



World Players Association
#WorldPlayersUnited

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RULES OF THE

WORLD PLAYERS ASSOCIATION

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1 Establishment, Name and Membership

1. This autonomous sector of player and athlete associations within UNI Global Union (**Sector**) shall be known as the World Players Association (**World Players**).
2. World Players will comprise a diverse base of affiliates, including world player and athlete associations, and, in their absence, regional, national and individual player and athlete associations. The Executive Committee may, subject to ratification by the World Assembly, set out in a protocol further terms to those set out in these Rules regarding eligibility and the rights and obligations of affiliation to World Players (**Affiliation Protocol**). The Affiliation Protocol as in force from time to time shall form part of and be annexed to these Rules.
3. The work of World Players shall respect the competence and jurisdiction of existing world, regional, national and individual player and athlete associations.
4. Where a world association of player or athlete associations exists in a particular sport and is an affiliate of World Players in good standing, it will, subject to the Affiliation Protocol, exclusively represent its members in the Sector.
5. Where a regional, national or individual player or athlete association exists and is an affiliate of World Players in good standing, it will, subject to the Affiliation Protocol, represent its members in the Sector.
6. For the purposes of representation in the Sector, where individual player and athlete associations are members of more than one affiliate such as a world, regional, or national association, membership of the world association will take precedence and voting rights and affiliation dues will be adjusted accordingly to avoid double voting and payment.
7. All affiliates must be demonstrably democratic, independent, legally constituted and free of employer, government, league or federation control.
8. The type of employment of the players and athletes represented by affiliates will have no significance for the purposes of these Rules, whether the persons organized have the legal status of employees, independent or other, nor whether their employment is formal or informal according to the laws or customs involved.
9. Affiliations to World Players will occur with the consultation and approval of the Executive Committee.
10. Maintaining good standing status as an affiliate is defined in Article 4 and, without limitation, requires an affiliate to be in compliance with any requirements of the UNI Global Union, the World Assembly and the Executive Committee under Articles 4.1 and 4.4.

2 Objectives

The objectives of the World Players Association are:

1. to serve as a global platform for world and, in their absence, regional, national and individual player and athlete associations throughout the world;
2. to ensure that the independent voice of player and athlete associations is recognized and respected in the governance of sport;
3. to defend the rights of players and athletes by encouraging the growth and development of player and athlete associations. International human rights standards including freedom of association and the right to organise and collectively bargain, and, if necessary, to strike, must be fully established for all in the Sector;
4. to support the adoption of international instruments and better national laws aimed at the robust protection of players' and athletes' rights as workers and citizens;
5. to co-ordinate and encourage the growth and development of world, regional, national and individual associations of player and athlete associations;
6. to identify and secure external funding to assist in achieving these objectives;
7. to ensure that the health and safety of players and athletes are always the primary considerations in rule making and policy formation, to protect players and athletes against occupational illnesses and hazards and to encourage the improvement of occupational health, including mental health and social wellbeing;
8. to identify with and support the objectives of the trade union movement and civil society, including peace, the respect, protection and fulfilment of human rights and fundamental freedoms including international labour standards by employers and multinational companies in connection with the Sector, decent work for all, equitable remuneration, social justice, equal opportunity, freedom of expression and development of environmental policies;
9. to oppose all forms of discrimination including on the basis of race, gender, sexual orientation, disability, age, culture and religion; and
10. to encourage co-operation between all trade unions and non-governmental organizations in connection with the Sector, with full respect for various professional interests, and to serve as a link with other trade organizations outside the Sector to foster the greatest solidarity possible on all matters where interests coincide.

3 Methods

The methods of the World Players Association include:

1. promoting the exchange of best practices between affiliates;
2. establishing and promoting campaigns on priority issues of common concern approved by the World Assembly or the Executive Committee;
3. facilitating and improving the effectiveness of common action and communication between affiliates;
4. collectively representing the interests of players and athletes before international and intergovernmental bodies, national and international employer groups and the public in general;
5. providing support to assist the development of affiliates through such means as technical assistance and professional and trade union training, as well as solidarity initiatives where required;
6. gathering information and carrying out studies which are of value to affiliates in the Sector including the publication and dissemination of such studies;
7. organizing meetings, seminars and conferences based around common priorities approved by the World Assembly or the Executive Committee;
8. only taking action on a matter where World Players has been given a mandate by the affiliates under these Rules that respects the competence and jurisdiction of existing world, regional, national and individual player and athlete associations; and
9. subject to Article 3.8, employing any other methods necessary or incidental to the furtherance of the objectives of World Players.

4 Affiliation, Affiliation Fees and Finances

1. Affiliation fees for the affiliates to World Players will be the same as set for all UNI Global Union member organizations by the UNI Global Union World Congress.
2. Affiliates shall pay affiliation fees to the UNI Global Union under Article 4.1 during the first quarter of the year.
3. The general finances of World Players, as with other UNI sectors, will be budgeted within the general UNI Global Union budget with its own budget line and subject to an internal and external audit.
4. Affiliates shall make or cause to have made additional contributions to a fund to support the activities of the Sector on the terms and in the time and manner prescribed by the Executive Committee in accordance with these Rules (***World Players Fund***).
5. An affiliate may resign by giving written notice to the Executive Director. Resignation can only take effect at the end of a calendar year, until which time the affiliate seeking to resign must fulfil the full obligations of affiliation including under Articles 4.1 and 4.4.

5 The World Assembly

1. The supreme authority of World Players is the World Assembly.
2. A World Assembly shall be called every four years. Affiliates shall be notified of the date of the World Assembly at least six months in advance, and of place and agenda at least three months in advance.
3. The President and Vice-Presidents will serve as officers of the World Assembly. They shall appoint:
 - a) a Standing Orders Committee, whose function is to interpret these Rules and rule on procedural questions that may arise;
 - b) a Credentials Committee, whose duty will be to oversee and approve the affiliation and voting lists; and
 - c) a Resolutions Committee, whose function is to draft and/or amend motions proposed for approval at the World Assembly.
4. The agenda of the World Assembly will include the following subjects:
 - a) approval of the agenda and standing orders;
 - b) report of the Credentials Committee;
 - c) report of the Executive Director on activities for the period since the previous World Assembly;
 - d) consideration and approval of the financial report;
 - e) report of the Resolutions Committee;
 - f) ratification of the Affiliation Protocol and any amendments to the Affiliation Protocol approved by the Executive Committee since the previous World Assembly;
 - g) constitution of the Executive Committee:
 - i) announcement of appointments to the Executive Committee by world associations of player or athlete associations; and
 - ii) election of Executive Committee members from affiliates not represented by a world association of player or athlete associations;
 - h) ratification of the election of the President, Vice-Presidents and any Executive Committee members under Article 6.16 by the Executive Committee; and
 - i) any other matter of which notice is given in accordance with these Rules, including any motion to alter or amend these Rules.
5. Proposals for the agenda and motions from affiliates must be sent to the Executive Director in writing not later than six weeks before the date of the World Assembly. Emergency motions other than those proposing will be admitted to the agenda only with the authority of the Standing Orders Committee.
6. Regular motions and proposals by the Executive Committee, the Executive Director or an affiliate will be sent to all affiliates not later than four weeks before the date of the World Assembly.
7. Proposed amendments to motions submitted by affiliates must be submitted in writing to the Executive Director not later than three weeks before the date of the World Assembly. They shall be sent to all affiliates, together with reports for discussion at the World Assembly, not later than two weeks before the date of the World Assembly.
8. The number of delegates each affiliate shall be entitled to send to the World Assembly shall be determined by its paid-up membership as follows:
 - Up to and including 1 000 members: 1 delegate
 - Up to and including 2 000 members: 2 delegates

- Up to and including 4 000 members: 3 delegates
 - Up to and including 5 000 members: 4 delegates
 - Up to and including 6 000 members: 5 delegates
 - Up to and including 8 000 members: 6 delegates
 - Up to and including 10 000 members: 7 delegates
 - Up to and including 12 000 members: 8 delegates
 - Up to and including 14 000 members: 9 delegates
 - Up to and including 16 000 members: 10 delegates
 - Up to and including 18 000 members: 11 delegates
 - Up to and including 20 000 members: 12 delegates
 - Up to and including 25 000 members: 13 delegates
 - Up to and including 30 000 members: 14 delegates
 - Up to and including 40 000 members: 15 delegates
 - For every additional 20 000 members or fraction thereof: 1 additional delegate.
9. Each delegate shall be entitled to one vote. Affiliates represented by fewer delegates than they are entitled to send shall nevertheless be entitled to exercise their full voting strength through their one or more delegates which are present. Proxy votes may not be given by one affiliate to another.
 10. To be represented with full voting rights at the World Assembly, affiliates must be in good standing.
 11. The Executive Committee members shall participate in the World Assembly and, when sent as delegates by their affiliates, have full voting rights.
 12. Each affiliate shall be entitled to send observers to the World Assembly who shall not have the right to vote.
 13. The travelling and subsistence expenses of delegates and observers shall be the responsibility of the affiliate concerned.
 14. Affiliates shall submit the numbers, and where possible, the names of their delegates and observers nominated in accordance with Articles 5.8 and 5.12 to the Executive Director not later than six weeks before the date of the World Assembly.
 15. When a vote is taken, unless otherwise indicated in these Rules, decisions shall be by simple majority.
 16. Voting shall normally be by show of hands. The President is empowered to accept a motion for a card vote, whereby the delegation of every affiliate casts a vote according to the number of paid-up affiliates.
 17. An extraordinary World Assembly may be convened at any time by a two-thirds vote of the Executive Committee.
 18. An extraordinary World Assembly may also be convened at the request in writing of affiliates representing in total not less than 25% of the affiliates to World Players in good standing. Such a request shall indicate the items to be discussed by the extraordinary World Assembly.
 19. An extraordinary World Assembly shall take place within three months from the receipt of such a request. It shall be governed by the regulations applying to an ordinary World Assembly.

6 The Executive Committee

1. Subject to Articles 6.15, 6.16 and 6.17, the Executive Committee shall have a minimum number of nine members and be constituted in accordance with the Affiliation Protocol and this Article 6.
2. Each world association of player or athlete associations, in good standing, has the right to appoint such number of members to the Executive Committee depending on its declared membership, one of whom must be the president, chief executive officer or member of the board or governing body of the association:
 - 0-15,000 = 1 seat
 - 15,001-30,000 = 2 seats
 - 30,001 and above = 3 seats where the Executive Committee consists of 9 members, or 4 seats where the Executive Committee consists of more than 9 members.

The names of the appointees will be announced during the World Assembly.

3. There will always be a minimum of four seats available for affiliates in good standing that are not represented by a world association of player or athlete associations who will be elected at the World Assembly, one of which will be available for affiliates which are regional associations. Only affiliates not represented by a world association will participate in this election at the World Assembly. Members elected to the Executive Committee shall hold the position of president, chief executive officer or member of the Board of their own association.
4. For each position, besides electing a Titular Member, affiliates may also nominate an Alternate Member by notice to the Executive Director who will be kept informed of all Executive Committee actions but will normally attend meetings only in the absence of the Titular Member. If a position held by a Titular Member becomes vacant on the Executive Committee, the Alternate Member elected for that position automatically becomes the Titular Member.
5. The Executive Committee shall:
 - a) direct the affairs of World Players during the period between the meetings of the World Assembly; and
 - b) subject to these Rules and any resolution of the World Assembly passed in accordance with these Rules:
 - i) exercise all functions of World Players; and
 - ii) perform all acts and do all such things as appear to the Executive Committee to be necessary or desirable for the proper governance and management of the affairs of World Players.
6. The term of the Executive Committee will be the period of time between elections at ordinary World Assemblies.
7. Each world association of player or athlete associations represented on the Executive Committee will notify the Executive Director in writing if there is a change in its representatives during the term of the Executive Committee.
8. The Executive Committee will meet at least once per calendar year but shall seek to meet at least twice per year.
9. The Executive Committee shall have the authority to appoint from among its members as many sub-committees as it deems useful. Decisions and recommendations of these sub-committees shall have effect only when ratified by the Executive Committee.

10. The Executive Committee shall adopt and revise such standing orders for its own use, as it considers appropriate.
11. The Executive Committee shall strive to reach consensus. If consensus cannot be reached, the President is empowered to accept a motion for a vote. Each member of the Executive Committee will have one vote.
12. Decisions will be made by majority vote. In the case of a tie, the vote of the President is deciding.
13. A quorum will be considered when at least five members of the Executive Committee are present where the Executive Committee consists of nine or fewer members. Where the Executive Committee consists of ten or more members, a quorum will be considered when at least a number equal to 50% plus one of the Executive Committee are present, with any fraction counting as a whole.
14. The President will preside over meetings of the Board. In his or her absence one of the Vice-Presidents will fulfil this role.
15. If the Executive Committee elects a person as President from outside the midst of the Executive Committee:
 - a) the person so elected shall be a member of the Executive Committee as of right;
 - b) the person so elected shall have the right to vote; and
 - c) the Executive Committee shall have a minimum number of 10 members.
16. If, when the Executive Committee proposes the President and Vice Presidents under Articles 7.6 and 7.7, it is apparent that the number of women who shall serve on the Executive Committee is less than the greater of four or a number equal to 30% of the Executive Committee, with any fraction rounded to the nearest whole (***Gender Equality Threshold***), the Executive Committee shall elect such number of women who are representatives of affiliates to the Executive Committee to ensure the Gender Equality Threshold is met. Any woman so elected to the Executive Committee shall have the right to vote and will hold office, subject to these Rules, for the term of the Executive Committee.
17. If the Executive Committee fails to meet the Gender Equality Threshold under Article 6.16, the Executive Director shall convene an extraordinary World Assembly to be held within three months to conduct an election for the Executive Committee to ensure that the Gender Equality Threshold is met.

7 The President

1. The President shall preside over meetings of the World Assembly and the Executive Committee.
2. In the absence of the President, the First Vice-President shall preside over such meetings.
3. In the absence of the First Vice-President, a remaining Vice President shall preside over such meetings.
4. The President will sit on the Management Committee and the World Executive Board of UNI Global Union. The President may, with the approval of the Executive Committee, delegate this responsibility to another member of the Executive Committee or the Executive Director.
5. Should the President's office become vacant for any reason between meetings of the Executive Committee, the First Vice President shall become Acting President. At the next meeting of the Executive Committee, a new President will be elected from among its members to serve out the unexpired term of the outgoing President. Affiliates must be informed about any change in the Presidency.
6. The Executive Committee shall propose a single person to be appointed President. The proposal shall be submitted to the vote of the World Assembly for ratification. In order for the appointment to take effect, the proposal must be carried by an absolute majority of votes cast in accordance with Articles 5.8 to 5.11.
7. The First Vice President and Vice President will be elected by the Executive Committee from out of their midst. If none of the President, First Vice President and Vice President are women, the Executive Committee will elect a further Vice President from out of their midst who must be a woman.
8. The President and Vice Presidents shall hold office for the term of the Executive Committee under Article 6.6.

8 The Executive Director

1. The Head of Department of the Sector shall be the Executive Director. He or she shall be appointed by the General Secretary of UNI Global Union, in consultation and with the approval of the Executive Committee.
2. The Executive Director shall report to the Executive Committee and be responsible for the management of the affairs of World Players, according to the policies established by the appropriate organs of World Players.
3. The Executive Director shall be responsible for the general management, execution and administration of the Sector, its meetings and projects, in accordance with the policies adopted by World Players.
4. The Executive Director shall submit annual reports to the Executive Committee and quadrennial reports to the World Assembly.

9 Working Groups or Alliances

1. The Executive Committee has the authority to establish working groups or alliances in order to better represent the variety of sports and groupings among affiliates.
2. The Executive Committee will be informed of all policies and activities of any working group or alliance. The President and Executive Director are ex officio members of any such groups established.

10 Dissolution of World Players

1. World Players can be dissolved only by a two-thirds majority vote of the World Assembly on a motion of dissolution submitted in conformity with Article 5.5.
2. In the event that World Players is dissolved, affiliates may submit a separate notice in writing of intention to resign under Article 4.5.
3. In the event World Players is dissolved, any funds remaining in the World Players Fund under Article 4.4 will be returned to contributors in proportion with contributions made by them after all outstanding obligations of the World Players Fund have been met.

11 General Dispositions

1. **Qualifications of Officers:** To be eligible to be elected or appointed to an office or position in the Executive Committee or any other body of World Players, a person must hold an office with an affiliate or a member of an affiliate. This does not apply to the election or appointment of any person as the Executive Director, or other staff recruited to work at the secretariat, or regional advisers.
2. **Vacancies in Positions:** In case of a vacancy in an office or a position, if not provided for in these Rules, the Executive Committee shall name a replacement from among representatives of affiliates.
3. **Recall of Officers:** Affiliates wishing to recall their representatives from their positions in World Players are entitled to do so at any time. Such decisions must be notified in writing to the Executive Director. This shall be sufficient cause for the office to be declared vacant.
4. The UNI Global Union General Secretary shall have the right to attend or name his or her representative to attend any meeting at any level of World Players.
5. The Executive Committee shall select the members of World Players to sit on the UNI Global Union World Executive Board. The President shall, subject to Article 7.4, be one of these.
6. Subject to Article 1.2, these Rules may not be altered or amended except by a two-thirds majority vote of the World Assembly at which notice of the resolution proposing to alter or amend these Rules is given in accordance with Article 5.2 or Articles 5.17, 5.18 and 5.19.
7. In these Rules, unless the contrary intention appears or the context otherwise requires:
 - a) a capitalized reference to an organ, officer or agent of World Players has the meaning given in and used throughout these Rules;
 - b) “affiliate” means a world, regional, national or individual player or athlete association that has been made an affiliate by the Executive Committee in accordance with these Rules, and “affiliated” and “affiliation” have corresponding meanings;
 - c) “association” includes any association, organization or trade union of players and athletes;
 - d) “member” means an athlete or a player that is a member of an player or athlete association that is an affiliate or a member of an affiliate;
 - e) a “world” association is representative of players’ and athletes’ associations in a single sport at the global, regional and national levels;
 - f) a “regional” association is representative of players and athletes across sports within a continental or defined region;
 - g) a “national” association is representative of players and athletes across sports within a country;
 - h) an “individual” player or athlete association is representative of the players and athletes within the one sport or related body of sports and within the one country, league or sporting association; and
 - i) if there is any inconsistency between a provision of the Affiliation Protocol and a provision of the remainder of these Rules, the provision of the Affiliation Protocol prevails to the extent of that inconsistency.
8. Subject to Article 5.3(a), any matter not provided for in these Rules shall be determined by the Executive Committee.

Adoption and Alterations of these Rules

These Rules were formally adopted by the World Steering Group of the Sector held in Washington D.C., United States from 25 – 27 March 2013. The World Steering Group was established in Nyon, Switzerland on 15 November 2011 by all prospective affiliates of the Sector and met for the first time in Nyon from 8 – 10 March 2012.

In accordance with its mandate, the World Steering Group acted as a provisional governing board and supervised the development of an autonomous sector of professional player and athlete associations within the UNI Global Union in accordance with article 18 of the Statutes of the UNI Global Union. In particular, these Rules are recognised by the UNI Global Union in accordance with article 18.2 of the Statutes of the UNI Global Union.

These Rules were followed by the inaugural World Assembly of the Sector held in Cape Town, South Africa, from 5 – 7 December 2014.

These Rules were altered by resolution of the second World Assembly of the Sector held in Hoofddorp, The Netherlands on 2 December 2016 when, among other changes, the Sector's name was changed from UNI World Athletes to the World Players Association. These Rules were further altered at the third World Assembly of the Sector on 11 December 2018 to ensure a minimum standard of gender equality in the composition of the Executive Committee and to make further provision regarding eligibility and the rights and obligations of affiliation.

Theo van Seggelen
Vice President (Chair, 3rd World Assembly)
World Players Association

Brendan Schwab
Executive Director
World Players Association

Paris, France

11 December 2018

Annexure – Affiliation Protocol

1. The Executive Committee will consider each application for affiliation, and allocate each affiliate, to one of four tiers (**Tiers**) based on whether the applicant or affiliate, as the case may be:
 - a) is legally established as a member based collective or labour organisation of players and athletes;
 - b) is independent, representative of, and accountable to, players and athletes;
 - c) has as its primary duty to represent and act in the best interests of players and athletes collectively;
 - d) has a demonstrated and influential track record in acting in the best interests of players and athletes;
 - e) has a track record in reaching collective agreements and supporting players and athletes; and
 - f) is financially independent, and has the capacity to contribute to meetings and activities of World Players and make the prescribed contributions to UNI Global Union and the World Players Fund.

2. An applicant or affiliate must, on the reasonable request of the Executive Committee or the Executive Director:
 - a) provide the Executive Director with such documentation to satisfy the Executive Committee that the applicant or affiliate (as the case may be) satisfies the requirements of these Rules to be an affiliate including Article 1.7 and the criteria set out in paragraph 1 of this Affiliation Protocol; and
 - b) be a signatory to the Universal Declaration of Player Rights as adopted by the Executive Committee on 13 December 2017 and executed by affiliates to World Players on 14 December 2017.

3. An applicant or affiliate which meets the criteria set out in paragraphs 1(a) to 1(f) of this Affiliation Protocol will be allocated, subject to its financial means, as a partner affiliate (**Tier 1**) or a full affiliate (**Tier 2**).

4. An applicant or affiliate which is in the process of meeting the criteria set out in paragraphs 1(a) to 1(f) of this Affiliation Protocol may, in the absolute discretion of the Executive Committee, be allocated as a candidate affiliate (**Tier 3**).

5. An applicant or affiliate which may not fully meet criteria 1(a) to 1(c) may, in the absolute discretion of the Executive Committee, be considered as an associate affiliate and allocated accordingly (**Tier 4**).

6. The Tiers, contributions and associated rights and obligations of affiliation to World Players are set out in the following table:

Tier	Affiliate	Contributions to UNI Global Union and the World Players Fund *	Executive Committee	World Assembly	Right to participate in other activities
1.	Partner Affiliate	CHF50,000 – 100,000 p.a. including UNI Global Union contributions	Right to nominate	Right to attend	Yes

2(a)	Full Affiliate – World	UNI Global Union contributions + minimum CHF5,000	Right to nominate	Right to attend	Yes
2(b)	Full Affiliate – Regional, National or Individual	UNI Global Union contributions + minimum CHF5,000	Eligible for election	Right to attend	Yes
3.	Candidate Affiliate	UNI Global Union contributions only	Not eligible for election	Right to attend (non-voting)	Yes
4.	Associate Affiliate	UNI Global Union contributions only	Not eligible for election	On invitation (non-voting)	On invitation

* Note: Contributions indexed by 2.5% effective 1 January 2018.