of a chairperson, a deputy chairperson and three (3) members.
2. The Safety and Security Committee shall:
  - a) Advise the Executive Committee on all safety & security and Safeguarding matters and related issues.
  - b) Establish safety & security and safeguarding regulations and policies for competitions, matches and events at all levels under the auspices of the EFA.

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Article **57** **Legal Committee**

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The legal committee shall analyse basic legal issue relating to football and the evolution of the statutes and regulations of the EFA and its members. It shall consist of a chairperson, deputy chairperson and four other members.

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Article **58** **Ad hoc committees**

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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 chairperson, a deputy chairperson and the appropriate number of members. The duties and function of ad hoc committees are defined in special regulations approved by the Executive Committee. An ad hoc committee shall report directly to the Executive Committee.



## F. CLUB LICENSING BODIES

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### Article 59 Club licensing bodies

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- <sup>1</sup> The club licensing bodies shall be in charge of the club licensing system within EFA in accordance with the Club Licensing Regulations of EFA and CAF.
- <sup>2</sup> The club licensing bodies consist of a first instance body and an appeal body.
- <sup>3</sup> Decisions passed by the club licensing appeal body may only be appealed before an independent and duly constituted arbitration tribunal in accordance with the provisions in these Statutes.

## Article 60 Institutional independence

- <sup>1</sup> The independent committees as well as their individual members shall conduct their activities and perform their duties entirely independently but always in the interests of EFA and in accordance with its Statutes and regulations.
- <sup>2</sup> The chairpersons, deputy chairpersons and members of the independent committees shall be elected by the General Assembly upon proposal of the Executive Committee and may only be relieved of their duties by the General Assembly. They shall not be members of any other body of EFA.
- <sup>3</sup> The mandate of all members of the independent committees shall last four years. They may be re-elected.
- <sup>4</sup> The chairpersons, deputy-chairpersons and members of the Audit and Compliance Committee and of the electoral committees as well as the chairpersons and deputy-chairpersons of the judicial bodies shall comply with the independence criteria as defined in par. 5 below.
- <sup>5</sup> The persons mentioned in par. 4 above as well as any of their immediate family members may not exercise or have exercised during the four years preceding their initial terms any executive function at EFA, one of EFA's Members, a league or a club (including any of their affiliated companies/organisations), nor have or have had in the four years preceding their initial term any material business relationship with EFA, one of EFA's Members, a league or a club (including any of their affiliated companies/organisations). "Immediate family member" shall mean, with respect to a person, such person's spouse or domestic partner, siblings, parents, grandparents, uncles, aunts, children (including any stepchild or adopted child), grandchildren, son-, daughter-, father- or mother-in-law, and including anyone else, whether by blood or otherwise, with whom the individual has a relationship akin to a family relationship for which such person provides financial support.
- <sup>6</sup> The chairpersons, deputy-chairpersons and members of the independent committees shall undergo an integrity check to be conducted by the Electoral Committee prior to their election or re-election.

## Article 61 Governance, Audit and Compliance Committee

- <sup>1</sup> The Governance, Audit and Compliance Committee shall consist of a chairperson, a deputy chairperson and three members. Its members shall be knowledgeable and experienced in financial and/or regulatory and legal matters and may not be involved in any decision affecting the operations of EFA.
- <sup>2</sup> The Governance, Audit and Compliance Committee shall advise, assist and oversee the Executive Committee in monitoring EFA's financial and compliance matters, set up compliance mechanisms and monitor compliance with the relevant regulations of EFA. It shall also supervise the general secretariat in financial and compliance issues. The Governance, Audit and Compliance Committee shall ensure the completeness and reliability of the financial accounting and review the consolidated financial statements and the independent and external auditor's report. The Governance, Audit and Compliance Committee shall furthermore monitor EFA's financial and compliance matters and suggest to the appropriate bodies any action that it deems necessary as a result of such monitoring. The Governance, Audit and Compliance Committee shall, with the assistance of the general secretariat, implement a compliance programme within EFA.
- <sup>3</sup> Details on the Governance, Audit and Compliance Committee's responsibilities, its internal cooperation and other procedural matters are stipulated in the Internal Organisation Regulations of EFA.

- <sup>4</sup> If the chairperson, the deputy chairperson or a member of the Governance, Audit and Compliance Committee permanently ceases to perform his/her official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next General Assembly.

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Article **62** Electoral committees

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- <sup>1</sup> The electoral committees are the bodies in charge of organising and supervising the election process in accordance with the Electoral Code of EFA. The electoral committees consist of the Electoral Committee (the first instance body) and the Election Appeal Committee (the second instance body).
- <sup>2</sup> The composition and function of the electoral committees shall be governed by the Electoral Code of EFA.

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Article **63** Judicial bodies

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- <sup>1</sup> The judicial bodies are:
- a) the Disciplinary Committee;
  - b) the Ethics Committee;
  - c) the Appeal Committee
  - d) the Arbitration Tribunal
- <sup>2</sup> The judicial bodies are to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks and duties. The chairpersons and deputy chairpersons of the judicial bodies shall be qualified to practise law.
- <sup>3</sup> If the chairperson, the deputy chairperson or a member of a judicial body permanently ceases to perform his/her official function during his/her term of office, the Executive Committee shall appoint a replacement to serve until the next General Assembly, in which the General Assembly shall appoint a new member of the respective judicial body for the remaining period.
- <sup>4</sup> The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary and Ethics Code of EFA.

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Article **64** Disciplinary Committee

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- <sup>1</sup> The Disciplinary Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
- <sup>2</sup> The function of the Disciplinary Committee shall be governed by the Disciplinary and Ethics Code of EFA.
- <sup>3</sup> The Disciplinary Committee may pronounce the sanctions described in these Statutes and the Disciplinary and Ethics Code of EFA on Members, officials, players, clubs, licensed match agents and football agents.
- <sup>4</sup> These provisions do not affect the powers of the General Assembly and the Executive Committee with regard to the suspension and expulsion of Members.
- <sup>5</sup> The Executive Committee shall issue the Disciplinary and Ethics Code of EFA, which shall be in accordance with the principles laid down in the FIFA Disciplinary Code and the FIFA Ethics Code.

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**Article 65 Ethics Committee**

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- <sup>1</sup> The Ethics Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
  - <sup>2</sup> The function of the Ethics Committee shall be governed by the Disciplinary and Ethics Code of EFA.
  - <sup>3</sup> The Ethics Committee may pronounce the sanctions described in these Statutes and the Disciplinary and Ethics Code of EFA on Members, officials, players, clubs, licensed match agents and football agents.
  - <sup>4</sup> These provisions do not affect the powers of the Congress and the Executive Committee with regard to the suspension and expulsion of Members.
  - <sup>5</sup> The Executive Committee shall issue the Disciplinary and Ethics Code of EFA which shall be in accordance with the principles laid down in the FIFA Ethics Code.
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**Article 66 Appeal Committee**

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- <sup>1</sup> The Appeal Committee shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
  - <sup>2</sup> The function of the Appeal Committee shall be governed by the Disciplinary and Ethics Code of EFA.
  - <sup>3</sup> The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary and Ethics Committees that are not declared final by the relevant regulations of EFA.
  - <sup>4</sup> Decisions pronounced by the Appeal Committee may only be referred to CAS in accordance with the provisions in these Statutes.
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**Article 67 Arbitration Tribunal**

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- <sup>1</sup> The Arbitration Tribunal shall consist of a chairperson, a deputy chairperson and the necessary number of other members as determined in the Disciplinary and Ethics Code.
- <sup>2</sup> The function of the Arbitration Tribunal shall be governed by the Disciplinary and Ethics Code of EFA.
- <sup>3</sup> The Arbitration Tribunal is responsible for hearing appeals against decisions from the Appeals Committees.
- <sup>4</sup> The Arbitration Tribunal shall definitively settle all football matters/disputes before it to the exclusion of any ordinary court, unless the pointed issue involves the interpretation of national law.
- <sup>5</sup> Decisions pronounced by the Arbitration Tribunal may only be referred to CAS in accordance with the provisions in these Statutes.

**Article 68** Disciplinary measures

The disciplinary measures are primarily:

- <sup>1</sup> for natural and legal persons:
  - a) a warning;
  - b) a reprimand;
  - c) a fine;
  - d) the return of awards.
- <sup>2</sup> for natural persons:
  - a) a caution;
  - b) an expulsion;
  - c) a match suspension;
  - d) a ban from the dressing rooms and/or the substitutes' bench;
  - e) a ban from entering a stadium;
  - f) a ban on taking part in any football-related activity;
  - g) social work;
  - h) compliance training.
- <sup>3</sup> 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 from a competition;
  - g) a forfeit;
  - h) deduction of points;
  - i) relegation to a lower division;
  - j) replaying a match.



Article **69** **Football Tribunal**

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- <sup>1</sup> The Football Tribunal shall pass decisions relating to football-related disputes and regulatory applications. It shall comprise three chambers:
  - a) the Dispute Resolution Chamber
  - b) the Players Status Chamber
  - c) the Agents Chamber
- <sup>2</sup> The functions of the Football Tribunal shall be governed by the Procedural Rules Governing the Football Tribunal, as issued by the Executive Committee.
- <sup>3</sup> The Football Tribunal may pronounce the sanctions described in these Statutes and the EFA Disciplinary Code on member associations, clubs, officials, officials, players, football agents and match agents.
- <sup>4</sup> These provisions are subject to the disciplinary powers of the General Assembly and the Executive Committee with regard to the suspension and expulsion of member associations.
- <sup>5</sup> The Football Tribunal may propose amendments to its regulations to the Executive Committee.

**Article 70 Court of Arbitration for Sport (CAS)**

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- <sup>1</sup> Disputes within EFA or disputes affecting Members of EFA, leagues, members of leagues, clubs, members of clubs, players and officials shall only be referred in the last instance (i.e. after exhaustion of all internal channels within EFA) to CAS, which shall settle the dispute definitively to the exclusion of any ordinary court, unless the issue on point involves the interpretation of national law.
  - <sup>2</sup> Disputes of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or CAF may only be submitted in the last instance to CAS as specified in the Statutes of FIFA and of CAF.
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**Article 71 Jurisdiction**

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- <sup>1</sup> EFA shall have jurisdiction on internal national disputes, i.e. disputes between parties belonging or affiliated to EFA.
- <sup>2</sup> FIFA and/or CAF shall have jurisdiction on international disputes, i.e. disputes between parties belonging to different associations and/or confederations, in accordance with the relevant regulations.
- <sup>3</sup> EFA shall ensure its full compliance and that of all those subject to its jurisdiction with any final decision passed by a FIFA body, a CAF body, the arbitration tribunal recognised by EFA or CAS.

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## IX. FINANCE

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### Article 72 Financial period

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- <sup>1</sup> The financial period of EFA shall be one (1) year and shall begin on 1 January and end on 31 December.
  - <sup>2</sup> The revenue and expenses of EFA shall be managed so that they balance out over the financial period. EFA's major duties in the future shall be guaranteed through the creation of reserves.
  - <sup>3</sup> The General Secretary is responsible for drawing up the annual consolidated accounts of EFA with its subsidiaries as at 31 December.
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### Article 73 Revenue

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The revenue of EFA comprises:

- a) Members' annual subscriptions;
  - b) receipts generated by the marketing of rights to which EFA is entitled;
  - c) fines imposed by the authorised bodies;
  - d) other subscriptions and receipts in keeping with the objectives pursued by EFA;
  - e) donations;
  - f) any other revenue related to football activities;
  - g) funding from FIFA and from CAF.
  - h) funding from Government
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### Article 74 Expenses

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EFA shall bear:

- 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) all other expenses in keeping with the objectives pursued by EFA.
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### Article 75 Independent and external auditors

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The independent and external auditors appointed by the General Assembly shall audit on a yearly basis the accounts approved by the Executive Committee in accordance with the appropriate principles of accounting and present a report to the General Assembly. The independent and external auditors shall be appointed for a period of three (3) years. Their mandate may be renewed once.

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Article **76** **Membership subscriptions**

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- <sup>1</sup> Membership subscriptions are due on 30 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.
- <sup>2</sup> The General Assembly shall fix the amount of the annual subscription every two (2) years on the recommendation of the Executive Committee. It shall be the same for every Member and amount to no more than E2,000.

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Article **77** **Settlement**

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EFA may debit any Member's accounts to settle claims.

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Article **78** **Levies**

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EFA may demand that a levy be paid by its Members for matches.

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Article **79** **Publication of financial data**

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- <sup>1</sup> EFA shall publish on its official website the financial documents referred to under art. 33 par. 2 i), j) and k) of these Statutes once the relevant items have been approved by the General Assembly.
- <sup>2</sup> The remuneration of the members of the Executive Committee (including its President), the General Secretary and the members of the independent committees shall also be made publicly available (e.g. through the official website of EFA) on a regular basis.

Article **80** Competitions

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- <sup>1</sup> EFA shall organise and coordinate the following official competitions held within its territory:
    - a. Leagues' competitions (i.e. the Premier League and National First Division League mandated to the PLE)
    - b. Regional associations' competitions (i.e. Regional Super Leagues, Promotion Leagues and Lower Leagues, mandated to the Regional Football Associations)
    - c. Charity competitions
    - d. Knockout competitions and Cups
  - <sup>2</sup> The Executive Committee may delegate to EFA's subordinate leagues the authority to organise competitions (e.g. by means of a proper and comprehensive agreement). The competitions organised by the leagues shall not interfere with those competitions organised by EFA. Competitions organised by EFA shall take priority.
  - <sup>3</sup> The Executive Committee may issue special regulations to this end.
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Article **81** Rights

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- <sup>1</sup> EFA is the original owner of all of the rights emanating from competitions and other events coming under its respective jurisdiction, without any restrictions as to content, time and place. These rights include, among others, every kind of financial rights, audio-visual 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.
  - <sup>2</sup> The Executive Committee shall decide how and to what extent these rights are utilised and shall draw up special regulations to this end. EFA shall ensure that the sale of such rights is carried out in a transparent manner and in compliance with the Statutes and regulations of EFA as well as mandatory national laws.
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Article **82** Authorisation to distribute

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- <sup>1</sup> EFA and its Members are exclusively responsible for authorising the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions.
- <sup>2</sup> The Executive Committee shall issue special regulations to this end.



Article **83** International matches and competitions

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- <sup>1</sup> The authority for organising international matches and competitions between representative teams and between leagues, club teams and/or scratch teams lies solely with FIFA, the confederation(s) and/or the association(s) concerned. No such match or competition shall take place without the prior permission of FIFA, the confederation(s) and/or the association(s) concerned in accordance with the FIFA Regulations Governing International Matches.
  - <sup>2</sup> EFA is bound by the international match calendar compiled by FIFA.
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Article **84** Contacts

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EFA, its Members, players, officials, licensed match agents and football agents may not play matches or make sporting contacts with associations that are not members of FIFA or provisional members of a confederation without the approval of FIFA.

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Article **85** Approval

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- <sup>1</sup> Clubs, leagues or any other group of clubs that are affiliated to EFA may only join another association with the authorisation of EFA, the other association, the respective confederation(s) and FIFA.
- <sup>2</sup> Clubs, leagues or any other group of clubs that are affiliated to EFA cannot participate in competitions on the territory of another association without the authorisation of EFA, the other association, FIFA and the respective confederation(s) according to the FIFA Regulations Governing International Matches.

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## XII. FINAL PROVISIONS

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### Article 86 Unforeseen contingencies and force majeure

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The Executive Committee shall have the power to decide on all cases of force majeure and on all matters not provided for in these Statutes; such decisions shall take into account the relevant regulations of FIFA and of CAF, as well as any applicable mandatory laws.

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### Article 87 Publication of corporate documents

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EFA shall make available on its official website the following documents and information:<sup>2</sup>

- a) Statutes and Standing Orders of the General Assembly;
  - b) Electoral Code;
  - c) Disciplinary and Ethics Code;
  - d) Internal Organisation Regulations;
  - e) most important/key decisions;
  - f) its strategy;
  - g) agenda for Executive Committee and General Assembly meetings;
  - h) circular letters;
  - i) any communication considered key
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### Article 88 Dissolution

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- <sup>1</sup> Any decision relating to the dissolution of EFA requires a majority of two thirds of all of the Members of EFA, which must be obtained at a General Assembly specially convened for the purpose.
  - <sup>2</sup> If EFA is disbanded, its assets shall be transferred to the Eswatini Sports and Recreation Council or the National Olympic Committee in its absence. It shall hold these assets as a trustee in accordance with the relevant professional duties 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.
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### Article 89 Enforcement

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These Statutes were adopted at the Extraordinary General Assembly in Eswatini on the 22<sup>nd</sup> June 2025 and come into force on the same 22<sup>nd</sup> June 2025. The former Statutes of EFA are hereby repealed.

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**Article 90 Transitional provisions**

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- <sup>1</sup> The Members as defined under art. 12 of these Statutes, shall be granted a period of 12 months, as from the adoption of these Statutes, to comply with the mandatory requirements stipulated in art. 13 par. 2, as well as art. 16 par. 1 g), h), k), o) and p) of these Statutes. Any Member which does not comply with all of these requirements within the aforementioned timeframe, shall automatically lose its right to vote at the General Assembly and the delegate(s) of the Member in question shall not be taken into account when establishing the quorum. The Member in question shall only regain its right to vote at the General Assembly once it has fully complied with its obligations as mentioned in this paragraph.
- <sup>2</sup> The composition of the Executive Committee as defined in art. 38 par. 1 of these Statutes shall only be applicable to the Executive Committee whose membership shall be elected by the General Assembly after the adoption of these Statutes.
- <sup>3</sup> The requirement to undergo an integrity check as mentioned in art. 38 par. 2 of these Statutes and the criteria defined in art. 38 par. 4 of these Statutes shall not apply to the members of the Executive Committee that are in place at the time of adoption of these Statutes but shall be complied with by any candidate running for any of the position on the Executive Committee following the adoption of these Statutes.
- <sup>4</sup> The term limits as defined in art. 38 par. 3 of these Statutes shall only apply as from the elections of the members of the Executive Committee which shall take place following the adoption of these Statutes.
- <sup>5</sup> The requirement to have already been active in football as provided for in art. 38 par. 4 of these Statutes shall not apply to the female candidates running for a position of members of the Executive Committee on the occasion of the first elections of the Executive Committee that shall take place following the adoption of these Statutes.
- <sup>6</sup> Upon adoption of these Statutes, the Executive Committee shall appoint the members of the Standing Committees as defined under art. 46 to 53 of these Statutes.
- <sup>7</sup> Within 12 months upon the adoption of these Statutes, the General Assembly shall elect the relevant members of the independent committees as defined under art. 56 to 61 of the Statutes that are not already in office. Within this same period, the General Assembly shall also dismiss the relevant members of the independent committees that do not comply with the independence criteria mentioned under art. 56 par. 5 of these Statutes and elect the relevant number of members to fill the positions.
- <sup>8</sup> The Eswatini Football Association shall have one year as from the adoption of these Statutes to ensure that the regulations governing the application of the EFA Statutes and the Standing Orders of the General Assembly are brought in line with the provisions of these Statutes.

Ezulwini, 22<sup>nd</sup> June 2025

For Eswatini Football Association

Peter SIMELANE  
President

Frederick MNGOMEZULU  
General Secretary

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**Part 1: General provisions**

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- <sup>1</sup> The integrity checks with regard to candidates for, and holders of, official positions within EFA that are subject to such checks ("candidates or holders") shall be conducted by the relevant body in accordance with the provisions of these Statutes and this annexe.
- <sup>2</sup> Candidates or holders are obliged to comply with the screening and self-disclosure process as outlined in parts 2 and 3 below. Prior to the screening process, every candidate or holder shall give written consent to said process through a form provided by the relevant body conducting the integrity check. If such written consent is not provided, the candidate or holder shall be deemed not to have passed the integrity check.
- <sup>3</sup> Candidates or holders shall act in good faith at all times and shall fully collaborate to establish the relevant facts upon reasonable notice. If the candidate or holder concerned does not cooperate with the body competent to conduct the integrity check, the candidate or holder shall be deemed not to have passed the integrity check.
- <sup>4</sup> The candidate or holder shall be deemed not to have passed the integrity check, if he:
  - a) has been convicted of a criminal offense or subjected to disciplinary sanctions by a state court, resulting in a prison sentence of six (6) months or more without the option of a fine;
  - b) has been found guilty and/or sentenced by the FIFA Ethics Committee or any other sporting body with a sanction that would seriously put into question the discharge of the office concerned.
- <sup>5</sup> Subject to the relevant provisions regarding disclosure and forwarding of the information and related data obtained in the context of integrity checks in accordance with this annexe, all such information and related data must be treated as strictly confidential by the body conducting the integrity check concerned.

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**Part 2: Screening process**

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- <sup>1</sup> At the beginning of the screening process, every candidate or holder shall undergo an identification check ("ID check"). In this context, the candidate or holder shall submit a valid copy of his/her passport to the body in charge of performing the integrity check. The ID check shall include verification/identification of the following elements:
  - a) name(s) and surname(s);
  - b) address of residence;
  - c) date and place of birth;
  - d) nationality/nationalities.
- <sup>2</sup> Every candidate or holder shall complete the questionnaire contained in part 3 below.
- <sup>3</sup> The body in charge of performing the integrity check reserves the right to verify the accuracy and authenticity of the information presented by the candidate, in accordance with the applicable national laws.

### Part 3: Questionnaire

First name(s):	
Surname(s):	
Address of residence:	
Date and place of birth:	
Nationality/nationalities:	
Profession:	

<sup>1</sup> Have you previously been convicted by a final decision of any intentional indictable offence or of any offence corresponding to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

<sup>2</sup> 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 set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

<sup>3</sup> I am fully aware that I am subject to the provisions of the Disciplinary and Ethics Code of EFA and to the provisions of the Statutes and other regulations of EFA that may address integrity issues, and I fully comply with such provisions.

<sup>4</sup> I currently hold the following positions in football:

<sup>5</sup> The following facts and circumstances may give rise to potential conflicts of interest regarding me (cf. in particular art. 23 par. 9 of these Statutes):

<sup>6</sup> Remarks and observations which may be of potential relevance in the context of the integrity check:

<sup>7</sup> I am fully aware and agree that this questionnaire is made available to the members of the appropriate body of EFA.

<sup>8</sup> I am fully aware and confirm that I must notify the body conducting the integrity check of any relevant facts and circumstances arising after the integrity check has been completed.

<sup>9</sup> I am fully aware and confirm that I am obliged to collaborate fully to establish the relevant facts with regard to the integrity check to which I am subject. 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.

<sup>10</sup> I am fully aware and confirm that the body conducting the integrity check may also request information on possible sanctions (questions 1 and 2 above) directly from FIFA or the relevant confederation as well as from other institutions such as the Court of Arbitration for Sport in Lausanne, Switzerland, or the International Olympic Committee. In this regard, I hereby release the relevant institutions from any obligation of confidentiality relating to the information concerned.



<sup>11</sup> I am fully aware and confirm that the body conducting the integrity check may collect further information on me in accordance with part 2 par. 3 of this annexe.

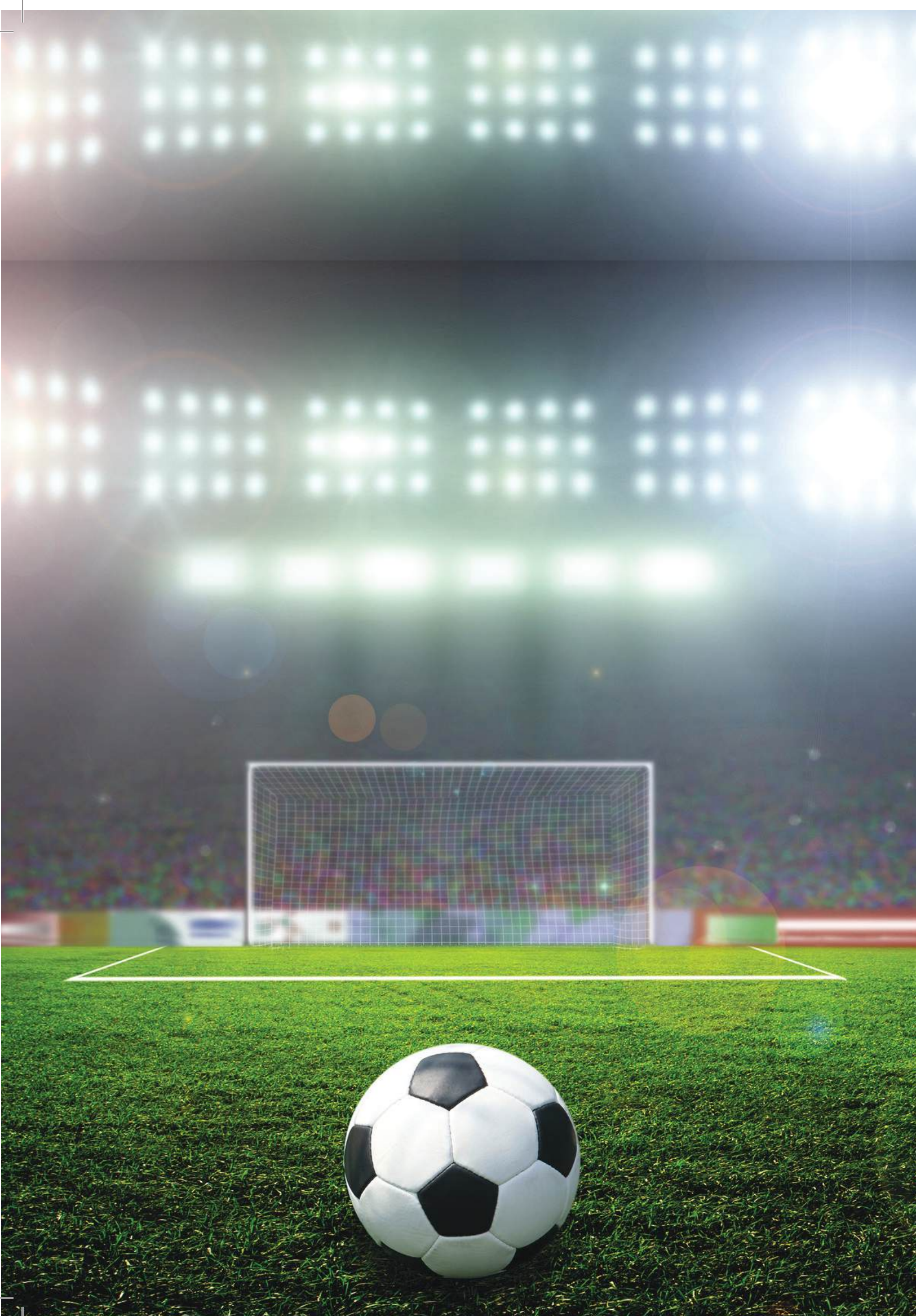
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(Place and date)

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(Signature)



## 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 EFA 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, standing 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:  
"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 Eswatini".

#### **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.



## B. 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:
    - a) 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.
    - i. 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.
    - ii. 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 NFAS 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.

## C. 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:

1. 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 NFAS in order to participate in a small side competition must be charged a membership fee.
2. 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.
3. The governing 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.
4. For small side games played for charitable objectives a statement of accounts of the event shall be supplied to the EFA within 21 days.

5. There shall be no close season for small sided 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.



## **D. 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 NFAS 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**

1. 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.
2. This statement shall contain all the requisite figures reflecting the entire income and any taxes or charges deducted there from.
3. 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.
4. Failure to conform to these requirements shall be punished in compliance with the sanctions provided for in the EFA Statutes.

## **E. 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.

## F. 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 21<sup>st</sup> 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 21<sup>st</sup> 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.

## **G. 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 or 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 1<sup>st</sup> 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 1<sup>st</sup> 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 18<sup>th</sup> July 2010 and further amended by FIFA and the Ordinary General Assembly of 24<sup>th</sup> June, 2012 and 16<sup>th</sup> June 2019, amendments of which came into force on the 16<sup>th</sup> June 2019.

Sibane Hotel, Ezulwini, 16<sup>th</sup> 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

<b>Article 1</b>	<b>Participation in the General Assembly</b>
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.
<b>Article 2</b>	<b>Chair</b>
1	The President shall chair the General Assembly. If the President is unable to attend, 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.
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. <ul style="list-style-type: none"> <li>a) a call to order;</li> <li>b) a reprimand;</li> <li>c) exclusion from one or more sessions;</li> </ul>
4	If an appeal is made against such action, the General Assembly shall decide immediately without debate.
<b>Article 5</b>	<b>Debates</b>
1	Debates on each item on the agenda shall be preceded by a short report: <ul style="list-style-type: none"> <li>a) by the chair or member of the Executive Committee designated for this purpose;</li> <li>b) by a representative of the committee designated by the Executive Committee to give a report;</li> <li>c) by a delegate from the Member that requested the item be included in the agenda;</li> </ul>
2	The Chair opens the debate.
<b>Article 6</b>	<b>Speakers</b>
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 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.

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**Article 10      Elections**


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- 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 18<sup>th</sup> July 2010 and amended on by the Ordinary General Assembly of the 16<sup>th</sup> June 2019 and came into force on the same 16<sup>th</sup> June 2019.

Sibane Hotel, Ezulwini, 16<sup>th</sup> June 2020

FOR THE EFA EXECUTIVE COMMITTEE

President  
**Adam Mthethwa**

General Secretary  
**Frederick Mngomezulu**







# EFA ELECTORAL CODE

June 2025Ed.





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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 EFA.

## I. GENERAL PROVISIONS

### Article 1 Scope of application

- <sup>1</sup> This Electoral Code is applicable to the elections of the members of the Executive Committee and of the independent committees as defined in the Statutes of EFA.
- <sup>2</sup> This Electoral Code is also applicable to the elections of the members of the Executive Committees of the Members of EFA. The statutes of the Members of EFA are obliged to prescribe that the Electoral Committee of EFA shall supervise the relevant electoral process.

### Article 2 Principles and obligations

- <sup>1</sup> 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.
- <sup>2</sup> Any undue influence from third parties in the electoral process shall not be permitted. EFA shall immediately inform FIFA and CAF of such influence in the electoral process.
- <sup>3</sup> 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 EFA as well as the Statutes, regulations, directives and decisions of FIFA.
- <sup>4</sup> 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 and CAF with a copy of its valid Electoral Code and, if applicable, any other electoral rules and guidelines.
- <sup>5</sup> 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.

Article **3** **Basic principles**

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- <sup>1</sup> The Electoral Committee shall supervise the electoral process in accordance with the relevant provisions of the Statutes of EFA and of this Electoral Code.
  - <sup>2</sup> The members of the Electoral 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 Electoral Committee may not be candidates for any of the positions to be filled within EFA as long as they are still under mandate.
  - <sup>3</sup> The members of the Electoral 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 EFA.
  - <sup>4</sup> In the event that a member of the Electoral Committee does not fulfil any of the above requirements and/or has to step down as member of the Electoral Committee for any reason, the member shall be replaced in accordance with the provisions of art. 4 par. 3 of this Electoral Code.
  - <sup>5</sup> The members of the Electoral Committee shall act in good faith at all times and observe the utmost impartiality when carrying out their duties.
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Article **4** **Composition**

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- <sup>1</sup> The Electoral Committee shall be composed as follows:
  - a) a chairperson;
  - b) a deputy chairperson ;
  - c) three (3) ordinary members.
- <sup>2</sup> An appropriate number of substitutes shall also be appointed by the General Assembly.
- <sup>3</sup> If the chairperson is absent or unavailable, the deputy-chairperson shall deputise, and if the deputy-chairperson 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.
- <sup>4</sup> The Electoral Committee shall appoint one of the members as a secretary, who shall be responsible for relevant logistical and administrative matters for the relevant case. The secretary may call upon the general secretariat to assist him/her in his/her duties.
- <sup>5</sup> The chairperson of the Electoral Committee shall be qualified to practise law.

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**Article 5 Duties of the Electoral Committee**

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The Electoral 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 Electoral Committee shall be responsible for:

- a) strictly enforcing the Statutes and regulations of EFA as well as this Electoral Code;
- b) ensuring that any applicable electoral rules or guidelines of the bodies of EFA are in line with the provisions of this Electoral Code and the Statutes of 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 government authorities (where necessary, i.e. when expressly provided for under the national legislation), the media and the public, notably by holding a media conference (where necessary);
- e) where necessary, managing relations with relevant government authorities;
- f) the candidature procedure (launch, distribution of information, evaluation, publication of official list, etc.);
- j) drawing up the list of voters (delegates), assisted by the general secretariat, in accordance with the statutory provisions of EFA;
- h) verifying the identity of the voters (delegates) and their representation powers;
- i) monitoring the electoral and voting procedure, including taking decisions regarding the validity or invalidity of ballot papers, passing a definitive decision on any matters relating to the electoral procedure during the elective General Assembly and certifying the official results;
- j) performing checks regarding the fulfilment of the eligibility criteria, independence and integrity requirements stipulated in the Statutes of EFA;
- k) any and all other tasks to ensure the smooth running of the electoral process.

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**Article 6 Meetings, quorum and decisions**

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

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**Article 7 Eligibility criteria**

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

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**Article 8 Submission and examination of candidatures for the Executive Committee**

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- <sup>1</sup> 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.
- <sup>2</sup> 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 thirty (30) days before the relevant elective General Assembly. Candidatures received by the general secretariat shall immediately be forwarded to the secretary of the Electoral Committee as well as to the Audit and Compliance Committee for the relevant integrity checks to be carried out as per Annexe A of the Statutes of EFA.
- <sup>3</sup> Within five (5) days of the deadline for submission of the candidatures, the Electoral 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 (3) days to complete their applications. If the relevant candidates fail to complete their applications within the prescribed deadline, their candidatures shall be declared invalid. This paragraph does not apply to the expressions of support stipulated in art. 31 par. 3 of the Statutes, which need to be submitted within the deadline for submission of the candidatures for the Executive Committee without failure.
- <sup>4</sup> The candidatures for the Executive Committee shall be examined by the Electoral Committee within ten (10) days of the deadline for their submission and the candidates shall be informed of the decision of the Electoral Committee within the same period.

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**Article 9 Appeal procedure for candidates for the Executive Committee**

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- <sup>1</sup> Appeals against decisions of the Electoral Committee may be lodged only with the Election Appeal Committee, thereby precluding the possibility of appealing said decisions before any other body, particularly a government body.
- <sup>2</sup> Any appeal, duly motivated, shall be sent by recorded post, or delivered in exchange for confirmation of receipt, to the general secretariat within two (2) days of receipt of the decision of the Electoral Committee. Appeals received by the general secretariat shall immediately be forwarded to the members of the Election Appeal Committee.
- <sup>3</sup> Appeals shall be considered by the Election Appeal Committee within three (3) days of their receipt and communicated to the candidates within the same period.
- <sup>4</sup> Appeals shall be either upheld, dismissed or declared inadmissible by the Election Appeal Committee. In case the appeal is upheld, the Election Appeal Committee shall take a decision on the merits replacing the decision of the Electoral Committee.
- <sup>5</sup> The Election Appeal Committee shall be composed of a chairperson and two ordinary members who shall be appointed by the General Assembly. Two substitutes shall also be appointed by the General Assembly at the same time as the members of the Election Appeal Committee. The chairperson shall be qualified to practise law.
- <sup>6</sup> The decisions of the Election Appeal Committee may only be referred to an arbitration tribunal in accordance with the Statutes of EFA.

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**Article 10 Procedure for candidates for other bodies of EFA**

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- <sup>1</sup> Candidatures for any of the positions of all other bodies of EFA (Governance, Audit and Compliance Committee, electoral committees and judicial bodies) shall be sent by the Executive Committee to the general secretariat at least fourteen (14) days before the relevant elective General Assembly. Candidatures received by the general secretariat shall be immediately forwarded to the Electoral Committee as well as to the relevant body in charge of carrying out the integrity checks.
- <sup>2</sup> Within six days of receipt of the candidatures, the Electoral Committee shall confirm to the general secretariat whether the formal requirements for the relevant positions have been fulfilled. In the event that one or more candidates cannot be validated, the Executive Committee shall propose additional candidates for the relevant positions.

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**Article 11 Official list of candidates**

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The official list of candidates shall be published in the press and, where necessary (i.e. when expressly provided for), sent to the relevant stakeholders for information.



Article **12** **Ballot papers**

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- <sup>1</sup> The general secretariat shall produce the ballot papers under the supervision of the Electoral Committee. The ballot papers shall be printed clearly and legibly.
  - <sup>2</sup> The ballot papers shall be of a different colour for each round of the election.
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Article **13** **Ballot box**

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- <sup>1</sup> 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 Electoral Committee.
  - <sup>2</sup> During the entire voting process, the ballot box shall be monitored by one of the members of the Electoral Committee.
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Article **14** **Casting of ballots**

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- <sup>1</sup> Before the delegates are requested to cast their vote, the chairperson of the Electoral 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.
- <sup>2</sup> The elections of the members of the Executive Committee and of other bodies of EFA shall take place as follows:
  - a) The chairperson of the Electoral 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;
  - b) 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 a ballot paper;
  - c) The delegate shall then complete the 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/her vote secretly. No mobile phones, cameras or any other recording devices shall be allowed in the polling booth;
  - d) The delegate shall then deposit the ballot paper in the ballot box, sign the electoral register and return to his/her seat.
- <sup>3</sup> 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 Electoral Committee shall open the ballot box and tip out the ballot papers in front of all the delegates.
- <sup>4</sup> The count shall then commence.

## V. COUNT

### Article 15 General principles

- <sup>1</sup> Only the members of the Electoral Committee shall take part in the count of the ballot papers. All operations (opening the ballot box(s), 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.
- <sup>2</sup> 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 Electoral Committee shall be final.

### Article 16 Invalid ballot papers

- <sup>1</sup> The following ballot papers are considered invalid:
  - a) ballot papers that do not bear the official distinctive marks defined by the Electoral 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.
- <sup>2</sup> The chairperson of the Electoral Committee shall write on the back of any invalid ballot paper the reason(s) for its invalidity and confirm with a signature.

### Article 17 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 18 Count and declaration of results

- <sup>1</sup> Once the ballot box has been opened, the members of the Electoral 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.
- <sup>2</sup> After the number of ballot papers has been verified, the members of the Electoral Committee shall proceed to count the number of votes cast for each candidate or list.
- <sup>3</sup> 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.).
- <sup>4</sup> After each round of the election, the chairperson of the Electoral Committee shall officially declare the results to the Members.
- <sup>5</sup> 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 Electoral Committee and sealed. The general secretariat shall keep these envelopes and destroy them sixty (60) days after the General Assembly.

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**Article 19 Archiving of documents and confidentiality**

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- <sup>1</sup> The Electoral Committee and the Election Appeal 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.
  - <sup>2</sup> The members of the Electoral Committee and of the Election Appeal 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.
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**Article 20 Notary Public**

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The electoral committee shall draw up the minutes of the elections and submit them to a notary or a person of equivalent legal status recognised by the courts for notarisation according to the provisions of national law.

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**Article 21 Matters not provided for herein**

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- <sup>1</sup> 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 EFA shall be ruled upon by the Electoral Committee, whose decision shall be final.
  - <sup>2</sup> 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 Electoral Committee, whose decision shall be final.
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**Article 22 Enforcement**

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This Electoral Code was adopted by the Extraordinary General Assembly in Ezulwini on 22<sup>nd</sup> June 2025 and comes into force on the same 22<sup>nd</sup> June 2025.

Ezulwini, 22<sup>nd</sup> June 2025

For Eswatini Football Association

Peter SIMELANE  
President

Frederick MNGOMEZULU  
General Secretary

## Article 1 Scope of Applicability

1. 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.
2. 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 Electoral 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

1. 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.
2. To comply fully at all times with the statutes, regulations, directives and decisions of FIFA, CAF, COSAFA, and the EFA.
3. 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.
4. 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;

1. 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.
2. Refrain from any activity or behaviour or any attempted activity or behaviour that might give rise to the appearance or suspicion of improper conduct.
3. 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.
4. Duty to cooperate – Persons bound by these Guidelines shall assist and cooperate truthfully, fully and in good faith with the Electoral Committees 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 Electoral Committees' 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 Electoral Committees deems it to be necessary.
5. Persons bound by these Guidelines who are required to cooperate with the Electoral Committees 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 Electoral Committees.

6. Shall not take any action actually or apparently intended to obstruct, evade, prevent, or otherwise interfere with any actual or potential Electoral Committees proceedings.
7. In connection with any actual or potential Electoral Committees 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.
8. 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 Electoral Committees.

## Article 5 Specific Prohibitions

Persons bound by these guidelines;

1. 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.
2. Discrimination and defamation
  - a. 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.
  - b. 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.
3. Protection of physical and mental integrity
  - a. Shall protect, respect and safeguard the integrity and personal dignity of others.
  - b. Shall not use offensive gestures and language in order to insult someone in any way or to incite others to hatred or violence.
  - c. 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.
  - d. Threats, the promise of advantages, coercion and all forms of sexual abuse, harassment and exploitation are particularly prohibited.
4. Forgery and falsification

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.

## 5. Abuse of position

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.

## 6. Bribery and corruption

- a. 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.
- b. 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.
- c. Shall refrain from any activity or behaviour that might give rise to the appearance or suspicion of a breach of this article.
- d. Persons shall refrain from soliciting votes or undertaking any propaganda for or against any candidate.
- e. 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:

### 1. Integrity and ethical behaviour

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.

### 2. Respect and dignity

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

### 3. Fair play

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

### 4. Avoidance of conflicts of interest

- a. 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.
- b. 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.

### 5. Zero tolerance of bribery and corruption

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 all the elected positions in the Executive Committee; however same shall only be conducted in accordance with the schedule issued by the Electoral Campaign Guideline or Electoral Committees, and to that end, any other form of campaigns not sanctioned by the Electoral Committees or Guideline to the Election Campaigns is strictly prohibited.

1. Campaign Process
  - a. The Electoral Code and Campaign Guideline note that this is very crucial in providing and shaping the direction of local football, hence the allowance / conducting of campaigns particularly for all nominees of the elected positions in the Executive Committee.
  - b. The Electoral Code and Campaign Guideline note that, de facto, it is appreciated that there is serious lobbying, albeit behind the scenes. The Electoral Code and Campaign Guideline through the Electoral Committees have been called to ensure an electoral process that is open and transparent, a position which has persuaded the conclusion to allow a 'structured' campaign.
2. The campaign program
  - a. The Electoral Committee shall convene a one (01) day Press Conference specifically for campaign whereat all nominees of the elected positions in the Executive Committee shall be afforded a certain amount of time to tell the world what they will do for football under the positions nominated for.
  - b. The Media, as an important stakeholder, is herewith humbly invited to cover this exercise; and to mention that they (media) will be afforded time to ask some questions to each nominee.
  - c. Full details of the campaign program is stated hereunder;
    - i. President nominees – 15 minutes (i.e. 10 minutes speech and 5 minutes questions)
    - ii. Vice-presidents nominees – 10 minutes (i.e. 5 minutes speech and 5 minutes questions)
    - iii. Executive Committee members nominees - (i.e. 5 minutes speech and 5 minutes questions)
3. All EFA delegates or Members associations delegates, where election is done for EFA membership are cordially invited to attend this very important exercise, with the maximum number of delegates, as per the applicable provisions of the statutes allowed. The Electoral Committee will communicate the date, venue and time of campaigns.
4. Other than through the above structured format, any other form of campaigns (for all positions) is strictly prohibited, whether those acts are done directly by the nominees or indirectly by their purported agents.

## Article 9 Enforcement

The Guidelines regulating the election campaigns were adopted by the Extraordinary General Assembly in Ezulwini on 22<sup>nd</sup> June 2025 and comes into force on the same 22<sup>nd</sup> June 2025.

Ezulwini, 22<sup>nd</sup> June 2025

For Eswatini Football Association

Peter SIMELANE  
President

Frederick MNGOMEZULU  
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