



**Electoral Period**

**2013 - 2017**

## Council Meeting No. 7

**Herning, Denmark  
19 December 2015**

Present:

Dr Hassan MOUSTAFA (EGY)	President
Miguel ROCA MAS (ESP)	1 <sup>st</sup> Vice-President
Mansourou AREMOU (BEN)	Africa's Vice-President
Bader AL-THEYAB (KUW)	Asia's Vice-President
Jean BRIHAULT (FRA)	Europe's Vice-President
Joël DELPLANQUE (FRA)	Executive Committee Member
Frantisek TABORSKY (CZE)	Executive Committee Member
Sandi SOLA (CRO)	Treasurer
Leon KALIN (SLO)	COC Chairman
Manfred PRAUSE (GER)	PRC Chairman
Rafael SEPULVEDA (PUR)	CD Chairman
Charles OMBOUMAHOU (CGO)	Africa's Representative
Yoshihide WATANABE (JPN)	Asia's Representative
Arne ELOVSSON (SWE)	Europe's Representative
Mario GARCIA DE LA TORRE (MEX)	Pan-America's Representative
Ricardo BLAS (GUM)	Oceania's Representative
Amal KHALIFA (EGY)	Managing Director
Patric STRUB (GER)	Competitions Director
Marisa STERLY (GER)	IHF Head Office
Excused:	
Mario MOCCIA (ARG)	Pan-America's Vice-President
Dr François GNAMIAN (CIV)	MC Chairman

MEETING TIME: 10:00 - 13:00

Note: These minutes constitute a record of decisions taken and only contain the most important spoken contributions.

## Agenda

### 1. Minutes

- 1.1. Council Meeting No. 6, 6 November 2015 in Sochi, RUS
- 1.2. Executive Committee Meeting No. 9, 5 November 2015 in Sochi, RUS

### 2. Competitions

- 2.1. 2015 Women's World Championship in DEN
- 2.2. 2016 Olympic Games Qualification Tournaments
- 2.3. Qualification pathway of Oceania teams to the Men's World Championship 2017
- 2.4. 2016 Olympic Games in Rio – Inspection report

### 3. Continents

- 3.1. Presentation of the EHF letter

### 4. Commissions

- 4.1. Playing Rules and Referees Commission (PRC)
  - 4.1.1. Ball size for women

### 5. Finances and marketing

- 5.1. Internal IHF auditors – Compensation
- 5.2. Future cooperation with Molten
- 5.3. Future cooperation with Grundfos

### 6. Miscellaneous

- 6.1. Financial compensation for vacations entitlement
- 6.2. Commission of Coaching and Methods (CCM)
- 6.3. Contract of IHF President
- 6.4. Wheelchair handball

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At 10:00 President Moustafa opened the meeting, welcoming the Council members to the meeting in Herning which was held on the fringes of the 2015 Women's World Championship in Denmark.

President Moustafa referred to the decision of the XXXV Ordinary IHF Congress held in Sochi, Russia on 7 November 2015, according to which Mr Ricardo Blas was unanimously confirmed as Oceania's Representative within the IHF Council as per the nomination of the Oceania Continent Handball Federation. He asked Mr Blas to read the IHF new Council members' oath:

"Granted the honour of becoming a member of the International Handball Federation, and declaring myself aware of my responsibilities in such capacity, I undertake to serve the IHF to the very best of my ability, to respect and ensure the respect of all the provisions of the IHF Statutes and the decisions of the IHF, which I consider as not subject to appeal on my part, to comply with the Code of Ethics, to keep myself free from any political or commercial influence and from any racial or religious consideration, to fight against all other forms of discrimination, and to promote in all circumstances the interests of the International Handball Federation."

Afterwards President Moustafa welcomed Mr Blas as new Council member and wished him good luck for his tasks.

President Moustafa conveyed his gratitude to the Danish Handball Association for the excellent organization of the 2015 Women's WCh and welcomed the President of the Danish Handball Association, Mr Per Bertelsen, who addressed some words to the Council members, stating that it is a great pleasure to welcome the Council members to Denmark, the heart of handball, and wishing them a successful and constructive meeting.

## *1. Minutes*

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### **1.1. Council Meeting No. 6, 6 November 2015 in Sochi, RUS**

President Moustafa presented the minutes of the 6<sup>th</sup> Council Meeting, which was held in Sochi, RUS, on 6 November 2015.

#### *Decision.*

*The Council unanimously approved the minutes of Council Meeting No. 6 held in Sochi on 6 November 2015.*

### **1.2. Executive Committee Meeting No. 9, 5 November 2015 in Sochi, RUS**

President Moustafa presented the minutes of the 9<sup>th</sup> Executive Committee Meeting, which took place in Sochi, RUS, on 5 November 2015.

#### *Decision.*

*The Council unanimously approved the minutes of Executive Committee Meeting No. 9 held in Sochi on 5 November 2015.*

## 2. *Competitions*

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### 2.1. 2015 Women's World Championship in DEN

President Moustafa gave the floor to the Competitions Director who briefly reported on the 2015 Women's World Championship held in the four venues of Herning, Kolding, Næstved and Frederikshavn from 5 to 20 December 2015. He stated that certain teams have been assigned to specific cities, for example the German team to Kolding (close to Germany) and the Norwegian team to Frederikshavn (close to Norway), with the aim to attract more spectators from the neighbouring countries to the arenas. He pointed out that so far no organizational problems have occurred except for an incident related to the video proof system which took place in the preliminary round match between Korea and France on 7 December 2015 after the shot of a Korean player. Consultation with the video proof system was requested by the IHF referees, the IHF official and the IHF table delegates. Unfortunately, the responsible IHF official in this match was shown only the second part of the scene by the technical partner for the video proof system, after the ball touched the crossbar the second time and bounced back on the line. Therefore, the decision of the IHF supervisor was not to give a goal. Further analysis after the match has shown that this was a mistake and that the ball was clearly behind the goal line.

The responsible bodies of the IHF met after the match and decided the following:

- As the decision was a factual decision in accordance with rule 17:11 of the Rules of the Game and Clarifications to the Rules of the Game 7 B the result cannot be changed.
- Despite successful use at the 24<sup>th</sup> IHF Men's Handball World Championship in Qatar and through the first match days at the 22<sup>nd</sup> IHF Women's Handball World Championship in Denmark, the video proof system will not be used for the rest of the tournament as the margin for error cannot be completely excluded. This decision will be re-examined in the future as technical support is still viewed as important, and the system will be further refined to ensure maximum accuracy.
- The IHF official, table delegates and referees involved in the match shall not officiate any further matches at the 22<sup>nd</sup> IHF Women's Handball World Championship in Denmark.

President Moustafa stressed that the referees, together with the match officials, are responsible for the match, and that the video proof system shall be only used in special cases and unclear situations to avoid interruptions of the game. He added that the IHF will seek another company which may provide a better video proof technology.

President Moustafa explained that, according to the usual procedure, an evaluation of the World Championship will be carried out, by analyzing the feedback from the participating teams, referees and delegates.

#### *Decision.*

*The Council took note of the report regarding the 2015 Women's World Championship in DEN.*

### 2.2. 2016 Olympic Games Qualification Tournaments

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President Moustafa referred to the Council decision made in its last meeting in Sochi, Russia on 6 November 2015, according to which the duty of awarding the organization of the Olympic Games Qualification Tournaments was given to the IHF Council.

Considering that the composition of the groups for both men and women has not been completed at the date of the present meeting, the Council agreed to authorize the Executive Committee to take a final decision on the awarding of the 2016 Olympic Games Qualification Tournaments.

The Competitions Director took the floor to present the bidding criteria for hosting the Olympic Games Qualification Tournaments, which were distributed to all Council members. He outlined that for example a first-rate venue with a capacity of at least 6,000 spectators for men and 4,000 spectators for women must be provided, that the venue shall fulfil all requirements of the IHF Bid and Event Manual especially in terms of infrastructure, hospitality and VIP service, and media installations, and that trouble-free entry into the host country and departure have to be guaranteed for all participants and support for visa matters is obligatory.

Europe's Vice-President reminded the Council of his request expressed during the last Council meeting to take the performance level into consideration when determining the hosts.

After President Moustafa asked the Council members if they would like to add any further criteria, the Council unanimously agreed to the bidding criteria presented by the Competitions Director, taking into consideration Europe's Vice-President's remark.

## *Decision.*

*The Council unanimously decided to authorize the Executive Committee to decide on the awarding of the 2016 Men's and Women's Olympic Games Qualification Tournaments.*

### **2.3. Qualification pathway of Oceania teams to the Men's World Championship**

#### **2017**

President Moustafa referred to the Council decision of 6 November 2015 to amend the qualification pathway of Oceania for the 2017 Men's WCh (as well as for all IHF Senior WChs in the future in case the system works well) to the effect that the Oceania representative shall take part in the Asian men's qualification (respectively another continental qualification). He informed the Council about the email received from the President of Australian Handball Federation Mr Alex Gavrilovic on 10 December 2015, stating that Australia cannot participate in the Asian qualification tournament in Bahrain in January 2016 for financial and organizational reasons and requesting to include the Oceania representative in the Pan-American qualification tournament in Argentina in June 2016.

Pan-America's Representative expressed the difficulties of including the Oceania representative in the Pan-American qualification tournament, as the tournament is played with ten teams. He argued that the Oceania representative should be treated as all other teams who have to pass a pre-qualification.

Europe's Vice-President remarked that the decision on this issue should be made by the IHF.

President Moustafa proposed to organize a match between the Oceania representative and the winner of the Pan-American qualification tournament, taking into consideration that the match will be played in the country of the winning team of the Pan-American qualification tournament. In case

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the Oceania representative wins this match, they will be qualified for the MWCh 2017. In case the Oceania representative loses this match, the place of Oceania will be awarded as a wild card by the IHF Council.

Pan-America's Representative and Oceania's Representative both agreed to President Moustafa's proposal.

As Pan-America's Representative asked about the number of teams from Pan-America which will qualify for the WCh, President Moustafa confirmed that at least three countries per continent shall take part in the WCh.

### *Decision.*

*The Council unanimously approved President Moustafa's proposal to organize a match between the Oceania representative and the winner of the Pan-American qualification tournament, taking into consideration that the match will be hosted by the winning team of the Pan-American qualification tournament. In case the Oceania representative wins this match, they will be qualified for the MWCh 2017. In case the Oceania representative loses this match, the place of Oceania will be awarded as a wild card by the IHF Council.*

### **2.4. 2016 Olympic Games in Rio – Inspection report**

President Moustafa gave the floor to the 1<sup>st</sup> Vice-President who reported on the last inspection visit for the 2016 Olympic Games in Rio carried out by the COC Chairman and himself from 16 to 19 November 2015. He reported on the three main pending issues which are accommodation, training venues and the dates of the test event.

As for accommodation, they inspected the AC Marriott Hotel in Barra which is still under construction and is scheduled to open on 1 June 2016. The 1<sup>st</sup> Vice-President reported that the COC Chairman and himself are confident that the AC Marriott Hotel can be used during the Olympic Games for the IHF nominees (70 rooms) and guests (9 rooms). IHF will accept this option on condition that the OC signs a letter guaranteeing the delivery of the hotel on the promised dates. If there is an opportunity for IHF to receive a better hotel in Barra than the AC Marriott Hotel where all 79 rooms can be allocated, should the AC Marriott Hotel not be ready, the IHF may consider this solution after inspection. An official letter shall be addressed by IHF to IOC and OC Rio 2016 in order to resolve the issue of accommodation.

As for the training venues, he stated that the OC is following their former plans to provide training venues without showers. He added that the COC Chairman and himself did not accept the proposal.

As for the dates of the test event followed by the draw, he explained that the first option preferred by the OC and Brazilian Handball Federation (national team week, beginning of April) would collide with the Men's Olympic Qualification Tournaments. The second option is to keep the dates at the end of April (26 April to 1 May 2016) as foreseen previously, but playing with Brazilian club teams.

President Moustafa pointed out that several other International Federations face serious problems related to the 2016 Olympic Games in Rio. He added that the IOC was informed by the IHF about these standing problems with the OC.



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## *Decision.*

*The Council took note of the inspection report of the 2016 Olympic Games in Rio presented by the 1<sup>st</sup> Vice-President. In addition, the Council unanimously approved to keep the dates of the test event followed by the draw as foreseen previously, i.e. from 26 April to 1 May 2016. An official letter shall be addressed by IHF to IOC and OC Rio 2016 in order to resolve the issue of accommodation.*

## **3. Continents**

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### **3.1. Presentation of the EHF letter**

*Note: This agenda item was treated at the end of the present meeting.*

President Moustafa gave the floor to Mr Jean Brihault, President of European Handball Federation, who presented the content of his letter regarding the EHF Extraordinary Congress held in Bucharest, Romania on 14 November 2015, which he had addressed to the IHF President on 24 November 2015, asking to be included in the agenda of the present Council meeting. He complained about the involvement of two of the IHF Council members in a campaign aiming to reject a motion submitted to the EHF Congress by EHF Member Federations. He stated that the IHF Treasurer as well as the COC Chairman were contacting Member Federations in Europe persuading them to reject the motion related to the age limit. President Moustafa commented on this point, explaining his discussion with Mr Sola informing him not to involve the IHF in this issue. Mr Brihault added that the COC Chairman who attended the EHF Congress, wearing the IHF pin and thus representing the IHF, was approaching one delegate after another, urging and convincing them to reject the motion which was supported by the EHF as well as the IHF.

The EHF President added that the delegates of the Member Federations assumed that the position of Mr Kalin was supported by the IHF as he was wearing the IHF pin and representing the IHF. The EHF President addressed Mr Kalin and Mr Sola asking for the reason for their conspiracy aiming to stop him from the next term candidature. The act of both is against the norms and honour of their positions in the IHF. He reminded Mr Sola that the IHF and EHF supported him during his detention, ignoring many calls to no longer support him as IHF Treasurer.

President Moustafa took the floor, stressing the good relation between the IHF and EHF which has been beneficial to handball and confirming the information presented by the EHF President regarding Mr Kalin, as President Moustafa attended the said Congress and witnessed the intensive work of the COC Chairman, wearing the IHF pin, against the EHF President. In addition, he confirmed the information about Mr Sola. President Moustafa added that the IHF and EHF supported him during the period when he was behind bars. Immediately after Mr Sola had been released, President Moustafa asked him about the status of his case. Mr Sola confirmed to the IHF President before the 2013 elections that the case was closed. Eventually President Moustafa was informed that the case was not closed by the prosecutor; on the contrary the case was proceeded with and is now being handled in the court.

Afterwards President Moustafa said that what has been mentioned regarding the lobby formed by Mr Sola and Mr Kalin against the EHF President is not the main issue. Hence, he asked the IHF staff

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members to leave the meeting room due to the confidential information related to the Treasurer and COC Chairman which he is going to disclose to the Council members, which shall be confidentially documented to save the image of handball.

Further to the information presented to the IHF Council and the consultation of its members, President Moustafa informed the IHF Treasurer and the COC Chairman of the Council's position regarding their actions which remain documented in the IHF Head Office in a confidential status.

As a consequence and without taking advantage of President Moustafa's invitation to present their arguments in their defence, the IHF Treasurer and COC Chairman individually presented their resignations from their positions with immediate effect, which were unanimously accepted by the Council.

The Council considered the Treasurer and COC Chairman had seriously contravened Article 2, point 2, of the IHF Ethics Code. Consequently and referring to Article 11, point 7b of the IHF Statutes, the Council unanimously decided to ban them from handball activities.

## *Decision.*

*The Council unanimously accepted the resignations of Mr Sola, IHF Treasurer, as well as Mr Kalin, IHF COC Chairman, from their positions in the IHF with immediate effect and unanimously decided to ban them from handball activities.*

## *4. Commissions*

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### **4.1. Playing Rules and Referees Commission (PRC)**

#### **4.1.1. Ball size for women**

President Moustafa referred to the last IHF Council meeting in Sochi, Russia on 6 November 2015, at which Europe's Vice-President requested taking a decision on the size of the ball used by women. President Moustafa gave the floor to the PRC Chairman who informed the Council that this issue was discussed for the first time at the IHF Intercommission Follow-up Meeting in Zagreb, Croatia on 7 July 2014. Referring to the studies carried out by the EHF in this regard, he concluded that according to the feedback received from the teams the majority of players would be open to reducing the size of the ball to 1.5, whereas in particular the goalkeepers would not be in favour of such change. He reported that the IHF asked all participating teams of the 2015 Women's World Championship if they are satisfied with the current ball size or if they would like to change it. 12 National Federations out of 24 have answered so far, and all of them prefer not to change the ball size.

Europe's Vice-President explained that this issue was taken up as a consequence of the 1<sup>st</sup> IHF Women's Conference held on the fringes of the 2011 Women's World Championship in Brazil. He emphasized that the studies conducted by the EHF in this regard are meant as a contribution to the global reflection on this issue.

President Moustafa proposed to form a small working group composed of IHF Executive Committee Member Dr Frantisek Taborsky as chairman of the working group and the PRC Chairman and the



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Competitions Director as working group members to deal with the size of the ball used by women. He stressed the necessity of taking into consideration all aspects, including the fact that reducing the ball size will increase the number of goals. The working group shall present their proposal to the next Council meeting for decision.

Europe's Vice-President welcomed President Moustafa's proposal and underlined that a clear decision should be taken based on clear criteria.

## *Decision.*

*The Council unanimously decided to form a working group composed of IHF Executive Committee Member Dr Frantisek Taborsky as chairman of the working group and the PRC Chairman and the Competitions Director as working group members to deal with the size of the ball used by women. The working group shall present their proposal to the next Council meeting for decision.*

## **5. Finances and marketing**

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### **5.1. Internal IHF auditors – Compensation**

President Moustafa referred to the last IHF Council meeting in Sochi, Russia on 6 November 2015, at which the Council discussed the request from the two internal IHF auditors to be included in the list of payments for elected people since the beginning of their mandate. The Council was not in favour of the request but decided to reflect on this issue at a later point of time.

In consideration of the responsibility of the internal IHF auditors in auditing the IHF's books, in addition to further assigned duties to control the IHF's books every four months instead of once a year, President Moustafa proposed to pay compensation to the amount of CHF 10,000 per year to each internal IHF auditor.

## *Decision.*

*The Council unanimously approved to pay compensation to the amount of CHF 10,000 per year to each internal IHF auditor.*

### **5.2. Future cooperation with Molten**

President Moustafa informed the Council about the meeting which was held with Molten on 12 December 2015 on the fringes of the Women's World Championship in Denmark.

During the meeting Molten expressed their interest in continuing the partnership (expiring at the end of 2017) with the IHF. The current contract includes an annual sponsorship fee of USD 700,000, i.e. USD 2,800,000 in total for the four-year period 2014-2017. They have one minute on the LED for all matches of the two men's and two women's events in 2015 and 2017. They proposed to pay the same amount and increase the number of minutes on the LED from one minute to three minutes. President Moustafa asked them to reconsider their offer due to the fact that handball is growing and the presentation of the ball by the IHF is very productive for the company.

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In the new partnership, Molten agreed to pay USD 800,000 per annum, i.e. USD 4,800,000 in total for six years (2018-2023). The Executive Committee discussed this issue in its meeting in Herning on 17 December 2015 and proposed to the Council to approve the renewal of the contract with Molten for the period from 2018 to 2023 with the above-mentioned conditions.

President Moustafa explained that the CEO of Molten, Mr Kiyofumi Tamiaki, pointed out that the main remaining problem of the resin-free ball is in case of wetness. In addition some remarks were received, for example that the ball is a little bit slow. Therefore, the ball should be properly tested using different age groups. He added that Molten found a material to be used with the sticky material to avoid the problem of wetness. Therefore, another prototype of the ball including a mixture of both materials will be produced and presented to the IHF. The new resin-free ball will be used as soon as its production has been finalized; Molten intends to be ready by 2019.

## *Decision.*

*According to the proposal of the IHF Executive Committee, the Council unanimously approved to renew the contract with Molten for the period from 2018 to 2023 to the amount of USD 4,800,000 in total with the same conditions of the current contract including the free balls, except for the LED minutes which will be increased to three minutes in all matches. A letter of thanks shall be sent to Molten for the development of the new ball and the continued cooperation.*

### **5.3. Future cooperation with Grundfos**

President Moustafa informed the Council about the meeting which was organized with Grundfos on 10 December 2015. During the meeting President Moustafa recalled the IHF's satisfaction and long-term partnership with Grundfos.

Morten Bach Jensen, Group Vice President of Grundfos, confirmed that handball is a key sport for Grundfos. He also informed that Grundfos has been facing serious financial problems. Therefore, they need a sponsorship which brings a better outcome. He stressed that the organizers of the major IHF events in 2017 and 2019, including France, Germany, and Denmark, are core markets for Grundfos. He added that TV exposure is an important part of the partnership, but hospitality is even more important (25 % exposure, 75% hospitality).

During the meeting Grundfos expressed their interest in continuing the partnership with the IHF, but the maximum amount they can pay is EUR 1,000,000 for the four-year period 2017-2020 due to the current financial situation of the company. President Moustafa argued that the financial proposal is not suitable for the IHF. Handball is growing and has developed tremendously. Therefore, the IHF expected to increase the income of the sponsorships. President Moustafa informed that the IHF cannot accept less than EUR 1,200,000 from Grundfos for the four-year contract. Therefore, Grundfos agreed on the amount of EUR 1,200,000 proposed by President Moustafa.

The Executive Committee discussed this issue in its meeting in Herning on 17 December 2015 and proposed to the Council to approve the renewal of the contract with Grundfos for the period from 2017 to 2020 to the amount of EUR 1,200,000 in total with the same conditions of the current contract, except for the LED minutes at Women's WChs, which shall be reduced from six to five minutes in all matches. The number of tickets shall be changed from 1,400 VIP tickets for senior events to 200 VIP and 800 normal tickets for women's and men's senior events.

## *Decision.*

*According to the proposal of the IHF Executive Committee, the Council unanimously approved to renew the contract with Grundfos for the period from 2017 to 2020 to the amount of EUR 1,200,000 in total with the same conditions of the current contract, except for the LED minutes at Women's WChs, which will be reduced from six to five minutes in all matches. The number of tickets will be changed from 1,400 VIP tickets for senior events to 200 VIP and 800 normal tickets for women's and men's senior events.*

## **6. Miscellaneous**

### **6.1. Financial compensation for vacations entitlement**

The Managing Director took the floor asking the Council members to approve the slight change of the wording of agenda point 9.7 ("Financial compensation for vacations entitlement") of the minutes of IHF Council Meeting No. 4 which took place in Herzogenaurach, Germany on 21 November 2014. Due to the written statement of the external IHF auditor who was assigned to study the financial compensation for vacations entitlement, the wording of point 9.7 shall be adapted. As the missing part was overlooked by mistake, the Managing Director asked to update this point accordingly. Europe's Vice-President read out the letter from the external IHF auditor to the IHF Council. Hence, the wording of this point shall be modified as follows:

*"President Moustafa gave the floor to the Managing Director who informed the Council that due to the demanding duties it occurred that some IHF employees **and elected people** were not able to spend the vacations as foreseen. She outlined that according to the external IHF auditor Copartner Revision AG who consulted the IHF lawyer Dr Gert Thoenen in this matter, all IHF employees should sign once a year a confirmation about their current balance of vacation entitlement. Considering that by law vacations have to be taken and cannot be paid with cash, in exceptional cases and given the informal practice within Swiss companies, remaining vacations could be compensated with cash. These payments to employees **and elected people** have to be included in the salary and will therefore be taxed and are subject to social insurances. A possible agreement with the employees, which should be stated in writing and be signed, was presented to the Council.*

*Decision:*

*The Council unanimously approved the financial compensation for vacations entitlement for IHF employees **and elected people** in exceptional cases."*

## *Decision.*

*The Council unanimously approved the change of the wording of agenda point 9.7 of the minutes of IHF Council Meeting No. 4 held in Herzogenaurach on 21 November 2014 to include "elected people" in the argument and in the decision.*

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## 6.2. Commission of Coaching and Methods (CCM)

President Moustafa referred to the IHF Council decision dated 6 November 2015 to suspend Mr Naser Abu Marzouq with immediate effect until the next Congress according to Article 13.3.25 of the IHF Statutes and the confirmation of this decision by the XXXV Ordinary IHF Congress held in Sochi, RUS on 7 November 2015 according to Article 7.4.7 of the IHF Statutes. As a consequence, the position of CCM Chairman has been vacant. Therefore, President Moustafa proposed to the Council to appoint CCM member Mr Dietrich Späte (GER) as caretaker chairman of the CCM and Mrs Narcisa Lecusanu (ROU) as CCM member replacing Mr Späte until the end of the present term.

Europe's Vice-President expressed his satisfaction with President Moustafa's proposal and welcomed the appointment of Mrs Narcisa Lecusanu, who has been a member of the EHF Women's Handball Board, praising her high level of competence.

President Moustafa reconfirmed his efforts to increase the number of highly competent women in IHF positions.

### *Decision.*

*The Council unanimously approved to appoint CCM member Mr Dietrich Späte (GER) as caretaker chairman of the CCM and Mrs Narcisa Lecusanu (ROU) as CCM member replacing Mr Späte until the end of the present term.*

## 6.3. Contract of IHF President

The Managing Director took the floor, informing the Council members that a contract has to be concluded with the President according to Article 12.3.16 of the IHF Statutes (*"The President is a full-time President. He shall be contracted and compensated."*). She also indicated that he shall sign two contracts, the first contract starting in 2011 after the decision of the IHF Congress (held in Morocco) until the end of the term (October 2013), and the second contract starting from the 2013 electoral Congress until the end of the present term. Both contracts shall include his compensation divided into monthly salaries in addition to the 13<sup>th</sup> month's salary which is stipulated in Swiss labour law.

Europe's Vice-President took the floor, confirming the correct procedure the Managing Director indicated. As the 13<sup>th</sup> month's salary is permitted by law, the IHF Council agreed to include it in the President's contracts.

### *Decision.*

*The Council unanimously approved to conclude two contracts (first contract for the period 2011-2013, second contract for the period from 2013 until the end of the present term) with the IHF President, which shall include his compensation divided into monthly salaries in addition to the 13<sup>th</sup> month's salary according to Swiss labour law.*

## 6.4. Wheelchair handball

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Europe's Vice-President took the floor, informing the Council about the 2015 European Wheelchair Handball Nations' Tournament which took place in St Pölten, Austria on 12/13 December 2015. He added that the tournament in which four teams took part (NED, NOR, POR, SWE) was a great success.

President Moustafa proposed to the Council to contact Dr Nabil Salem (EGY), IHF Honorary Member, to be involved in a working group for wheelchair handball to promote the further development of wheelchair handball worldwide. Afterwards continental representatives may be involved in the working group.

President Moustafa stressed the importance of implementing only one version of wheelchair handball rules valid for all countries.

### *Decision.*

*The Council unanimously approved to involve Dr Nabil Salem, IHF Honorary Member, in a working group for wheelchair handball.*

The date and place of the next IHF Council Meeting will be communicated by email.

President Moustafa thanked the participants for the constructive meeting and closed the session at 13:00.

INTERNATIONAL HANDBALL FEDERATION



Dr Hassah Moustafa  
President