



# FICA

FEDERATION OF  
INTERNATIONAL CRICKETERS' ASSOCIATIONS

THE  
GLOBAL  
CRICKETERS  
VOICE



# FICA 2019 ANNUAL REVIEW





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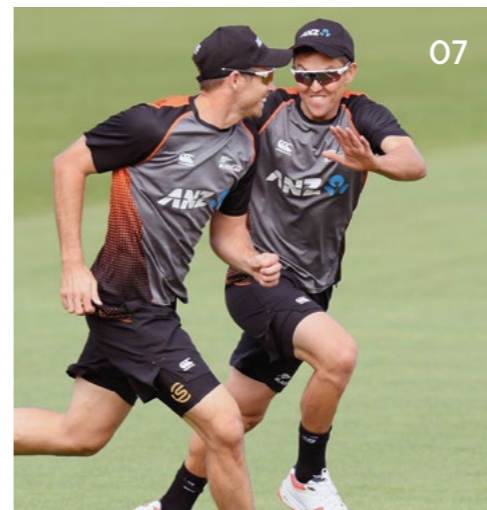
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## HIGHLIGHTS FROM 2018

01

**WOMEN'S BIG BASH WINNERS 2019**  
Brisbane Heat

07

**TRENT BOULT AND TIM SOUTHEE**  
Together in 2018

02

**JASON HOLDER**  
With trophy in Test series win over England

08

**CHRIS GAYLE**  
v England ODI 2019

03

**SCOTLAND TEAM WIN OVER ENGLAND**  
One Day 2018

09

**SHANE WATSON**  
Playing from the Quetta Gladiators in the Pakistan super league final

04

**JAMES ANDERSON**  
Celebrates passing Glenn McGrath in wicket taking

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**KIERON POLLARD**  
Playing in the Indian Premier League 2019

05

**RANGANA HERATH**  
Retiring from cricket v England in Galle

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**DAN CHRISTIAN**  
Playing in the BBL final 2019 for Melbourne Renegades

06

**SURREY STARS**  
Winning Kia Super League 2018

12

**MUSHFIQUR**  
Scores 219 v Zimbabwe



# WHAT IS FICA?

The Federation of International Cricketers Associations (FICA) is the global players' representative body in cricket. FICA was established in 1998 to co-ordinate the activities of all national players' associations, which protect the interests of professional cricketers throughout the world. It brings together the world's cricketers, regardless of nationality, religion, political persuasion or race, under an international body focused on matters of general interest to the game and its players.

# FICA'S VISION

To be recognized and respected as the global representative federation of all professional cricketers, past and present, around the world.

To represent the interests and views of the collective of these cricketers, making a positive contribution to the game and upholding the values and principles of cricket and international sport, both on and off the field.



# FICA'S VALUES

RESPECTED

VALUED

KNOWLEDGEABLE

CONSIDERED

INCLUSIVE

PROACTIVE

PLAYER-CENTRIC





PLAYERS AROUND THE WORLD CONTINUE TO SHOW RESILIENCE, ADAPTABILITY, AND INCREDIBLE SKILL TO DELIVER THE PERFORMANCES THAT DRIVE THE GROWTH OF A GAME, WHICH IS EVOLVING RAPIDLY.

Cricket needs to continue to embrace players globally as key stakeholders, working collaboratively with them and their collective representatives, including FICA, to move cricket forward in a clear and sustainable way.

**Vikram Solanki**  
*FICA President*

## THIS REPORT

This review is FICA's assessment of the professional game for the 2018/19 year. It is divided into three main sections.

Firstly, it provides a summary from both the FICA Chairman and the FICA Chief Operating Officer. The summaries provide an overview of FICA's assessment of the game during the last twelve months from an international perspective, as well as an overview of the progress that FICA itself has made over the same time period.

Secondly, it provides FICA's overview of the game, internationally, set against FICA's Principles. It aims to highlight areas of progress throughout the year, as well as areas where it believes the game needs to collectively focus its efforts in order to continue to move the game forward.

And finally, it provides a snapshot of the progress and challenges of each of FICA's member associations during 2018/19.





IT IS OFTEN A TOUGH EXISTENCE FOR PLAYERS AND OTHER STAKEHOLDERS IN ASSOCIATE COUNTRIES.

As a sport we need to continue to work together to find ways to ensure the game is growing across all countries at all levels, and that cricket is a viable career path for the best talent in those countries.

**Ali Evans**  
(Scotland)



THE 2018 FICA WOMEN'S EMPLOYMENT REPORT & SURVEY HIGHLIGHTED MANY OF THE POSITIVE DEVELOPMENTS IN THE WOMEN'S GAME, BUT ALSO MANY OF THE ISSUES THE GAME NEEDS TO ADDRESS TO ENSURE IT REACHES ITS POTENTIAL.

As the world players body, we are ready and willing to work with the game's governing bodies on behalf of players to capitalize on the opportunity the game has.

**Lisa Sthalekar**  
(Australia)



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## EXECUTIVE CHAIRMAN'S REPORT

2018 / 19 has been a year of significant progress and further change in the game. The players continue to show great adaptability to drive the growth of the game around the world in the ever-evolving professional cricket environment. Amongst many developments in the game during the report period, the following have stood out:

### SOME POSITIVE STEPS BUT BILATERAL INTERNATIONAL CRICKET CONTINUES TO FACE CHALLENGES

- The announcement of a men's Test Championship and ODI League are welcome steps towards adding more context and meaning to the previously ad hoc bilateral cricket calendar. FICA has advocated for this for a long time, however, we remain concerned that the new competition structures are effectively points systems wrapped around the existing bilateral scheduling framework, which will lead to further inconsistency and confusion amongst players and fans alike.
- The introduction of T20I status for all countries is another positive step that recognizes the role of that format in the future growth of the game. Such status does not guarantee playing opportunities and fixtures though, which remains a constant challenge for smaller and developing cricket countries and their players.
- We congratulate Ireland and Afghanistan, both having been elevated to full member and Test playing status, a reward for long periods of hard work on and off the field. However, both countries now face significant challenges to secure fixtures and ensure financial viability despite their elevation.
- The lack of fixtures and playing opportunities for women's teams, and for men's teams in smaller countries, is well summarised in Scotland (currently ranked 13 in ODI's), who despite beating England (the number 1 ODI team in the world) in 2018, effectively finished their home summer of cricket in May 2019.

### T20 AND DOMESTIC LEAGUES CONTINUE THEIR RELENTLESS GROWTH

- The significant increase in IPL media rights, the announcement of 'The 100' in England, further women's IPL exhibition matches, and an expanded BBL have all been key recent developments, adding to the further proliferation of new domestic leagues and opportunities for players. Dubai, Afghanistan, Canada and Europe, amongst others, have all become home to new leagues. The significant increase in opportunities provided to players in the domestic T20 league landscape continues to highlight the clear direction of travel the game and the desire of boards and other stakeholders to build their own new versions of a short-form league. The expansion of the number of domestic T20 leagues continues to challenge the traditional structures of international cricket and the traditional player development pathway.

### WOMEN'S GAME

- The first standalone ICC Women's T20 World Cup, held in the West Indies, was a significant further step in the growth of the women's game. As highlighted in our 2018 Employment Report, we continue to urge the game to invest and prioritise the growth of the women's game, building playing and development structures below the teams at international level to ensure the game's long term stability and viability.



## EXECUTIVE CHAIRMAN'S REPORT (CONTINUED)

### HUMAN RIGHTS

- As international commercial businesses, sports governing bodies are obliged to respect the human rights of those whose activities it impacts, including players. There is a growing weight of expectation within the global sports community in this area, and the establishment of the Centre for Sport and Human Rights has provided a coalition to help to drive this important piece of work.
- The United Nations Guiding Principles on Business & Human Rights provide an internationally accepted framework to guide this process, and the Universal Declaration of Player Rights, has been developed by the World Players' Association within this framework.
- We have been disappointed by the ICC's initial response to requests to commit to this internationally accepted framework, and we will continue to advocate for cricket to take a collaborative and proactive approach to protecting its people under this framework and to be an international leader in this area. Data gathered by FICA on various breaches of fundamental rights in cricket, which it has provided to the ICC, including on issues such as bullying and intimidation, suggest this is desperately needed.

### PLAYER SECURITY & WELFARE

- The shocking terrorist attack in New Zealand, within close proximity of the Bangladesh cricket team, provided a further stark reminder that cricket must be consistent in its approach to security and the health and safety of players across countries.
- The return of more top-level cricket to Pakistan, including PSL matches and a West Indies women's tour were a significant positive for the game. FICA continues to be advised by security experts that the game must remain diligent, consistent and methodical with the process it follows to assess security for each new tour or tournament.
- The installation of an ICC Medical Advisory Committee, a global body focused on medical issues is a positive development. We will continue to advocate for this body to have a broader mandate to look at health and safety issues more generally, and for it to include a player representative.

### CHALLENGES FOR ASSOCIATIONS & PLAYERS

- The gap in resource between the top few countries and the rest continues to be a concern for FICA. Whilst some countries continue to go from strength to strength, the unequal distribution of the game's resources at a global level, along with poor management of the game in some countries, continues to perpetuate and widen the gap. This gap directly impacts on the ability of boards to pay and retain players with this discrepancy continuing to be one of the key drivers of flight of talent of players away from international cricket, towards the domestic T20 leagues.
- Recent issues in Sri Lanka further have demonstrated the continued need for cricket to direct resources and work in a collaborative, proactive way, to fight corruption in the game. Similarly, the events in Cape Town in 2018 and the aftermath in Australia has been a significant challenge for the ACA, the players and the game, and no doubt valuable lessons have been learned.

### SUMMARY

- Whilst there has been some promising collaborative work between the ICC and FICA on the Global Strategy for Cricket, a global regulatory framework that is fit for purpose, concluding an MOU, and ensuring the human rights framework is in place in the game, challenges remain in each of these areas.
- After four years of intense focus on a proactive, contribution-based approach with the ICC we are effectively no further with proper recognition by the ICC, other than its ad hoc engagement with us.
- We look to our counterparts in other, progressive sports, whose global governing bodies have entered into proper agreements with them, to the obvious benefit of their game. FICA will continue to advocate for this whilst continuing to review its approach to ensure it is doing the best job it can do for the players and the game.



**Tony Irish**  
FICA Executive Chairman

## CHIEF OPERATING OFFICER'S REPORT

FICA continues to work on behalf of its member players' associations and players around the world, ensuring that players are collectively represented and have a voice at the top level of the game. As a small organization with a broad mandate, we face unique challenges, but our resolve remains steadfast. We act to ensure a level of accountability from those who run the game at the international level and we continue to work hard for players, who are central to driving the growth of the game around the world.

The following provides an overview of FICA's activity in the last 12 months against its strategic operational pillars:

### 1. REPRESENTATION & MEMBER ASSOCIATIONS

- FICA's strength has always been in its member associations and they continue to deliver outstanding work for the benefit of players and the game in their countries. We congratulate them for their continued dedication, especially given that many of them operate in challenging environments.
- In the past 12 months FICA has spent time in situ in the WIPA, ACA and PCA offices, spending time with staff in those countries and gaining a further understanding of the operational challenges they face.
- FICA has recently helped to establish its two newest members (the Scottish Cricketers' Association and Irish Cricketers' Association) and welcomed Cecelia Joyce (ICA) and Alasdair Evans (SCA) onto the FICA Board. Both associations have managed to gain significant momentum and results for their members in a short period of time and we will continue to support their development.
- We have also fielded enquires from individuals in several smaller countries regarding the potential for helping to establish players' associations in their countries. This is a promising sign for players in those countries and around the world.
- The FICA Secondment Program ran for the first time in 2018, with Emile Dreyer (Commercial Manager at SACA) spending a two-week structured secondment at the ACA offices in Australia. This two-way best practice sharing and personal development opportunity was mutually beneficial and the program will continue in 2019.



## CHIEF OPERATING OFFICER'S REPORT (CONTINUED)

### 2. VOICE & GAME RELATIONSHIPS

#### ICC & Member Boards:

- Whilst there has been some positive collaboration with ICC and the member boards, FICA is still short of the structured relationship that we believe should exist between the global players' representatives and the global governing body.
- We have continued our program of regular meetings with the ICC and member Board CEO's prior to ICC Chief Executive Committee meetings. During these forums FICA voices the collective players' views on key issues and areas of concern, ensuring a two-way dialogue in addition to our written inputs into CEC agenda items.
- FICA attended productive and collaborative working groups sessions in Dubai to assist the development of a Global Strategy for Cricket and to provide a collective player voice into those important forums.
- The FICA Executive Chairman has also been significantly involved in a working group with the aim of developing fit for purpose global regulations for sanctioned cricket. Whilst there has been some positive collaboration in this area, challenges still remain to ensure any regulations are fair and balanced. FICA believes that any regulatory framework must be fair and mutually agreed, and importantly should protect players and the game, not just the interests of the Boards. This includes in areas such as the systematic non-payment and breach of contract issues that we see affecting players around the world.
- Our relationship with the ICC Anti-Corruption Unit has continued to develop and the FICA COO and Heath Mills (FICA Board member and CEO of NZCPA) were invited to attend the ICC's Integrity Conference in Dubai in 2018. We continue to work towards a genuine partnership agreement with them.

- Tim May has been re-voted onto the ICC Cricket Committee by the players as the current player representative on that committee. Similarly, Lisa Sthalekar has been voted onto the ICC Women's Committee as the first ever player representative on that committee, a position that FICA has advocated for over the past three years. We will provide both Tim and Lisa with collective player views in advance of their respective meetings to ensure they are in the best position to represent players in those forums.

#### MCC:

- Our relationship with the MCC and in particular the World Cricket Committee continues to grow and FICA was afforded the opportunity to present to the Committee at Lord's again in 2018. We continue to provide written inputs into their agenda items and we hope this relationship continues to evolve and strengthen.

#### World Players' Association:

- We have continued our active involvement as part of the World Players' Association. The FICA Executive Chairman, Tony Irish, sits on WPA Executive, a role that has now been elevated to Vice-President. The role sits alongside the best collective player representatives in the world, including Theo Van Seggelen (FIFPRO), Don Fehr (NHLPA) and Michele Roberts (NBPA).
- Lynsey Williams of the PCA has provided strong representation for cricket as part of the WPA Personal Development Committee. We also sit on the WPA anti-doping working group. This group has looked to develop common positions and approaches to the significant challenges faced in the anti-doping space, and in particular in light of the ongoing WADA Code review.
- The WPA remains focused on working across all sports on the embedding human rights (and player rights) within sports governance and regulatory frameworks, to ensure their legitimacy.

### 3. PLAYER EMPLOYMENT & CRICKET OPERATIONS

- FICA has provided technical and advocacy support to its member players' associations in their recent collective negotiations, with ACA, SACA, NZCPA and SCA recently completing further agreements with their governing bodies. The ICA, PCA and WIPA all have ongoing negotiations, which we will continue to support.
- FICA has continued to deliver regular communication to players, players' associations and registered player agents regarding the approved cricket framework, domestic T20 events, safety and security, and ongoing advocacy work regarding global regulations. Non-payment and late payment of players continues to be a significant issue around the world with upwards of 30% of players having experienced such an issue. We have again assisted in the successful resolution of several outstanding player payment issues in domestic T20 leagues, and continue to advocate for proactive global solutions to this issue through the game's regulatory framework.
- FICA continues to monitor the use of player intellectual property around the world to ensure it is being used in accordance with relevant collective / contractual provisions and we were successful in challenging the unauthorised use of player attributes in relation to a global event.

In 2018 FICA produced and released its first Men's Employment Report and its first Women's Employment Report & Survey. These reports highlighted key employment issues in the game and set benchmarks against which we will continue to monitor and track developments in the game. The reports act to guide FICA's contribution to the game, and to guide FICA's advocacy on behalf of players globally on the following areas:

- Global codes and regulations
- Collective bargaining agreements
- Collective negotiation of contracts, terms and conditions across various domestic T20 leagues
- Expert security advice
- Non-payment issues, which continue to grow to alarming levels
- Protection of global player intellectual property rights
- Following FICA's International Cricket Structural Review (2016) FICA has continued its advocacy for a better and more balanced global cricket structure, economic models and clear pathways and viable opportunities for smaller and associate countries.
- Whilst there have been some positive steps taken globally towards a better more coordinated structure, the game is still to deliver a genuinely global calendar that creates a framework in which domestic T20 can happily co-exist with traditional international cricket, avoiding overlap.
- In the women's game, the lack of foundation of domestic structures underneath developing international cricket structures remains a real issue. Addressing this will be critical to ensuring a solid foundation, development pathways, and ultimately ensuring that cricket is an aspirational and viable career path for the best female athletes.



## CHIEF OPERATING OFFICER'S REPORT (CONTINUED)

### 4. PLAYER WELFARE

- FICA recently held its second FICA Player Welfare & Education Conference in Amsterdam, following the inaugural meeting of this group in London in 2017. These meetings are attended by the heads of the player welfare and development departments from the FICA member associations and focus on best practice and information sharing. In addition it is now developing a global support offering to supplement and build on existing programs for players in the shifting player landscape.
- A significant development in the last 12 months has been the design and development of the FICA Online Player Welfare & Education Platform. The platform will be a hub for global gold standard content and a tool to assist players and players' associations moving forward. We worked collaboratively with the PCA, ECB, SACA and NZCPA to develop the first global anti-corruption education module as an example of global gold standard content.

### 5. PLAYER AFFINITY INSIGHTS & COMMUNICATIONS

#### FICA Player Advisory Groups

- The FICA Player Advisory Groups, men's and women's, were established in 2018. The groups, comprising senior players from all FICA countries, are focused on 'inside the ropes' issues and other issues that affect players globally. From these forums players' views are the represented in relevant game decision-making forums. The groups supplement FICA's ongoing program of direct and indirect player engagement around the world.

#### International Team meetings

- FICA continues its rolling program of international team meetings, in order to obtain player views, and ensure players are updated on global issues relevant to them.

#### Global Player Surveys

- FICA continued to achieve significant response rates, including approximately 300 men's and 120 women's respondents in both the 2017/18 and 2018/19 surveys across FICA countries. Players' views are critical to guiding FICA's positions, mandates and priorities on behalf of players globally.

### 6. COMMERCIAL

#### T20 Player Index's

- In 2018 FICA developed and launched the men's and women's T20 Player Index's. These were developed with Cricket Archive / The Cricketer and in conjunction with players, stats and data scientists.
- The Index's have created the concept of a "World No.1" in T20 cricket and take into account both major domestic T20 and international performances.
- The Caribbean Premier League used the Index in their broadcast for their 2018 event, and FICA aims to continue to expand the visibility and uptake of the Index.

### 7. COMMUNICATIONS

- FICA continues to produce quality game reports and player insights sharing these reports with game stakeholders and the cricket public.
- FICA continues to build its relationships with the cricket media, contributing to discussions in the game in a positive and proactive way.

### 8. INTERNAL & STRATEGIC DEVELOPMENT

- 2019 is the end of the current four year FICA strategy cycle. During 2019 FICA will develop its new strategy, looking to the future, and will make any necessary alterations to FICA's approach adapting to the shifts in the game and challenges it faces. FICA will continue to evolve as a vibrant global players' body.



**Tom Moffat**  
FICA Chief Operating Officer





# FICA'S PRINCIPLES

FICA's Principles, established in 2015, have been shaped by the insights and opinions of players from across the world game, past and present, international and domestic.

FICA's Principles are fair, reasonable and aspirational. They guide FICA's activity and they act as a set of benchmarks to which FICA will seek to hold the game and its administrators accountable.

FICA's Principles cover six fundamental areas and give rise to required standards and structures, as well as a set of Ambitions, that FICA sees as vital for the future success of cricket. The six areas are:

- 01 REPRESENTATION & VOICE
- 02 INTEGRITY
- 03 EMPLOYMENT RIGHTS
- 04 WELFARE, EDUCATION AND CAREER TRANSITION
- 05 INTERNATIONAL CRICKET STRUCTURE
- 06 GOOD GOVERNANCE

## 2019 COMMENTARY

The FICA Annual Review has assessed each of the FICA Principles and their associated Ambitions for the 12 months preceding this report. The review highlights significant developments and progress, as well as areas of concern, against the Principles and Ambitions.



## REPRESENTATION & VOICE

### THE PRINCIPLE

All professional cricketers have the right to collective representation at both ICC and country board levels and to have their individual rights protected by fair process and the representative of their choice. All professional cricketers should have a voice and be able to contribute to decision-making in the game on matters that fundamentally or materially affect their professional working environment or terms of employment. Where this is not respected, the players retain the right to take appropriate collective action.

### AMBITIONS FOR THE GAME

- 1.1 All male and female players should be able to join and be represented by a well-resourced and accountable players' association should they choose to do so
- 1.2 All genuinely representative players' associations should be formally recognised by relevant country boards
- 1.3 Every professional player has the right to collectively bargained terms and conditions of employment
- 1.4 The players' associations' relationship with its country board should be governed by a fair agreement that, as a minimum, includes those matters on which the association shall be consulted and on which negotiation will take place
- 1.5 All players' associations that comply with FICA's minimum standards should be able to join FICA
- 1.6 FICA should continue to be formally recognised as the players' representative at international level by the ICC and engaged appropriately by the ICC on player issues
- 1.7 There should be at least two democratically elected current player representatives on the ICC Cricket Committee and ICC Womens committee who are capable of representing the players' views
- 1.8 FICA should attend at the ICC Chief Executives Committee and be consulted on all relevant ICC event arrangements
- 1.9 FICA should have the right to present to and engage with the ICC at the appropriate time and in the appropriate forum on matters that impact on professional players around the world

### 2019 COMMENTARY

- **COLLECTIVE BARGAINING:** Five of FICA's players' associations have overarching, formal Collective Bargaining Agreements (NZ, Aus, WI, Scot and SA). The ECB and The Team England Player Partnership (TEPP) have a close working relationship on contract structures and the same process is being mirrored in Ireland.
- **BANGLADESH & SRI LANKA:** FICA has concerns around the recognition of the respective players' associations in both Bangladesh and Sri Lanka and subsequently their ability to effectively represent the professional players in these countries.
- **ZIMBABWE:** FICA remains extremely concerned about the plight of professional cricketers in Zimbabwe and Zimbabwean cricket more broadly, especially in light of the recent suspension of Zimbabwe Cricket. Alongside the lack of a recognized player representative association, the non-payment of players in Zimbabwe, as well as other contractual failings is cause for serious concern.
- **PAKISTAN, AFGHANISTAN:** FICA notes that there are no formal player association structures in either of the two full member countries, Afghanistan or Pakistan. FICA remains committed to supporting players in both countries in establishing representation.
- **INDIA:** FICA is encouraged by the announcement of the formation of an Indian players' association, following the Lodha Committee recommendations for the improvement of Indian cricket governance, which was also mandated by the Supreme Court. However, FICA notes that the association appears to only be open for membership to certain past players, which runs contrary to most other successful players' associations around the world across sports, and may leave the more than 600 current players effectively un-represented. FICA has offered its support in relation to the establishment of player welfare and development programs and will monitor the development of the association as a genuinely independent representative of the players.
- **SCOTLAND:** FICA congratulates the Scottish players for the creation of their Scottish players' association in which FICA was proud to have played a leading support role and we welcomed the Scottish players' association as full members of FICA at the AGM 2018. We are pleased with the positive and developing board relationship in Scotland and the progress that has been made regarding contractual arrangements for the national players.
- **IRELAND:** FICA welcomed the Irish players' association as full members at the AGM 2018 and is pleased to see the ongoing development and professionalism of the association as it looks to negotiate the first collective agreements for players in Ireland.
- **WOMEN'S GAME:** FICA remains encouraged by the increased focus on, formal recognition of and contractual developments for female cricketers by several of its players associations, notably those of Australia, England, Ireland, New Zealand, South Africa and West Indies. FICA is pleased to see the equal recognition female cricketers are being afforded, alongside their male counterparts, by these associations.
- **T20 LEAGUES ROLE:** FICA continues to play an increasingly important role representing both domestic and overseas players' interests, especially free agent players, in the growing number of domestic T20 leagues around the world. FICA has built some strong relationships with both boards that control T20 leagues and leagues that are controlled by independent entities. FICA continues to push for recognized minimum standards in contractual relationships for all players in domestic T20 leagues.
- **ICC RELATIONSHIP:** FICA is encouraged that it continues to maintain some strong relationships with the ICC and several Member Boards and their chief executives. However FICA is frustrated that despite its concerted efforts no formal recognition of FICA or formal working agreements exists between the ICC and FICA. It remains FICA's view that formal recognition of FICA would be of significant benefit to the role it can deliver in the game on behalf of players worldwide. FICA continues to advocate for a relationship that mirrors that seen in other successful, progressive sports, notably rugby and football.
- **ICC CONTRIBUTION:** FICA continues to have a reasonably structured role in contributing to the ICC key meetings and forums, such as the CEC meetings, however, as above, FICA is disappointed that this role has stopped short of the formal process of contribution that FICA advocates for.
- **ICC COMMITTEES:** FICA is pleased that Lisa Sthalekar has been accepted to the ICC Women's Committee having been nominated by the captains as the FICA representative and that Tim May, FICA's former chief executive, remains on the ICC Cricket Committee as voted for by the majority of the world's national team captains.
- **FICA REPORTS:** FICA continues to produce high quality reports and insights, sharing data and player views on key issues in the game. FICA was pleased to see the impact its recent report on the Women's game delivered.
- **SOUTH AFRICA:** FICA notes the current break down in the relationship between the South African Cricketers Association and Cricket South Africa. FICA will continue to support SACA in its representation of all cricketers in South Africa.
- **WORLD PLAYERS' ASSOCIATION:** FICA now plays a central role, as a full member, in the ongoing growth and development of the World Players' Association. The WPA aims to unite player representative groups across all sports, ensuring players have a voice at the global level on issues that are common across national borders and sporting codes.
- **MCC:** FICA continues to engage with the MCC and provide player insights into the MCC World Cricket Committee.



## THE PRINCIPLE

All stakeholders, employees and players in the game must act with integrity, upholding the values and traditions of cricket. External threats from doping, corruption and match-fixing must be combated professionally and appropriately. The defence against threats must focus on engaging, educating and empowering all stakeholders including the players.

## AMBITIONS FOR THE GAME

- 2.1 A well-resourced, fully independent Anti-corruption and security unit (ACSU), operating centrally and coordinating operations in all ICC Full Member nations
- 2.2 A joint approach to anti-corruption between FICA and ACSU and between players' associations and anti-corruption units of country boards
- 2.3 Proportionate, reasonable and effective anti-corruption regulations and measures agreed in consultation with the stakeholders to whom they apply, and applicable to players and officials alike
- 2.4 A meaningful, externally-monitored and enforced Code of Conduct and Ethics for all administrators and officials at ICC and domestic board level
- 2.5 A comprehensive, well-resourced and world-class global education programme developed with and for all professional cricketers, and other participants in all countries, on issues that affect the integrity of the game
- 2.6 A collectively-bargained, effective, intelligence-based anti-doping programme with an appropriate and agreed whereabouts and testing regime agreed with the players
- 2.7 A benchmarking of supporters trust in the integrity of cricket with the aim of continuing to improve the public's perception of the game
- 2.8 Clear and published processes and criteria for the awarding of event hosting rights to any venue or country agreed in consultation with participants' representatives
- 2.9 Clear and published processes and criteria for the awarding of commercial contracts for the provision of goods or services to the game
- 2.10 Support and rehabilitation of players who have been offenders but have admitted to their wrongdoings, cooperated with authorities and sought to make amends by assisting both the fight against corruption and the education of young players

## 2019 COMMENTARY

- **GAME CORRUPTION:** Recent match fixing investigations and charges in Sri Lanka highlight the constant need for vigilance on the issue of corruption in the game.
- **DOMESTIC CRICKET CORRUPTION:** FICA believes there is a risk that match fixing issues in domestic cricket will increase around the world as domestic tournaments are increasingly broadcast to growing global television audiences and that match-fixers' methods continue to evolve.
- **ACU:** Although the ICC's ACU is established and functioning in international cricket, FICA still believes it should be better resourced and have greater scope to co-ordinate anti-corruption measures in all ICC Member countries.
- **FICA – ACU RELATIONSHIP:** FICA and the ACU have a strong and professional ongoing working relationship, however it is a significant source of frustration that there is no formal working agreement between FICA and ACU and no formal engagement with players at all professional levels through FICA. Without a formal working relationship with the players, through FICA, the game isn't doing all it can to tackle corruption as effectively as possible.
- **REGULATIONS:** FICA believes that whilst integrity regulations are robust, the process for their imposition in the game and to players is less effective as it follows a top-down imposition rather than a collectively agreed structure that empowers players. FICA will continue to advocate for collectively agreed regulations and that FICA will play an active role in the process of negotiating all relevant regulations.
- **FICA INTEGRITY STRATEGY:** FICA continues to work with all its member associations on its global integrity strategy, sharing insights and best practice from across its membership.
- **ADMINISTRATORS:** FICA continues to advocate for a more meaningful code of conduct and ethics for administrators in the game.
- **GLOBAL EDUCATION:** FICA remains disappointed that there is no global approach to integrity education worldwide and that there are significant gaps in and inconsistency of delivery around the world. This presents a risk to the global game. To this end, FICA has undertaken the development of its own global offering and platform, supported by its member associations.
- **DOMESTIC PROGRAMMES:** FICA notes that some countries do a good job with effective and quality education delivered through the Member Boards and/or the players' association. FICA would like to see significant central resource allocation to the area of player education and for FICA and its players' associations to play an active role in the design and roll out of a consistent worldwide programme.
- **DOPING:** As with all other high performance professional sports it is FICA's view that cricket needs to be constantly on its guard to the threat of increased doping, especially given the changing strength and power nature of the game.
- **WORLD PLAYERS ASSOCIATION:** FICA is working closely with the World Players Association on developing policy positions on WADA and global anti-doping codes.
- **DOPING SYSTEM:** FICA has concerns around the inflexibility and inconsistency of the current doping system and its openness to punishing inadvertent dopers, as well as its lack of specific relevance and tailoring to professional team sports such as cricket.
- **PLAYER REHABILITATION:** FICA notes that there is no formal, internationally-recognized, protocols for programmes of rehabilitation support for players. However FICA also notes the good work by several of its member players' associations in this regard.



## EMPLOYMENT RIGHTS

### THE PRINCIPLE

Every professional cricketer, both male and female, has the right to pursue a career based on merit and free from any discrimination or harassment. Every professional cricketer has the right to work under the protection of the law in just and favourable conditions of work, including a safe and healthy working environment. Every professional cricketer has the right to a fair wage, fair workload, rest and leisure, privacy, workplace representation and the protection of a secure and easily enforceable contract. Every professional cricketer has the right not to be dismissed or suspended for arbitrary or capricious reasons. Every professional cricketer should have access to a fair dispute resolution process. A player should not be subject to any penalty which is disproportionate or without just cause. Every professional cricketer has the right to have his or her personal attributes (including name, image, likeness, signature, voice and biographical information) protected and his or her attributes and commercial performances should only be exploited with his or her consent.

### AMBITIONS FOR THE GAME

- 3.1 Professional cricketers, as with other professional athletes are entitled to employee rights
- 3.2 Fair and equitable treatment of male and female players, particularly in regard to employee rights, protections, terms and conditions
- 3.3 Collectively bargained standard contracts of employment for all professional cricketers
- 3.4 Player Remuneration appropriate and fairly calculated in recognition of the player's central role in the game's income generation
- 3.5 Fair and appropriate payment to players in respect of exploitation of their player attributes and commercial performances
- 3.6 Collectively bargained regulations regarding player movement between employers that balances the reasonable need for cricket priority and consistency against the right to freedom of player movement
- 3.7 Formal systems of objective player appraisals aimed at keeping a player reasonably informed of the team's future expectations and his or her future employment prospects in good time for them to make reasoned and timely decisions about their professional future
- 3.8 Independent disciplinary panels, agreed with player representatives, to determine any charges brought under agreed, reasonable and proportionate Codes of Conduct
- 3.9 Comprehensive and trustworthy grievance procedures and reporting provisions so players can safely raise concerns through appropriate and trusted channels
- 3.10 Appropriate confidentiality over private player personal data and sanctions for breaches of confidentiality
- 3.11 Strict confidentiality over reporting of information by players aimed at assisting the fight against corruption and sanctions for breaches of confidentiality
- 3.12 Independent security advice and threat assessment leading to an agreed minimum level of team and individual security tailored for each match, series or event
- 3.13 An agreed minimum level of travel and accommodation provision commensurate with the resources of the employer and prestige of the match, tour or event

### 2019 COMMENTARY

- **NON-PAYMENT:** FICA has serious concerns with the continued systemic non-payment of players across both international and domestic cricket, including payments to players from the Masters Champions League and previous versions of the Indian Premier League and the Bangladesh Premier League.
  - **PAYMENT RESOLUTIONS:** FICA is pleased to continue to deliver resolutions for players for non-payment of contracts from a number of domestic leagues worldwide.
  - **RIGHTS IMBALANCE:** A wide variation in employment rights, terms and conditions afforded to players continues to exist across different countries. FICA continues to advocate for this to be addressed at a global level within the game's global regulatory framework, including regulations on sanctioned cricket.
  - **CONTRACT MINIMUM STANDARDS:** There is currently no agreed minimum standard framework to guide player contracts worldwide. FICA continues to advocate for global contract minimum standards within the sanctioned cricket framework. Such standards should relate to remuneration processes, contract protection, insurance and health provision.
  - **GLOBAL DISPUTE RESOLUTION:** There is no consistent unified dispute resolution process at a global level in the game. FICA continues to advocate for a global dispute resolution and contract enforcement process to address systematic non-payment / breach of contract issues around the world.
  - **GLOBAL PLAYER AGENT ACCREDITATION AND EDUCATION:** The role of agents continues to increase, especially in relation to the T20 domestic leagues. FICA believes a global player agent accreditation and education framework is critical to manage the role of agents and intermediaries in the global player employment landscape which continues to shift.
  - **PLAYER MOVEMENT:** Player movement between countries, driven in the main by the growth of domestic T20 cricket, continues to grow. There are multiple playing opportunities for players to play worldwide where they are valued and well remunerated. FICA is concerned by Boards that wish to restrict player movement, especially players who are not contracted to them. FICA continues to actively oppose attempts by Boards to arbitrarily restrict player movement around the world as a means of resolving imbalances in the structure of the game.
  - **HUMAN RIGHTS:** Currently, there is no structured commitment to protect and respect fundamental human rights in the game's governance and regulatory frameworks. FICA continues to urge the ICC to join other global sports governing bodies in embedding respect for fundamental human rights in its governance and regulatory frameworks. As businesses, sports governing bodies have an obligation to respect human rights, including via the framework provided by the United Nations Guiding Principles on Business and Human Rights.
  - **CURRENT STRUCTURES:** Within the FICA countries established professional contractual structures exist in Australia, England, Ireland, New Zealand, Scotland, South Africa and the West Indies. Within the other FICA countries FICA highlights that there is still much work to be done in Sri Lanka and Bangladesh especially for those players not playing internationally.
  - **GENDER INEQUITY:** FICA remains concerned with the inequity between male and female cricketers in relation to their professional employment terms and conditions, worldwide.
- as highlighted in the FICA's Women's Global Employment Market Report 2018. FICA identified that only Australia has a contract and employment structure that can be deemed progressively professional. FICA is encouraged by ongoing positive developments and structures in England, Ireland, New Zealand, South Africa and West Indies but globally, the women's game has a long way to go to build a sustainable and credible professional structure.
- **WOMEN'S IPL:** FICA is encouraged by the Women's IPL in India and its obvious growth potential. FICA will however, continue to advocate for an improvement in contract structures and arrangements for the women's IPL development.
  - **PLAYER APPRAISALS:** FICA continues to identify that there is huge disparity in player appraisal processes worldwide and failure in some countries to treat players as valued employees as would happen in other industries where such employees are key to the success of the industry.
  - **BULLYING & INTIMIDATION:** recent FICA player surveys have highlighted that bullying and intimidation of professional cricketers is very real, ongoing problem encountered by players worldwide. FICA will continue to advocate for all players to work in safe, harassment-free and discrimination-free environments, that respect the rights of the individual.
  - **DISCIPLINARY ARBITERS:** FICA notes that at an international level, players do not have the right to nominate arbiters onto disciplinary panels, with the exclusive right held with Member Boards and ICC. Choice of arbitrator is a fundamental principal of grievance and dispute resolution, and players are not currently afforded that.
  - **DISCIPLINARY PROCEDURES:** Domestically there remains disparity in the discipline procedures for professional cricketers and FICA believes there should be an internationally agreed and respected set of minimum standards relating to this.
  - **PLAYER DATA:** FICA notes that there is still no global minimum standard on the collection, ownership and use of player data or breaches in the use of that data.
  - **PLAYER INTELLECTUAL PROPERTY:** FICA is concerned with ongoing instances of unauthorised use of player intellectual property by the game's governing body and commercial partners. FICA will be pursuing the relevant courses of action to address rights infringements.
  - **PLAYER REPORTING:** Players have previously expressed concerns around the confidentiality of reporting processes, especially in integrity and match fixing matters. FICA acknowledges steps have been taken to address this and continues to advocate for this to be the case. It is critical that players have faith and trust in as many of the anti-corruption processes as possible.
  - **SECURITY:** Although FICA recognises that different countries may take different views on security risks relating to players and teams there is a need for consistency in the addressing of security issues and the provision of advice and guidance, internationally. Uniform agreed processes and minimum standards with a clarity around responsibilities remain essential in dealing with security. FICA acknowledges that there are strong security processes in certain individual countries where player associations work closely with the Member Boards.



## WELFARE, EDUCATION & CAREER TRANSITION

### THE PRINCIPLE

Cricket should provide a working environment and resources for all professional cricketers, both male and female, that protect a cricketer's welfare, health and safety, and his or her physical, mental and social wellbeing as well as promoting personal growth and sporting excellence. All professional cricketers are entitled to expert treatment and support, when injured or incapacitated in any way, funded by the resources of the employer and the sport. All professional cricketers have the right to an education, to prepare to transition out of the game and to pursue life beyond cricket. The game should formally recognise a responsibility to its professional players and assist in funding appropriate programmes for both whilst they are playing and to properly prepare them for their career transition.

### AMBITIONS FOR THE GAME

- 4.1 Every professional cricket event and venue should adhere to an agreed minimum level of health and safety standards including both on and off field
- 4.2 Every professional player should have access to qualified sports science and medical support staff to ensure his or her optimum physical wellbeing
- 4.3 Every professional player should have access to an adequate response to any reasonably foreseeable medical emergency while playing, training and touring
- 4.4 All professional players should be insured by their employer to an agreed minimum level against temporary or permanent disablement
- 4.5 Every player should be entitled to an agreed reasonable minimum time away from cricket every year
- 4.6 Every player's dependants should have the reassurance of an agreed minimum level of death in service cover provided by the player's employer
- 4.7 FICA seeks to partner with the ICC and cricket's administrators to undertake research into relevant player injury, health and wellbeing issues, and to ensure that appropriate action is taken in response to the findings of such research
- 4.8 Every player should have access to confidential and professional counselling for his or her professional and personal mental health needs
- 4.9 Every player should be given a comprehensive education on the rules and regulations of the game, delivered in partnership with the local player association or FICA including, in particular, anti-doping and anti-corruption education
- 4.10 Every professional player should have access to a Personal Development Officer to assist in welfare, personal development and career transition
- 4.11 Every player should have access to opportunities to further his or her education in any field to improve his or her prospects for success in life after professional cricket

### 2019 COMMENTARY

- **GLOBAL BODY & GLOBAL STANDARDS:** FICA believes that the absence of a fit for purpose global body or committee that deals with health and safety issues generally means that these issues are currently only looked at globally on an ad-hoc basis through consultants, or individually by Member Boards and that there remain discrepancies in the way health and safety issues are dealt with around the world. FICA believes there should be overarching, enforceable minimum standards on health and safety in cricket.
- **IRELAND AND SCOTLAND:** FICA is working with the associations in Ireland and Scotland on the development of the programmes of support for their players. FICA is encouraged by the attitude and approach of both associations in their desire to support their players.
- **FICA GLOBAL WELFARE & EDUCATION CONFERENCE:** FICA has made significant progress in unifying a global offering for welfare and education through its member associations, driven by the two welfare and education conferences in 2017 and 2019, sharing insights and best practices and building new frameworks and offerings for players.
- **FICA WELFARE AND EDUCATION ONLINE PLATFORM:** FICA has invested resources in the design and development of a global online platform, accessible to all players from FICA countries, providing global gold-standard welfare and education content.
- **ICC MEDICAL ADVISORY COMMITTEE:** FICA is encouraged by the establishment of the ICC Medical Committee and looks forward to working with the committee in a positive and constructive way for the benefit of the game and the welfare of all players.
- **CONCUSSION:** FICA is encouraged by the continued prominence and discussion on dealing with concussion and helmet standards.
- **PLAYER DEVELOPMENT AND SUPPORT:** FICA highlights that Provision of "outside of game support" including Personal Development Officers and supported career development and education is done successfully in some countries but is unfortunately non-existent in others. SACA, PCA, ACA, NZCPA and WIPA lead the way in continuing to develop their programmes in the provision of player welfare support, career transition and personal development programs and in acknowledging that cricket is a short term and precarious career.



## INTERNATIONAL CRICKET STRUCTURE

### THE PRINCIPLE

Men's and women's international cricket should be structured to deliver the best sporting competition with the best players available to play for their national sides when selected. The structure should provide a clear narrative to the cricket public, appropriate playing opportunities for all teams and a clear progress pathway for developing countries. The international cricket structure should not be governed entirely by short-term financial considerations and must take into account the volume and context of cricket, player workload and a balance of the formats of the game.

### AMBITIONS FOR THE GAME

- 5.1 A balanced and consistent International Schedule, scheduled around context and providing fair playing opportunities for all nations
- 5.2 Clear context for international cricket that transcends bilateral competition and gives meaning and prestige to every match due to the impact that match has on qualification for ICC Events, global ranking, or significant financial reward
- 5.3 A clear pathway and meaningful, meritocratic opportunity for developing nations to compete in all formats of the game
- 5.4 Ongoing consultation with the players, including via FICA, on the international playing structure of the game and any proposed fundamental changes to the structure
- 5.5 Clarity and consistency in the recognition of current and future tournaments, leagues and competitions in any format for any professional cricketer that are good for the game, the players and the spectators
- 5.6 Clarity and consistency in the position within the annual international cricketing calendar for all current and future recognised, leagues and competitions, especially domestic T20 leagues, that feature international players from other countries
- 5.7 Objectively researched maximum limits on player workload and volume of cricket agreed with FICA and properly recognised in the International Schedule
- 5.8 Globally consistent and objectively determined playing conditions, including the use of the best available technology, applied in matches between all opponents
- 5.9 Ongoing consultation with the players, including via FICA, on the playing conditions of the international game and any proposed changes to those conditions
- 5.10 Adherence to the principle that participant safety and security is paramount in the decisions and processes relating to scheduling and hosting of events and matches
- 5.11 Every cricket event should be subject to appropriate and expert safety and security assessments and to the implementation of proportionate security measures

### 2019 COMMENTARY

- **GLOBAL STRUCTURE:** FICA believes that the current International cricket schedule is still unbalanced and inconsistent. It does not provide sufficient context above bilateral cricket outside of the major ICC events, other than for selected Iconic Series in Test cricket. FICA is encouraged by discussions at ICC level to implement the Global Test Championship and ODI League that aim to address a current structure which is cluttered, confusing and frequently subject to change. FICA notes however that the new concepts wrap context around the existing framework rather than create new more streamlined structures. FICA will continue to advocate for a structure to allow the game to realise its full potential and create a sustainable balance between the game's formats.
- **ASSOCIATE MEMBERS AND NEW FULL MEMBERS:** FICA believes the game currently does not offer ICC associate members or its new full member countries enough playing opportunities against either each other or other ICC full members. In addition, FICA does not feel there is an adequate development pathway for associate members. Consequently international cricket offers very limited career opportunities for talented cricketers in associate countries and new ICC full members.
- **WOMEN'S CRICKET:** Following FICA's extensive Women's Global Employment Market Report (2018) FICA notes the many positive developments in the game but highlights that the Women's game still has significant structural challenges including; a lack of volume of cricket; a widening gap between the top few countries and the rest; a significant gap in playing opportunity worldwide below international cricket; and a number of game specific issues.
- **NEW EVENTS:** FICA believes there should be greater consistency in the recognition and regulation of new tournaments, leagues and competitions. Furthermore FICA believes there should be globally agreed and enforced minimum standards that relate to the delivery of new tournaments, leagues and competitions once they have been recognized. FICA will continue to work with the ICC and the Boards on a globally adopted framework.
- **WINDOWS:** FICA believes the scheduling of cricket around the world should address the fact that domestic T20 cricket is in direct competition in the calendar with international cricket and continues to overlap, forcing players to choose. FICA continues to advocate for scheduling windows to balance all key formats of the game.
- **T20 LEAGUES:** FICA notes the continued increase in prominence and commercial viability of domestic T20 leagues for both men and women. FICA is supportive of the growth of the domestic T20 leagues and the playing and employment opportunities they present to players and to growing the game worldwide. FICA will continue to advocate for the global game to balance T20 domestic cricket and traditional international cricket to the benefit of both markets.
- **PLAYER ADVISORY GROUP & VIEWS:** FICA continues to professionally present the players' views and insights on the structure of the game. FICA's men's and women's player advisory groups discuss game issues frequently and systematically. FICA will continue to voice the players' collective opinions, as a major stakeholder in the game, and look to contribute to the direction of the game at global level.
- **CODE OF CONDUCT:** FICA is concerned with the amendments made to the players' code of conduct during 2018. FICA believes the current structure lacks clarity and is confusing. FICA is concerned about the addition of a US\$15,000 appeal fee that acts as a financial barrier to reasonable appeal. FICA has concerns on several specific code of conduct issues, including the levels of offence and overrate punishments. FICA believes that the code of conduct should be collectively negotiated to ensure a simplified and universally adopted outcome.



## GOOD GOVERNANCE

### THE PRINCIPLE

Cricket should be administered in line with universally accepted principles of good governance, which not only lead to sporting and commercial success but which are ethical, transparent, and accountable; free from corruption and mismanagement, as well as in the long-term interests of the global game and all its stakeholders, including the players.

### AMBITIONS FOR THE GAME

- 6.1 FICA is committed to democratic principles with each member players' association having an equal vote
- 6.2 High quality, innovative and strategic leadership of the game at all levels
- 6.3 Published Key Performance Indicators against which the performance of the game's leadership can be measured
- 6.4 Clear protocols and process for dealing effectively with complaints about the game's governance or individuals involved in the game's governance
- 6.5 Balanced and skills-based boards and committees at ICC and country board level, including both independent and female directors with democratic, equal voting rights for all
- 6.6 Clear and transparent structures, decision-making processes and financial reporting by the ICC boards and country boards
- 6.7 Meaningful representation for the game's stakeholders, including both male and female players, at country and ICC level in all relevant decision-making processes
- 6.8 A considered, meaningful and published global development strategy for the game with criteria for financial distribution based on performance

### 2019 COMMENTARY

- **ICC GOVERNANCE:** FICA remains concerned that the ICC views itself as a members organisation rather than a global governing body for cricket. Whilst there are some dedicated, committed and innovative individuals within the ICC, who are trying to move the game forward from well-researched positions, we feel the governance structure provides too much scope for political and regional decision-making.
- **GLOBAL STRATEGY:** FICA was pleased to be involved in discussions to create a long-overdue global strategy for the game. FICA is looking to the new leadership of the ICC to build on the initial good work done in setting and adopting a strategy that all stakeholders, including the players and their representatives fully support. This strategy must set clear and transparent KPI's for the global game to which the game must be accountable.
- **PLAYER STRATEGIC ROLE:** Whilst FICA is encouraged to be part of the strategic process, it notes that the central role of the players, on and off the field, is still not adequately acknowledged and recognized in strategic planning in the game. FICA will continue to advocate to ensure recognition of the players as stakeholders in the game.
- **GOOD GOVERNANCE:** FICA continues to note that many boards within the game fall short of internationally recognized good governance best practice. FICA advocates for all boards structures, and notably the ICC, to be based on good governance principles based on expertise and independence. The ICC board should be empowered with the authority and mandate to make and deliver decisions based on the good of the global game.
- **INFLUENCE:** FICA remains concerned over the game's structures and decision-making processes that allow for the over-influence of individual Member Boards and that leads to an imbalance in decisions and outcomes.
- **ACCOUNTABILITY:** FICA highlights that there is still significant disparity in reporting processes and transparency of boards around the world and that there is no role for ICC in holding its Member Boards accountable to their performance or behaviour.





# MEMBER ASSOCIATIONS IN 2018



## MEMBER ASSOCIATIONS IN 2018



The Australian Cricketers Association is operationally FICA's largest association and continues to benefit from a strong history, in both cricket and Australian sport more generally, of strong collective representation of athletes. In the aftermath of the extremely fractious recent MOU negotiation between the ACA and Cricket Australia, with the players being forced into strike action and a significant amount of public scrutiny, the ACA completed a landmark agreement, including a significant recognition of women cricketers' employment rights. FICA's recent Women's Global Employment Market report defined Australia as the only country with a progressively professional women's game. The ACA has worked hard to rebuild its relationship with CA for the betterment of the game and players. Through further funding in the MOU the ACA has been able to increase the strength and breadth of its programmes including significant contributions by the players to grassroots cricket. Whilst the game in Australia remains vibrant and the Big Bash leagues, both male and female, continue to thrive, the ACA and the players have had to contribute to two significant reviews into the culture and standards in the game. The ACA has played a positive and constructive role in both reviews professionally representing the views and interests of all players.



The Cricketers' Welfare Association of Bangladesh has been a member of FICA for over 10 years but still faces many or all of the challenges it had when it became a FICA member. Its ability to represent and deliver to the professional cricketers in Bangladesh is severely hampered by a lack of recognition. It has little or no role in the negotiation of employment contracts, remuneration, or other standard benefits for either the national or domestic players in Bangladesh. It has a very limited executive and is not properly resourced to deliver any significant welfare or personal development support to its members. Whilst cricket continues to grow in Bangladesh, its national team continues to compete credibly against other full member countries and its domestic T20 league continues to attract high calibre international players, the basics structures of the game from a players' perspective fall well below international minimum standards. Ongoing issues of non-payment of players, contract standards and arbitrary restrictions on Bangladeshi players present a set of fundamental issues that should be resolved to allow the game to truly develop in Bangladesh.



The Irish Cricketers' Association were welcomed as FICA members at the 2018 AGM and FICA recognizes and congratulates the ICA board and executive for the great strides they have taken over recent years in representing both their male and female cricketers. Whilst the membership of the ICA is relatively small in comparison to some of its sister organizations in FICA, the ICA represents 100% of its senior male and female cricketers. Irish cricket was recently granted 'full member' status by the ICC, but despite this status, both the economics and playing opportunities for Ireland internationally remain limited. The ICA has an improving relationship with Cricket Ireland, however movement on the negotiations of a collective MOU and funding structure for the players and ICA remain slow. It's ambition to develop a full time staff representing players is held back by funding constraints which remain an impediment to the association's growth. The association has been effective in negotiating the first women's pro contracts and is continuing to grow its work within the game in Ireland, resolving a number of issues that have arisen. In addition to developing a more formal relationship with board, the ICA is focused on core employment issues around professional structures, employment structures and rights, NOC's, disciplinary and grievance procedures. The ICA and FICA will play an important role on behalf of the Irish players in the new Euro T20 league. The ICA is also developing a programme of support for its members who are transitioning out of the game and FICA will look to assist the ICA with sharing of best practice and guidance where appropriate.



The New Zealand Cricket Players' Association continues to be a standard bearer for best practice within the player association movement. It enjoys a professional and strong relationship with its board, it has 100% representation of its professional players, both male and female and a significant programme of support for its past players. It completed a new four year MOU with the board in 2018 for its male players and is working towards the completion of a further female cricketers MOU in 2019. The NZCPA has developed a best-in-class personal development and welfare development programme for its members and the NZCPA team is playing an active and important role in the development of a FICA global player platform. Few countries feel the impact of the growth of domestic T20 cricket leagues as much as New Zealand, especially given its relatively low volume of international cricket. Its talented players, both male and female, are valued and sought after by franchise teams around the world. In working closely with its board the NZCPA has adopted a flexible, common-sense approach in contractual arrangements for its players allowing them to benefit from the global growth of the game whilst remaining within national team structures.





## MEMBER ASSOCIATIONS IN 2018 (CONTINUED)



The PCA, the oldest of the FICA member associations, continues to represent over 500 current professional cricketers, both men and women, and nearly 3,000 former players. Whilst the PCA does not operate under a collective bargaining agreement with the ECB, it does have a strong and professional relationship with the board and it is recognized for its role in the game. The PCA continues to deliver outstanding work to its members in the areas of personal development and welfare support, whilst its charity The Professional Cricketers' Trust, is a best-in-class player-centric charity programme. The County Partnership Agreement, the overarching agreement between the counties and the ECB, remains a significant focus for the PCA as it continues to work to a completion of the agreement that increases some fundamental protections of player rights and employment conditions. Additionally, the ECB's new tournament, The Hundred, set to begin in 2020, presents a significant structural shift in the English game and therefore continues to be an important focus for the PCA in representing the employment and playing opportunities for its members.



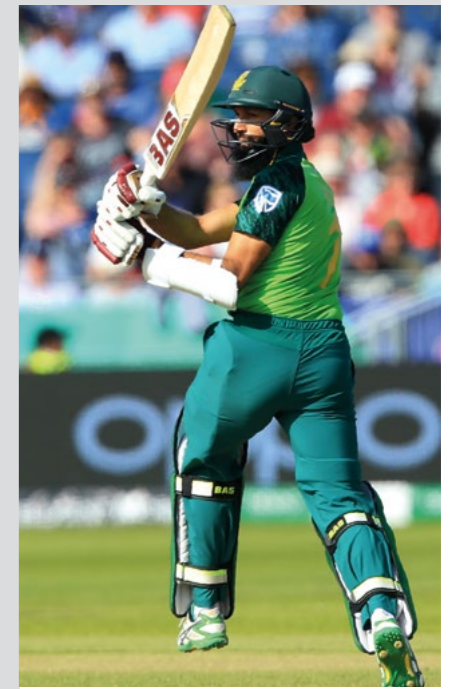
The Scottish Cricketers' Association were welcomed as FICA members at the 2018 AGM. Following a significant amount of dedicated hard work, supported by FICA, the SCA concluded its first MOU negotiation with Cricket Scotland that realized some important improvements in the employment structures for the Scottish national team players, as well as setting down some fundamental principles of the relationship between the players and the board moving forward. As a small association, in an ICC associate cricket country, the SCA faces the significant challenges of both funding and resource but it continues to expand its work on behalf of its members. Whilst it currently only represents the elite male cricketers, it is working to embrace the elite female Scottish players into its membership. As with all associate countries, and even the most recently appointed ICC full member countries, players in Scotland have to suffer an international calendar that limits their playing opportunity and therefore potential to both develop on the field and generate commercial revenues on it. FICA and the SCA will continue to advocate for a better international framework and pathway for developing cricket countries. The new Euro T20 league will potentially offer Scottish cricket and its players a valuable new dimension. The SCA and FICA will be working hard to represent the interests of the Scottish players within the league.



It is 17 years since SACA was first established to represent the interests of all professional cricketers in South Africa. During that time the association has grown into a professional, credible and internationally recognised body, representing both male and female cricketers, delivering a comprehensive employment, commercial, personal development and welfare service offering to them, and being a positive and consistent voice in the game. On behalf of its members SACA successfully sought recompense for the failed Global T20 League. SACA and Cricket South Africa's relationship has historically been guided by a formally negotiated four year MOU agreement, now in its 4th iteration. However, recent developments in the game in South Africa, which include CSA's attempt to frustrate conclusion of an MOU in 2018, and more recently CSA pressing ahead with a proposed restructuring of the domestic game without consultation with SACA as representative of the players, has forced the association into taking appropriate legal steps. SACA and FICA remain committed to the principles of open and honest dialogue in addressing issues in the game at both national and international level and will continue to work hard to protect the interests of all cricketers in South Africa.



The Sri Lankan Cricketers Association continues to be limited in its scope and influence on behalf of professional cricketers in Sri Lanka. Its relationship with the Sri Lankan board is extremely limited and it has no formal recognition as the mandated representative voice of the current professional cricketers in Sri Lanka. To that end it has a very limited relationship with the current players in the game, especially those at international level. FICA remains committed to the proper establishment of credible, professional and fully-functioning player associations in all cricket countries but especially ICC full member countries.





## MEMBER ASSOCIATIONS IN 2018 (CONTINUED)



The West Indies Players' Association continues to secure its role as a key stakeholder in the game in the West Indies and to develop as an internationally recognized representative body of its members. It has a dedicated staff which works in a challenging environment across multiple countries and jurisdictions. It has continued to progress with its development of expanded welfare & education programs, and is in the process of negotiating a new collective bargaining agreement with Cricket West Indies, on behalf of the players. The association has been instrumental in establishing the WIPA in the Community Program, assisting both its members and the growth of the game in the region. It has also assisted players to obtain health insurance, a significant benefit for WIPA members. West Indies cricket continues to be affected by the global proliferation of domestic T20 leagues, and the flight of its top end player talent, away from its traditional international cricket career pathway.

## CONTACT DETAILS

### FICA CONTACTS

#### SOUTH AFRICA

##### TONY IRISH

Executive Chairman

☎ +27 21 462 0438

✉ tony@saca.org.za

Great Westerford Building  
Unit SG 102  
240 Main Road  
Rondebosch 7700

#### UK

##### TOM MOFFAT

Chief Operating Officer

☎ +44 (0)808 1684 655

✉ tom@thefica.com

The Laker Stand  
The Kia Oval  
London  
SE11 5SS

### FICA OFFICE BEARERS

#### PRESIDENT

Vikram Solanki (Eng)

#### EXECUTIVE CHAIRMAN

Tony Irish (SA)

#### CHIEF OPERATING OFFICER

Tom Moffat (Aus)

#### EXECUTIVE BOARD MEMBERS

Heath Mills (NZ)

David Leatherdale (Eng)

Alistair Nicholson (Aus)

Wavell Hinds (WI)

#### ADDITIONAL BOARD MEMBERS

Lisa Sthalekar (independent) (Aus)

Debabrata Paul (Bang)

Ken de Alwis (SL)

Cecelia Joyce (Ire)

Alasdair Evans (Scot)

### FICA'S MEMBER ASSOCIATIONS





Representing the views and interests of  
professional cricketers around the world:  
**MOVING THE GAME FORWARD  
IN A POSITIVE WAY**

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