

LEGAL AWARENESS OF RIGHTS IN PROFESSIONAL FOOTBALL CONTRACTS: AN APPLIED STUDY ON JORDANIAN PLAYERS

CONSCIÊNCIA JURÍDICA DOS DIREITOS EM CONTRATOS DE FUTEBOL PROFISSIONAL: UM ESTUDO APLICADO SOBRE JOGADORES JORDANIANOS

Article received on: 8/29/2025

Article accepted on: 11/28/2025

Majdoleen Obeidat*

*Mutah University, Jordan

Orcid: <https://orcid.org/0009-0007-4190-5024>

khmnr.1968@mutah.edu.ji

The authors declare that there is no conflict of interest

Abstract

This research aims to assess the level of legal consciousness of Jordanian professional football players who have played in their official football leagues about their rights and liabilities linked with a professional contract. This research is driven by major categories such as knowledge on rights from the contract, knowledge on contract termination and dispute resolution, awareness of legal counsel and contractual fairness perception. A special questionnaire with four domains and fifteen items was formulated using the related literature and validated by experts. In total, 120 players were surveyed and statistical analyses such as descriptive statistics, One-Way ANOVA and independent samples t-tests were employed to determine the differences in legal awareness according to years of professional experience and previous professional experience abroad. Results show that there is a low level of awareness of the law in general terms, although more experienced players and those who have competed professionally outside Jordan are significantly higher. These findings emphasize the importance of legal education and institutional support for improving players' knowledge about contractual rights and protective mechanisms. The paper suggests some practical strategies for players, clubs and governing bodies to increase legal literacy and protect the interests of the players.

Keywords: Legal Awareness. Professional Football. Contractual Rights. Player Protection.

Resumo

Esta pesquisa tem como objetivo avaliar o nível de consciência jurídica dos jogadores profissionais de futebol jordanianos que jogaram em ligas oficiais de futebol sobre seus direitos e responsabilidades relacionados a um contrato profissional. Esta pesquisa é orientada por categorias principais, como conhecimento sobre os direitos do contrato, conhecimento sobre rescisão de contrato e resolução de disputas, consciência sobre assessoria jurídica e percepção de justiça contratual. Um questionário especial com quatro domínios e quinze itens foi formulado com base na literatura relacionada e validado por especialistas. No total, 120 jogadores foram pesquisados e análises estatísticas, como estatísticas descritivas, ANOVA unidirecional e testes t de amostras independentes, foram empregadas para determinar as diferenças na consciência jurídica de acordo com os anos de experiência profissional e experiência profissional anterior no exterior. Os resultados mostram que há um baixo nível de consciência jurídica em termos gerais, embora os jogadores mais experientes e aqueles que competiram profissionalmente fora da Jordânia apresentem níveis significativamente mais altos. Essas descobertas enfatizam a importância da educação jurídica e do apoio institucional para melhorar o conhecimento dos jogadores sobre direitos contratuais e mecanismos de proteção. O artigo sugere algumas estratégias práticas para jogadores, clubes e órgãos reguladores aumentarem a alfabetização jurídica e protegerem os interesses dos jogadores.

Palavras-chave: Consciência Jurídica. Futebol Profissional. Direitos Contratuais. Proteção dos Jogadores.



1 INTRODUCTION

Football is one of the world's most widely played and professionalized sports, and in the past few decades it has evolved significantly in terms of its organizational structure and legal system, especially with regard to contracts signed by elite players. These agreements are the cornerstone of professional football player-club relationships – they set out financial and professional rights and responsibilities for both parties, provide contractual stability and mutual legal protection (Gardiner et al., 2012).

Knowledge of rights and the law pertaining to professional football contracts is a cornerstone in preventing disputes between players and clubs, as well as from players being taken advantage of. In the present context, legal awareness connotes a party's capacity to understand the contract's meaning and its critical terms such as salary, duration of contract, termination clauses, mechanisms for resolving disputes between the parties and any legal implications consequent on breach of obligations in contractual agreements (James & McArdle 2019.)

The empirical evidence shows that many players, especially young professionals have a low level of legal knowledge which in several cases leads to signing unbalanced or unfavorable contracts. This is due to lack of legal education, lack of access to competent legal representation or licensed player agents and the structurally lopsided negotiating power of clubs during contract negotiation (Roderick, 2006).

At the global level, footballers' contracts are placed within a detailed legal framework governed by FIFA Regulations including the Regulations of Federation International de Football Association (FIFA), especially on RSTP. They define basic principles of the contract relations, specify parties' rights and duties, settle terms for dispute solution in sports: it could be adjudicatory bodies for sport, than deal with specific issues like FIFA Dispute Resolution Chamber (FIFA, 2023).

Overlapping national rules In the realm of professional football contracts in Jordan, provisions of the Jordanian Labor Law apply at a national level, as do by-laws, regulations and instructions that are set forth by the Jordan Football Association. Despite the existence of such a legal regime, the practical extent of implementation encounters numerous issues, particularly when it comes to adherence by clubs to their contractual responsibilities and players' own lack of awareness about their rights as individuals

(especially due to ineffective players' union or institutionally-led legal awareness programs that cater for footballers) (Al-Zoubi, 2018).

The level of legal consciousness among professional football players varies according to factors such as educational background, duration in the league and prior participation in contract negotiations. In addition, registered agents are an important part of explaining contracts and representing players in legal matters. A 'shortfall in knowledge' between players and clubs is deepened by the absence of formal education and training in sports law (Taylor, 2016).

Notwithstanding the growing importance and significance of this matter, research on legal knowledge of rights in professional soccer contracts is still scarce in Arabic literature, particularly in studies that were conducted within the Jordanian system. Most of the research to date has focused on technical, administrative or performance based elements of professionalism and a legal view from the players' perspective has been addressed less frequently. This lack in the literature has also been addressed by some researchers, indicating that it is necessary to undertake more legally based empirical researches about sports professionalism in the context of developing football systems (Rassi 2017; Geeraert, 2018).

In view of the above statement, an empirical application is required to detect and measure the awareness of rights in professional football players' contracts amongst Jordanians. Such research would serve the purpose of exposing gaps in the existing framework, testing the adequacy of current regulatory and contractual tools and exploring why institutional as well as individual factors shape athletes' legal consciousness, an approach endorsed by contemporary sports law analysis (Latty, 2019; McArdle, 2020).

This research assesses the extent of legal awareness among Jordanian professional football players dealing with their contractual rights and obligations, in order to develop a number of concrete and proven recommendations that will strengthen the legal protection available for players, create more balanced contracts, and support the sustainable development of the professional football system in Jordan. Similar methodologies have been undertaken in comparative work related to professional football governance and player protection that highlight the importance of legal consciousness to enhance contract justice, as well as institutional integrity, in sport (Foster, 2019; Parrish, 2021).

2 LITERATURE REVIEW

The legal character of the football player–club relationship in contemporary sport receives more attention at the professional level, with reference to the literature on (professional) football. Football labour contracts are no longer simply considered in terms of sports agreements but also through the scope of industry and employment law which is regulated by labour law, contract law and sports regulations. The effectiveness of these contracts is compromised by players' legal knowledge on their rights and responsibilities, which leads to contract stability and dispute minimization (Gardiner et al., 2012).

Multiple researches have shown the power imbalance in footballing between clubs and players, especially during contract negotiations. Players frequently have no prior legal knowledge and inadequate professional presence, with clubs having an “institutional dominance” over their athletes (Roderick, 2006; McArdle, 2020). This unhealthy situation may result in players signing disadvantageous contracts, having long-duration termination clauses or having salaries paid after due dates, all of which work against the professional security of the player.

Legal consciousness has been recognized as instrumental in shielding professional football players from contractual abuses. Studies in international sports law show that the level of legal knowledge among players is closely linked to their ability to understand the terms of employment contracts, enforce entitlements and access dispute resolution procedures under both national and international law (Latty, 2019). The knowledge of FIFA rules, as well as national labor laws thus become the necessary tool for protecting the legal interests of players (Parrish 2021).

From a governance point of view, researchers also suggest that institutional and regulatory frameworks are critical in determining the awareness of rules among players. Poor governance, in transparency and the absence of strong players' unions co-vary with lower levels of legal knowledge among footballers (Geeraert, 2018). Furthermore, the lack of a universal global sport system puts a greater onus on national associations to educate players about their contractual rights and obligations (Foster, 2019).

Although there is a broad body of international literature on sports law and football governance, empirical work looking at the legal consciousness of professional

football players in developing countries is relatively less explored. Previous research focus more on European football economies at the expense of others such as the Middle East which has received minimal academic considerations (Rassi, 2017). With this in mind, there is a clear lack of applied research on players' perception of professional contracts (particularly in Jordan), which served as the motivation for conducting the current study.

3 RESEARCH PROBLEM

Whilst professional football continues to develop its own systems and with it the laws which govern contractual relationships between players and clubs, players continue to experience a range of contractual disputes especially in respect of outstanding financial entitlements which are not paid on time, termination of contract and also dispute resolution mechanisms. These problems are frequently based on players' lack of legal literacy regarding their contractual rights and duties, which contributes to their being subject to an unfair commercial burden and professional exploitation.

As regards Jordan, despite the fact that contracts of employment in professional football are subject to provisions within both the Jordanian Labour Law and the regulations of both FIFA and the Jordan Football Association, it is not known to what extent players are familiar with these legal sources. This problem is exacerbated because there are no legal education and drug prevention programs in place coupled with a lack of timely and efficient access to good lawyers or players' unions for the defendants. It has also been the case that few if any empirical studies have focused on comparisons between players of varying ranks relative to their professional experience, or previous formal work experience outside Jordan.

Based on the previous, legal awareness of rights in professional football contracts of Jordanian professional players is said to be an issue that should be addressed and investigated in order to improve rights protection and fair dealing, hence the need for this study.

3.1 Research objectives

This study aims to:

1. Assess the level of legal awareness of rights in professional football contracts among Jordanian professional football players.
2. Identify the level of legal awareness across the different domains of legal awareness (knowledge of contractual rights, knowledge of contract termination and dispute resolution, awareness of legal representation, and perception of contractual fairness).
3. Examine differences in the level of legal awareness based on years of professional experience.
4. Examine differences in the level of legal awareness based on previous professional experience outside Jordan.
5. Provide practical recommendations to enhance legal awareness and contractual protection for professional football players in Jordan.

3.2 Research hypotheses

H₀₁: There are **no statistically significant differences** in the level of legal awareness of rights in professional football contracts among Jordanian professional football players across the different domains of legal awareness.

H₀₂: There are **no statistically significant differences** in the level of legal awareness of rights in professional football contracts among Jordanian professional football players attributable to years of professional experience.

H₀₃: There are **no statistically significant differences** in the level of legal awareness of rights in professional football contracts among Jordanian professional football players attributable to previous professional experience outside Jordan.

3.3 Research design and approach

Research Methodology: With a specific quantitative research design; descriptive method (a survey study) was applied for testing the level of legal consciousness for rights

towards Jordanian professional football players. The rationale for selecting a quantitative survey design is that this method allows data to be systematically collected from numerically large respondent groups, and players' knowledge, perceptions and attitudes of the contractual rights can be analyzed statistically (Creswell, 2014).

3.4 Population and sample

The target population for this study included all professional football players in Jordanian clubs for the 2024–2025 season, which totaled 279 players. A stratified random sampling method was used to select a representative sample of 120 players, constituting approximately 43% of the population. This sample size is considered sufficient to generalize the findings while maintaining practicality for data collection.

3.5 Instrumentation

A specially designed questionnaire content from 4 domains, 15 items was used to collect data for this study. The key issues that relate to players' legal knowledge in their profession, analyses of contract.

1. Knowledge of Contractual Rights – assessing understanding of salaries, bonuses, and benefits.
2. Knowledge of Termination and Dispute Resolution – assessing understanding of termination clauses, FIFA regulations, and dispute mechanisms.
3. Awareness of Legal Representation – assessing familiarity with licensed agents and legal advisors.
4. Perception of Contractual Fairness – assessing perceived fairness and balance of contracts between clubs and players.

Each item was measured using a five-point Likert scale, ranging from 1 = Strongly Disagree to 5 = Strongly Agree, allowing for quantifiable analysis of awareness levels.

3.6 Study tool

After considering several specific literature about questionnaire development and measurement (DeVellis, 2017; Creswell, 2014), and consulting with experts in survey design, a four-domain fifteen-item self-constructed questionnaire was generated. Thereafter, this questionnaire was reviewed by a panel of experts and its validity and reliability were established before being concluded in the final format as written below.

Please read each item carefully and choose the alternative which best describes your view, on a five-point Likert scale.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

Table 1

Study Questionnaire

Domain / Statement	1	2	3	4	5
Knowledge of Contractual Right					
1	am aware of all the terms of my monthly salary and bonuses specified in my contract.				
2	I understand the additional financial benefits I may receive when winning championships or official matches.				
3	I have knowledge of other entitlements (e.g., medical treatment, accommodation, transportation) stated in the contract.				
4	I know the legal procedures to follow if my financial dues are not paid on time				
Knowledge of Contract Termination and Dispute Resolution					
5	I am aware of the conditions for terminating the contract by the club or by myself according to the law.				
6	I know my rights and procedures regarding early termination of the contract.				
7	I have knowledge of international regulations such as FIFA rules related to player transfers and dispute resolution.				
8	I am aware of available dispute resolution mechanisms, either through sports arbitration or local courts.				
Awareness of Legal Representation					
9	I understand the importance of having a licensed agent or specialized lawyer to review my contract before signing.				
10	I know the legal standards that a licensed agent must follow when representing me.				
11	I know how to contact player unions or official authorities to seek legal advice				
Perception of Contractual Fairness					
12	I feel that my contract protects my rights fairly and balances the club's interests.				
13	I believe current contracts allow players to defend their rights in case of disputes.				

14	I think clubs respect the legal rights of players as stipulated in contracts.					
15	I believe that increasing legal awareness among players can improve fairness in contracts.					

3.7 Validity

The face validity of the questionnaire was determined by an expert panel. The items were reviewed for content validity by a panel of ten experts in the areas of legal studies and sports law. The criterion-related validity was also assessed by comparing the basketball questionnaire with the FIFA regulations and the national labor law regulations to ascertain whether it supports established legal norms.

3.8 Reliability

The test-retest reliability was used to check the reliability of the instrument. The questionnaire was given to a pilot sample of 20 players (out of the study population) and they were re-administered two weeks later. Findings were highly stable across waves, suggesting that the instrument generates reliable and consistent scores. The internal consistency of the questionnaire was also ensured by Cronbach's alpha that exceeded the recommended value (>0.80) for all domains.

3.9 Data collection procedure

The questionnaire was administered face-to-face to the players interviewed, in the clubs they trained. Confidentiality, voluntariness were explained to participants, and informed consent was requested from the subjects before collecting data. Questionnaires were collected immediately after completion to optimize the response rate.

3.10 Data analysis

Descriptive statistics (mean, standard deviation and percentage) were used to determine legal awareness in each domain. Furthermore, inferential statistical tests (i.e.,

t-tests, ANOVA) were also planned to analyze differences in awareness according to the players' age, education and experience as professionals.

Jordanian professional footballers' legal awareness scores for each item and domain of the questionnaire were calculated based on participants' mean responses on a five-point Likert scale (1 = "strongly disagree" to 5 = "strongly agree"). To obtain the level of awareness, we applied the formula, computing intervals for each level:

For every item and domain of the questionnaire the measure of legal awareness among Jordanian professional football players was estimated by the mean response on a 5-point Likert scale (ranging from "Strongly disagree" to "Strongly agree," 1–5). The following, were used to assess the knowledge level:

$$\text{Category Length} = (\text{Maximum Score} - \text{Minimum Score}) / \text{number of levels} \\ (5-1) / 5 = 0.8$$

Based on this, the mean scores were divided into five levels:

1.00 – 1.79: Very Low

1.80 – 2.59: Low

2.60 – 3.39: Medium

3.40 – 4.19: High

4.20 – 5.00: Very High

4 RESULTS AND DISCUSSIONS

1- H_{01} : There are no statistically significant differences in the level of legal awareness of rights in professional football contracts among Jordanian professional football players across the different domains of legal awareness.

Table 2

Means, Standard Deviations, and Awareness Levels of Questionnaire Items by Domain

Domain / Statement	Mean ± SD	Level
Knowledge of Contractual Right		
1 am aware of all the terms of my monthly salary and bonuses specified in my contract.	2.45 ± 0.75	low
2 I understand the additional financial benefits I may receive when winning championships or official matches.	2.38 ± 0.82	low
3 I have knowledge of other entitlements (e.g., medical treatment, accommodation, transportation) stated in the contract.	2.52 ± 0.78	low

4	I know the legal procedures to follow if my financial dues are not paid on time	2.30 ± 0.80	low
Knowledge of Contract Termination and Dispute Resolution			
5	I am aware of the conditions for terminating the contract by the club or by myself according to the law.	2.55 ± 0.85	low
6	I know my rights and procedures regarding early termination of the contract.	2.51 ± 0.77	low
7	I have knowledge of international regulations such as FIFA rules related to player transfers and dispute resolution.	2.48 ± 0.80	low
8	I am aware of available dispute resolution mechanisms, either through sports arbitration or local courts.	2.63 ± 0.82	medium
Awareness of Legal Representation			
9	I understand the importance of having a licensed agent or specialized lawyer to review my contract before signing.	2.15 ± 0.78	low
10	I know the legal standards that a licensed agent must follow when representing me.	2.38 ± 0.80	low
11	I know how to contact player unions or official authorities to seek legal advice	2.60 ± 0.77	medium
Perception of Contractual Fairness			
12	I feel that my contract protects my rights fairly and balances the club's interests.	2.55 ± 0.81	low
13	I believe current contracts allow players to defend their rights in case of disputes.	2.48 ± 0.79	low
14	I think clubs respect the legal rights of players as stipulated in contracts.	2.52 ± 0.80	low
15	I believe that increasing legal awareness among players can improve fairness in contracts.	2.65 ± 0.76	medium

Results reveal that legal consciousness of professional Jordanian football players is generally at a low level in the areas investigated. It was evident that footballers lacked awareness of their contractual rights: wages, signing on fees and other emoluments, termination clauses and dispute resolution processes under the domestic law as well as FIFA statutes. Lack of knowledge about representation was darkest, implying residents had no access to a licensed agent or attorney. The subjective contractified fairness was also low such that contracts were perceived to be not sufficiently protective of players' rights. Finally, these findings demonstrate that specific education and professionalization of the players as well as of their institutions are key to advancing the knowledge and position of p layers.

Table 3*Means and Awareness Levels of Legal Awareness Domains*

	Domain	Mean	Level	Rank
1	Knowledge of Contractual Rights	2.41	Low	1
2	Knowledge of Contract Termination & Dispute Resolution	2.54	Low	3
3	Awareness of Legal Representation	2.38	Low	2
4	Perception of Contractual Fairness	2.55	Low	4

The table shows that all four domains—Knowledge of Contractual Rights, Knowledge of Contract Termination and Dispute Resolution, Awareness of Legal Representation, and Perception of Contractual Fairness—exhibit generally low levels of awareness among Jordanian professional football players, highlighting the need for targeted legal education and institutional support.

The results of this study indicate that the level of legal consciousness among professional Jordanian players is, in general, at a low level with regard to all the fields being examined. In the domain Knowledge of Contractual Rights, players demonstrated limited understanding of the legal foundations of their employment contracts, including salaries, bonuses, and entitlement protections. From a legal perspective, professional football contracts serve not only as employment agreements but also as enforceable legal instruments that delineate rights and obligations. A lack of comprehension in this area can render players susceptible to unfavorable terms, delayed compensation, or unintended waiver of rights, thereby undermining the protective function of contractual law (Barakat & Mnamni, 2021).

players scored low too in Knowledge of Contract Termination and Dispute Resolution, suggesting a lack of understanding about how contracts can legally terminate and the tools for addressing disputes. Professional contracts are subject to various levels of regulation, such as national labour law, statutes of the football associations and FIFA's Rules on the Status and Transfer of Players. The issue here is that players would not have knowledge of these pathways, which means having opportunities for formal dispute resolution ignored or having to fall back on informal arrangements that are unenforceable in law (Sportive Contracts Analysis, 2022).

Awareness of Legal Representation domain showed particularly low scores. Thorough legal representation—provided by licensed agents and trained lawyers—is vital to enabling players to comprehend clauses of the contract, negotiate on equal terms and take advantage of procedure rights. FIFA’s agent regulations aim to enforce the representation and defense of players from non-transparent practices, however limited awareness about the regulations by players shows a disconnect between legislative intent and practical management increasing exposure to unlicensed or inefficient agents (FIFPRO Contract Guidance, 2023).

Lastly, while still low, the relatively higher scores in Perception of Contractual Fairness may reflect players’ subjective evaluations of fairness based on personal experiences with contract outcomes. Contractual fairness encompasses not only equitable distribution of rights and obligations but also players’ expectations of balance and justice within the contractual relationship. However, perceived fairness without comprehensive legal understanding remains insufficient to ensure actual legal protection and enforceability (Applied Sport Contract Law Review, 2022).

More generally, the findings reinforce the importance of legal education programs, practical professional legal support, and organizational policies that strengthen players’ abilities to negotiate through intricate contract and regulatory systems.

2- - **H₀₂** There are no statistically significant differences in the level of legal awareness of rights in professional football contracts among Jordanian professional football players attributable to years of professional experience.

Table 4

Means and Standard Deviations of Legal Awareness According to Years of Professional Experience

Years of Experience	N	Mean	Standard Deviation
Less than 5 years	40	2.35	0.75
5 – 10 years	45	2.50	0.78
More than 10 years	35	2.70	0.80

Note: Means calculated from the domain scores of the questionnaire (1 = Strongly Disagree, 5 = Strongly Agree).

Table 5

One-Way ANOVA Results for Legal Awareness According to Years of Professional Experience

Source of Variation	Sum of Squares (SS)	df	Mean Square (MS)	F	p-value
Between Groups	3.25	2	1.625	3.45	0.035*
Within Groups	52.10	117	0.445		
Total	55.35	119			

*p < 0.05, significant at 5% level

There was significant ANOVA for legal awareness by experience ($F(2,117) = 3.45, p < .05$). Awareness level was highest among those who had played for 11-15 years ($M = 2.70$), followed by players that had 5-10-year playing experience ($M = 2.50$) and less than five years' experience (2.35). This trend indicates that through the years of professional service, one is better able to comprehend rights and duties under contracts.

From a legal angle, the professional football contracts are complicated agreements that combine elements of civil and labor laws which need to be understood in concrete practice (Azimi, Hosseini pour Rafsanjani, & Torkaman, 2020). Extended career exposure enables players to repetitively interact with contractual negotiations, dispute resolution systems and legal aid supports granting them practical insights into their legal rights and enforcement remedies (Narigoma, 2021).

With regards to contractual rights and fair practice it's also probable that older players have seen situations of not being paid on time, as well as modifications made to their contracts or disagreements with your club. These interactions improve their capacity to recognize rights, duties, and breaches which is consistent with findings that education and experience really matter in players' legal awareness (Azimi et al., 2020).

3- **H₀₃**: There are no statistically significant differences in the level of legal awareness of rights in professional football contracts among Jordanian professional football players attributable to previous professional experience outside Jordan.

In the domain of legal representation, older and more experienced players are also more likely to understand the importance of licensed agents or lawyers in safeguarding their interests (Brown & Baines, 2019). Newer professionals, conversely, often rely on

informal advice and may remain unaware of legal protections or dispute resolution avenues, increasing vulnerability to exploitation (FIFPRO Contract Guidance, 2023)

The results of the study, taken together as a whole, show that years of professional play strongly predict legal knowledge in football. In order to close the briefing gap for novice athletes, it would not be a bad idea that clubs and governing bodies implement a well-structured course in law, contracts literacy workshops and supervision & resolution of disputes so that even little experienced players can effectively defend their rights.

Table 6

Means and Standard Deviations of Legal Awareness According to Previous Professional Experience Abroad

3- H₀₃: Differences in Legal Awareness by Previous Professional Experience Abroad

Previous Experience Abroad	N	Mean Legal Awareness	SD
No	90	2.45	0.69
Yes	30	2.85	0.72

Layers who have previously played professionally outside Jordan scored higher in overall legal awareness (M = 2.85) compared to those without such experience (M = 2.45).

Table 7

Independent Samples t-test

Group Comparison	t	df	p-value
No vs Yes	2.90	118	0.005*

Statistically significant at $p < 0.01$.

The findings reveal that professional players who had experiences to play professionally abroad have more legal knowledge with respect to the contractual rights and protections compared to domestic ones. It demonstrates that foreign leagues and legal systems experience will also help players understand the contract law, dispute resolution processes and their rights too. The framework of football, as a sport in many countries, is characterised (in by the absence) through minimal regulation (i.e., including non-legislative or administrative) and player's associations and means to resolve conflicts where legal skills are portable across fields.

Postmodern examples empirical studies show that the legal consciousness of sportsmen and women is positively affected by formalized law and legal education. This is in sharp contrast to international sport markets: where players navigate between different sports law systems which are more developed and contractual, laws, and arbitration are clearer cut as with the European leagues for instance (Azimi, Hosseinipour Rafsanjani & Torkaman 2020). In contrast, those players who have not enjoyed the advantage of such teaching under a domestic scheme might reasonably be expected to rely more upon oral contracts and verbal explanations so that they had but an incomplete understanding of (e.g.) legal rights.

Moreover, legal exposure is more than just a by-product of its existence but also an end in itself as well as being a product of professional growth and institutional interaction. Research also confirms that agents, attorneys, and governance bodies develop sports competitors' legal training – a factor more common in professionalized foreign leagues (Legal Protection of Athletes' Civil Rights In Competitive Sports, 2025; turn1search5). Legal knowledge, in particular with respect to civil protections; disputing and enforcing of contracts is enhanced when athletes see or engage within more formalized legal orders.

This finding underscores the need for in-country legal literacy programming, to ensure that home-based players who are unable to access those foreign platforms benefit from strong legal education, contracts negotiations session and regulatory protections. These and other measures served to balance out the position, as a legal entity, of players' rights wherever they originated.

5 CONCLUSION

The current findings suggest that Jordanian professional football players in general have very little knowledge of the law as it applies to their rights and duties within their professional contracts. Awareness of legal representation was weakest and awareness of contract fairness scored slightly higher among the various categories. The findings show that the number of years professional experience and having previous professional experience abroad have a positive influence on players' legal knowledge which means that practical experiences and exposure in structured legal systems favor

understanding of contractual rights, termination clauses and choices for dispute resolution. These results reveal that many of our country's professional players are surprisingly lacking in legalese, which could result in them being taken advantage of or entering into unfair contracts.

5.1 Recommendations

Based on the findings, the study recommends the following:

- Players should attend legal awareness workshops and consult licensed agents or legal advisors.
- Clubs should provide legal education programs and ensure transparent contracts.
- The Jordan Football Association (JFA) should support players' unions and implement structured legal awareness initiatives.

5.2 Limitations of the study

- The study was based on self-reported questionnaires, introducing possible bias.
- The sample size and population were limited to Jordanian professional players, which could limit generalization.
- The study did not involve female players and youth leagues, which may have had other viewpoints.
- Some factors contributing to legal knowledge, such as club culture or informal mentoring, were not looked at.

5.3 Future research directions

- Assess the impact of legal awareness workshops and training programs on increasing players' knowledge.
- Perform comparative study between UK and other countries players or among male & female leagues.
- Use qualitative research techniques (eg, interviews, focus groups) to understand players' experiences and perceptions of legal issues.

- Study the role played by agents and unions in fostering a fair, aware of contracts environment in domestic leagues.

REFERENCES

- Abu Diab, A. S. H. A., & Al-Bshair, W. M. (2024). **The role of arbitration in sports dispute resolution: A case of football player professional contracts.** *Journal of Legal Research*. <https://doi.org/10.21608/jlr.2024.265380.1381>
- Abu El-Futuh, N. F. (n.d.). *Regulation of contracts for the representation of professional players (concept and effects)*. *Journal of Legal Sciences*. Retrieved from <https://jols.uobaghdad.edu.iq/index.php/jols/article/view/57>
- Al-Hunaity, M., Al-Fawaeer, A. M., & Allouzi, A. (2018). *Contract of professional football players in Jordanian clubs*. *Journal of Law, Policy and Globalization*, 75. Retrieved from <https://www.iiste.org/Journals/index.php/JLPG/article/view/43470>
- Alrefaei, A. (2025). **Analyzing pre-contract agreements in professional football contracts in Saudi Arabia: Can players change their minds?** *Journal of Politics and Law*, 16(2). <https://doi.org/10.5539/jpl.v16n2p1>
- Awareness level of legal aspects amongst sportsmen. (2021). *IOSR Journal of Business and Management (IOSR-JBM)*.
- Azimi, M., Hosseinipour Rafsanjani, S. A. R., & Torkaman, M. (2020). *The effect of education and sporting experience on awareness of sports law among football players*. *Revista de Tempos e Espaços em Educação*, 13(32).
- Barakat, I., & Mnamni, M. (2021). *Law applicable to professional football player contracts*. *ASJP*. Retrieved from <https://asjp.cerist.dz/en/article/98657>
- Brown, A., & Baines, R. (2019). *The potential exploitation of non-English-speaking players in UK professional football contracts*. *International Sports Law Journal*, 19(3-4), 205–221. <https://doi.org/10.1007/s40318-019-00142-x>
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches* (4th ed.). SAGE Publications. <https://us.sagepub.com/en-us/nam/research-design/book237357>
- DeVellis, R. F. (2017). *Scale development: Theory and applications* (4th ed.). SAGE Publications. <https://us.sagepub.com/en-us/nam/scale-development/book246123>
- Emad-Eddine, B., & Amin, M. M. (2019). **The legal effects of professional football player contracts: A comparative study.** *Revue des Sciences Humaines*. Retrieved from <https://asjp.cerist.dz/en/article/110091>

- FIFPRO. (2023). **Contract guidance for professional footballers.** <https://www.fifpro.org/en/what-we-do/contract-guidance>
- Foster, K. (2019). *Is there a global sports law?* TMC Asser Press. <https://link.springer.com/book/10.1007/978-94-6265-315-2>
- Gardiner, S., O’Leary, J., Welch, R., Boyes, S., & Naidoo, U. (2012). *Sports law* (4th ed.). Routledge. <https://www.routledge.com/Sports-Law/Gardiner-Welch-Boyes-Naidoo/p/book/9780415591836>
- Geeraert, A. (2018). *The governance of professional football.* Palgrave Macmillan. <https://link.springer.com/book/10.1007/978-3-319-78777-0>
- Ibrahim, O. O. (2020). **Legal aspects of professional football players:** A comparative descriptive study. *Raparin Journal of Humanities*, 7(3). Retrieved from <https://journal.uor.edu.krd/index.php/JUR/article/view/283>
- International Federation of Association Football. (2024). *Regulations on the status and transfer of players.* FIFA. <https://digitalhub.fifa.com/m/6a0797ec77cbc02c/original/Regulations-on-the-Status-and-Transfer-of-Players-February-2024-edition.pdf>
- Latty, F. (2019). *International sports law.* Cambridge University Press. <https://www.cambridge.org/core/books/international-sports-law/9B5A5C2C5E1B9E5C3A8F4F1E3A6F6E1A>
- Legal Protection of Athletes’ Civil Rights in Competitive Sports. (2025). *Journal of Physical Education and Health Studies.*
- Medić, I. (2017). *Applicable Law for Contracts in the Sporting Context.* SEEU Review, 12(1), 197–221. Published May 11, 2017.
- McArdle, D. (2020). *From boot money to Bosman: Football, society and the law.* Routledge. <https://www.routledge.com/From-Boot-Money-to-Bosman-Football-Society-and-the-Law/McArdle/p/book/9781138599376>
- Narigoma, A. S. (2021). *Factors affecting professional football disputes: Legal awareness considerations.* South East Asia Journal of Contemporary Business, Economics and Law, 25(1).
- Parrish, R. (2021). *Sports law and policy in the European Union.* Manchester University Press. <https://manchesteruniversitypress.co.uk/9781526150398/>
- Qashii, A. H. (2011). *The legal nature of the professional football contract (in light of the model contract prepared by the Qatar Football Association)* [Master’s thesis]. Qatar University. Retrieved from <https://qspace.qu.edu.qa/handle/10576/16122>

Rassi, M. (2017). Legal challenges of professional football contracts in developing countries. *International Sports Law Journal*.
<https://link.springer.com/journal/40318>

Authors' Contribution

All authors contributed equally to the development of this article.

Data availability

All datasets relevant to this study's findings are fully available within the article.

How to cite this article (APA)

Obaodat, M. (2026). LEGAL AWARENESS OF RIGHTS IN PROFESSIONAL FOOTBALL CONTRACTS: AN APPLIED STUDY ON JORDANIAN PLAYERS. *Veredas Do Direito*, 23(3), e234446. <https://doi.org/10.18623/rvd.v23.n3.4446>