

# Postgraduate Certificate Labor Regime of Professional Athletes

Endorsed by the NBA





## Postgraduate Certificate Labor Regime of Professional Athletes

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/pk/sports-science/postgraduate-certificate/labor-regime-professional-athletes](http://www.techtute.com/pk/sports-science/postgraduate-certificate/labor-regime-professional-athletes)

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# 01

# Introduction

The legal status of the professional athlete entails some specificities due to its consideration as a special employment relationship. This has a significant relevance in contractual matters or in the application of labor and tax laws, so it is essential for the sports professional to have an in-depth knowledge of its labor regime. This will be achieved thanks to the high level of preparation provided by this program, through which you will address the sources of regulation, the differences with the amateur athlete or the determination of their rights and duties. Undoubtedly, a valuable specialization to master a key legal framework in sport that you will develop completely online.





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*A Postgraduate Certificate that deals with the most important aspects of the employment relationship of sportsmen and sportswomen, with an in-depth study of the temporary nature of their contracts"*

There are a number of factors that place the athlete's legal regime in a unique context. Some of them are the interaction between individual and collective contracts, the temporary nature of these, the appearance of figures such as assignments to other entities or the specificities of his work as an athlete. Together they make up their special employment relationship, which requires an in-depth study to avoid conflicts with the clubs and ensure that the athlete performs his or her activity smoothly.

For this reason, TECH considers this program to be of great interest to sports professionals, as it will provide them with a global preparation in this area that will be decisive when it comes to asserting their rights and considering their obligations to the sports entity. In this regard, they will analyze key aspects such as the regulation of working time, salary, management power and disciplinary authority, transfers and occupational risk prevention. Likewise, they will go through the different modifications of the employment relationship, as well as the consequences that the transfer of the club or entity has on the athlete.

Thanks to this specialization, the Sports Science professional will have everything they need to develop in an area of great interest. Accompanied on the academic path by prestigious teachers and through a modern Online Campus, students will have a wide range of multimedia resources to consult from the very beginning.

This **Postgraduate Certificate in Labor Regime of the Professional Athletes** contains the most complete and updated scientific program in the market. Its most outstanding features are:

- ♦ The development of case studies presented by experts on the labor regime of professional athletes
- ♦ The graphic, schematic and eminently practical contents of the program provide legal and practical information on those disciplines that are essential for professional practice
- ♦ Practical exercises where the self-assessment process can be carried out to improve learning
- ♦ Its special emphasis on innovative methodologies
- ♦ Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- ♦ Content that is accessible from any fixed or portable device with an Internet connection



*You will have everything you need to look after your rights in sport and advise other athletes"*

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*You will compare the legal regime of the elite athlete with that of the amateur, analyzing volunteering as a non-labor form of providing services for non-profit sports entities”*

The program’s teaching staff includes professionals from the sector who contribute their work experience to this program, as well as renowned specialists from leading societies and prestigious universities.

Its multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive education programmed to learn in real situations.

The design of this program focuses on Problem-Based Learning, by means of which the professional must try to solve the different professional practice situations that are presented throughout the academic course. For this purpose, the student will be assisted by an innovative interactive video system created by renowned experts.

*Take the next step in your career with this program and delimit the athlete's employment contract with respect to other related figures.*

*With this program you will deepen your knowledge of the Sports Law regulations applicable to the employment relationship of professional athletes, making a difference in this area.*





# 02 Objectives

The specificities of the Legal Regime of Sports Entities have been extensively considered with TECH in the design of this program. Because of this, its objectives revolve around the successful acquisition of student competencies to ensure their mastery of all the details of the figure of the elite sports professional. Always, of course, through an integral vision. In fact, the program provides the latest developments in the field, so the specialization will prepare students for any challenge they may face in this field.





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*Fulfilling the objectives of the program you will examine the various ways of terminating the athlete's employment contract, with emphasis on the most important ones”*



## General Objectives

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- Update legal knowledge on the commercial aspects of sports law
- Delve into in the main commercial contracts related to sports
- Consolidate knowledge on the employment relationship of the professional team athlete
- Identify the characteristics of taxation from the double perspective of the legal entity and the individual
- Analyze the application of criminal law in the field of sports
- Examine the concept of Sports Justice and its performance in the sports field
- Update legal knowledge on the management of the assets of professional athletes



*The perfect opportunity to identify existing collective bargaining agreements in the field of professional sports, evaluating their application"*





## Specific Objectives

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- ♦ Identify the sources of the special employment relationship of professional athletes
- ♦ Distinguish the employment contract of the professional athlete from other related figures
- ♦ Analyze the notes on the employment relationship of a professional athlete
- ♦ Determine the legal regime for volunteering in the field of sports
- ♦ Examine the employment contract and contractual modalities, as well as the mandatory content of the contract for professional sportsmen and women
- ♦ Specify aspects of the employment relationship such as preliminary agreements, the promise of contract and the possibility of formalizing the contract with a probationary period
- ♦ Develop the peculiarities of the employment relationship of the athlete in terms of working time and salary
- ♦ Identify basic aspects of the evolution and development of the labor relationship that are specific to professional sports: temporary assignments, transfers, training rights, etc
- ♦ Compile the content of the employment relationship, specifying the rights and duties of athletes; in particular, the duty of care, image rights, freedom of expression or the right to effective occupation
- ♦ Analyze collective rights linked to the athlete's employment relationship, such as representation rights, the right to strike and collective bargaining rights
- ♦ Identify existing collective bargaining agreements in the field of professional sports and evaluate their content
- ♦ Examine the possibilities of modifying working conditions
- ♦ Analyze other events such as the transfer of the sports entity and the mobility of the athlete
- ♦ Present the forms of termination of the professional athlete's employment contract and to analyze the most important ones



03

# Course Management

Public law plays an important role in the legal regime of these professionals, which is why TECH has chosen expert teachers in this field to teach the degree. In this line, the professors have an outstanding research career in which they have analyzed the labor nature of the special relationship of athletes, as well as the indemnified termination of their contracts. Likewise, the teaching staff will remain at the student's complete disposal for any questions through the Online Campus.







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*A teaching team of specialists in Public Law who have analyzed in depth the special employment relationship of sportsmen and women and the termination of their contracts will be at your complete disposal"*

## Management



### Dr. Rosa Fraile Fernández

- Expert researcher in financial and tax law
- Professor of Financial and Tax Law at the Rey Juan Carlos University
- Professor of Advanced Taxation of Legal Entities at UNIR
- President of the scientific committee of the Sport and Compliance Congress of the University of Malaga.
- Dr. in Law from Rey Juan Carlos University
- Master's Degree in Business Law and International Litigation from Rey Juan Carlos University
- Law Degree from the Rey Juan Carlos University
- Degree in Business Administration and Management from the Rey Juan Carlos Universidad
- Chairman of the scientific committee of the Congress on Sport and Compliance at the University of Malaga and of the Congress on Taxation and Sport at the University of Alcalá.
- Member of: Research and Sports Network of the Consejo Superior de Deportes, Research Team in Competitive Concurrence Research Projects



## Professors

### Dr. María Luisa Pérez Guerrero

- ◆ Researcher and Professor of Public and Labor Law
- ◆ Researcher and Director of the Department of Public and Labor Law of the University of Huelva
- ◆ Dr. in Law from the University of Huelva
- ◆ Law Degree from the University of Huelva
- ◆ Expert in Community Law from the University of Huelva
- ◆ Expert in European Social Security from the University of Roskilde

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*A unique, key, and decisive educational experience to boost your professional development”*

# 04

## Structure and Content

Over the course of six weeks and with 150 hours of high quality educational content, the student will have a truly dynamic academic experience thanks to the confluence of multiple multimedia resources. In this sense, master classes or case studies are combined with videos or interactive diagrams to give shape to a methodology known as Relearning. Thanks to this method, students will more easily assimilate the concepts taught by teachers through reiteration.





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*This syllabus will provide you with all the essentials and more about the salary conditions of sportsmen and women, examining their structure or the extra salary payments that correspond to these professionals”*

## Module 1. Labor Law Regime of Professional and Amateur Sportsmen and Sportswomen

- 1.1. The employment relationship of professional athletes
  - 1.1.1. Background: the process of laborization of professional sportsmen and women
  - 1.1.2. The legal regime applicable to the employment relationship of professional athletes: sources of its regulation
  - 1.1.3. Sports law regulations applicable to the employment relationship of professional athletes
  - 1.1.4. Exclusions
- 1.2. The professional athlete. Differences with non-professional or amateur sports
  - 1.2.1. Professional vs non-professional (amateur) athlete
  - 1.2.2. Notes on the employment relationship of the professional athlete
  - 1.2.3. Volunteering as a non-labor form of providing services for non-profit sports organizations
  - 1.2.4. Peculiarities of the e-Sports employment relationship
- 1.3. The employment contract of professional athletes
  - 1.3.1. The subjects of the employment relationship in professional sports
  - 1.3.2. The delimitation of the employment contract from other related concepts
  - 1.3.3. The ability to be contracted by a club or sporting entity
    - 1.3.3.1. The age of the professional athlete
    - 1.3.3.2. Nationality
  - 1.3.4. The capacity to contract as a professional athlete
    - 1.3.4.1. Working age
    - 1.3.4.2. The federative license
  - 1.3.5. Limits to employment contracts of sports clubs and organizations
  - 1.3.6. Preliminary agreements in the sports employment contract: the pre-contract and the promise of contract
- 1.4. Formalization of the Athletes' Employment Contract: Temporary nature and types of contracts
  - 1.4.1. The form of the employment contract of professional athletes
  - 1.4.2. Mandatory minimum content of the contract
  - 1.4.3. Temporariness as a "natural" characteristic of the employment contract of professional sportsmen and sportswomen
  - 1.4.4. Contractual modalities in the contract of the professional athletes
  - 1.4.5. Extension of the contract and retention rights
  - 1.4.6. The Probationary Period
  - 1.4.7. Compensation for termination of the contract
- 1.5. The determination of the professional athlete's employment relationship: classification and working time
  - 1.5.1. Professional classification
  - 1.5.2. Working and resting time
    - 1.5.2.1. The professional athlete's journey
    - 1.5.2.2. Weekly rest
    - 1.5.2.3. Labor Holidays
    - 1.5.2.4. Vacations for professional athletes
    - 1.5.2.5. Paid leave
  - 1.5.3. The determination of the employment relationship of the professional athlete in collective bargaining
- 1.6. The salary of the professional athlete
  - 1.6.1. The concept of salary and non-wage compensation
  - 1.6.2. The salary structure of professional athletes
  - 1.6.3. Determination of wages: amount and payment of wages
  - 1.6.4. Protecting the salaries of professional athletes
- 1.7. Rights and duties of professional athletes and their contracting entities
  - 1.7.1. The duty of care and the performance required of the professional athlete
  - 1.7.2. Fundamental rights: freedom of expression of the professional athlete
  - 1.7.3. Athletes' image rights
  - 1.7.4. The right to effective occupancy
  - 1.7.5. Athletes' collective rights: collective representation rights, the right to strike and collective bargaining
  - 1.7.6. Other rights and duties of athletes
  - 1.7.7. The protection of the labor rights of professional athletes
  - 1.7.8. Occupational health protection for professional athletes

- 1.8. Vicissitudes of the employment relationship of professional sportsmen and women
  - 1.8.1. Functional Mobility
  - 1.8.2. Changes in working conditions
  - 1.8.3. International mobility of professional athletes and the applicable legal regime
  - 1.8.4. Suspension of the employment relationship
  - 1.8.5. Temporary assignment of the athlete
  - 1.8.6. The transfer of the club or sporting entity
- 1.9. Disciplinary regime and dismissal of the professional athlete
  - 1.9.1. Disciplinary regime for professional athletes
  - 1.9.2. Dismissal of professional athletes
  - 1.9.3. Protection against dismissal for professional athletes
- 1.10. Termination of the employment relationship of the professional athlete
  - 1.10.1. Causes of extinction: general enumeration of causes
  - 1.10.2. Causes attributable to the professional athlete
  - 1.10.3. Causes attributable to the club or sporting entity
  - 1.10.4. Termination of the employment relationship at the will of the professional athlete

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*In order to provide the most comprehensive perspective possible on the employment regime of sports professionals, the agenda incorporates the case of e-sports athletes”*





# 05 Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning**.

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.







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*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

### Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

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*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"*



*You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.*



*The student will learn to solve complex situations in real business environments through collaborative activities and real cases.*

### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

“*Our program prepares you to face new challenges in uncertain environments and achieve success in your career”*

The case method is the most widely used learning system in the best faculties in the world. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines 8 different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*In 2019, we obtained the best learning results of all online universities in the world.*

At TECH, you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.





In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology, we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



#### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



#### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



#### Practising Skills and Abilities

They will carry out activities to develop specific competencies and skills in each thematic area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.



#### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





#### Case Studies

Students will complete a selection of the best case studies chosen specifically for this situation. Cases that are presented, analyzed, and supervised by the best specialists in the world.



#### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



#### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



# 06 Certificate

The Postgraduate Certificate in Labor Regime of Professional Athletes guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.







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*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This **Postgraduate Certificate in Labor Regime of Professional Athletes** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery\*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Certificate in Labor Regime of Professional Athletes**

Official N° of Hours: **150 h.**

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\*Apostille Convention. In the event that the student wishes to have their paper certificate issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.

future  
health confidence people  
education information tutors  
guarantee accreditation teaching  
institutions technology learning  
community commitment  
personalized service innovation  
knowledge present  
development languages  
virtual classroom



**Postgraduate Certificate**  
Labor Regime of  
Professional Athletes

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