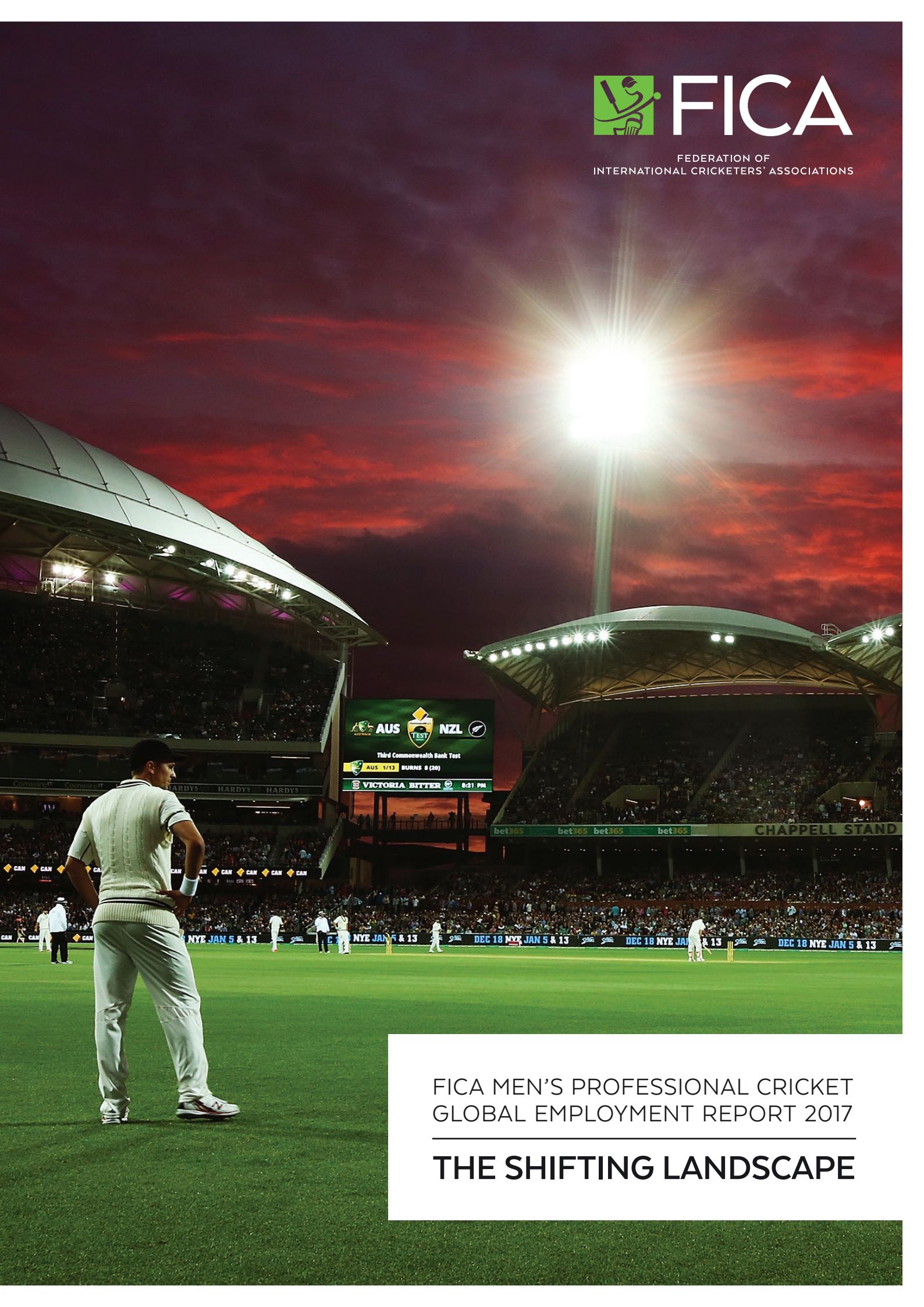




FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



FICA MEN'S PROFESSIONAL CRICKET
GLOBAL EMPLOYMENT REPORT 2017

THE SHIFTING LANDSCAPE



FICA CONTINUES TO CLOSELY MONITOR CHANGES IN THE GAME AND IN PARTICULAR THE PLAYER EMPLOYMENT MARKET.

The landscape is shifting fast, and the players will continue to be at the forefront of this. Players' rights need to be protected, and their views and decisions should be central to the game's decision makers.

Vikram Solanki
FICA President



THE CROWDS DON'T LIE AND T20 IS GREAT FOR FANS...

The cricket world is in many ways now like football and playing for your club is now the peak for a lot of players.

Darren Sammy



WE ARE LOSING PLAYERS OF REAL QUALITY.

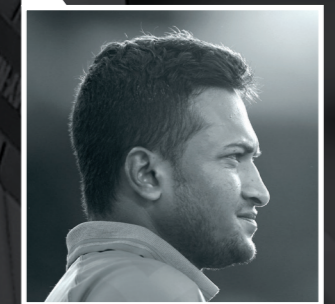
In the last two years I can think of 5-6 players who have chosen a career outside of cricket who should be sitting with me right now at the World Cup qualifiers. They have left the game because we don't play enough cricket, and there isn't enough money in the game.

Alisdair Evans



IT IS IMPORTANT THAT PLAYERS ARE PROVIDED WITH FAIR TERMS AND CONDITIONS.

Shakib Al Hasan



10 KEY FINDINGS

1 RELATIVELY SMALL GLOBAL PLAYER EMPLOYMENT MARKET

This report covers 3162 men's professional, first class, list A, major domestic T20 cricketers. Compared to some other global sports, cricket's employment market is relatively small

2 FRAGMENTED AND SIGNIFICANTLY SHIFTING GLOBAL PLAYER EMPLOYMENT LANDSCAPE

Three distinct employment markets and pathways have been identified, including: the traditional, international cricket focused employment market (the "vertical" pathway), the new, domestic T20 focused, free agency employment market (the "horizontal" pathway), and the hybrid employment market

3 INCREASING SHIFT TO FREE AGENCY; HYBRID OR HORIZONTAL EMPLOYMENT PATHWAYS

There were 331 contract opportunities for overseas players in major domestic T20 cricket during the report period. An increasing number of players are shifting towards the hybrid and horizontal employment pathways

4 NO COHERENT GLOBAL STRUCTURE

The fragmented global employment market reflects the fact the game has no coherent global structure and scheduling to enable the various formats of the game to seamlessly co-exist. International cricket structures are characterised by confusing and inconsistent tour formats and structures and playing volumes and opportunities vary significantly across countries. Domestic T20 leagues have, perhaps more by accident than design, created a simple, annual global calendar. Players are increasingly valued and increasingly able to develop viable career paths in this employment market. The lack of coherent structure is contributing to driving shifts in the employment market

5 SHORT TERM, INSECURE EMPLOYMENT

The majority of players feel insecure in their playing contracts, which are predominantly short term (one year or less). Many players have more than one contract and many still seek employment outside of cricket to supplement their income

6 HAVES AND HAVE NOTS

As highlighted in previous FICA reports, the significant disparity between remuneration levels for players across countries and between employment markets continues to be a key driver of player employment decisions

7 GAME SENTIMENT AND VOICE

Players are generally optimistic about the future of the game despite highlighting several potential threats to it. However, players generally feel they have little voice in the future direction of the game, which is compounded by varying relationship quality between players and boards around the world

8 IMPORTANCE OF UPHOLDING BASIC RIGHTS AND PROTECTIONS

Several significant areas of concern and breaches of basic employment rights have been identified. 20% of players have experienced discrimination, intimidation or bullying by their employer across all employment markets. 17% of players have experienced non-payment, or being paid late under a cricket contract

9 INCONSISTENCY IN EMPLOYMENT TERMS AND CONDITIONS

There is a significant disparity between the employment terms and conditions between countries and between employment markets. Where strong players' associations exist, especially those using collective bargaining structures, player terms and conditions are more secure and more consistent

10 NEW REGULATORY CHALLENGES

The shifting landscape continues to present new challenges for players and the game including on regulatory and employment issues such as contract structures, registration, player release and education

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INTRODUCTION

Players are at the forefront of the future success of the game and, in addition to its obligation to safeguard and protect their career paths and fundamental employment rights, FICA has an obligation to the future health and success of the global game. FICA's Men's Professional Global Cricket Employment Report 2017 highlights the key issues for players and their careers in both the different employment markets and in the different cricket countries. Many of these issues and many of the decisions made by players are key driving factors of the direction in which the game is moving. Addressing them coherently requires both global and local domestic action.

SHIFTING LANDSCAPE

The last decade has seen a significant shift in the game. In an overall global structure that lacks coherence, two very distinct player employment pathways have developed within the world game. The traditional vertical pathway is international cricket-focused encompassing Test, ODI and, to a lesser extent, T20 International cricket and the traditional domestic systems that feed into international cricket. A majority of cricket boards still rely on this landscape for most of their revenues needed to fund the game in their countries, and it is also where most of the professional cricketers are developed and still conduct their careers. The emerging horizontal pathway for players is focused on the domestic T20 market, in which players increasingly move around the world participating in different domestic T20 leagues.

Domestic T20 cricket is dramatically growing cricket's fan base and capturing an ever increasing slice of cricket's global media resources. It is, in the main, a fan-vibrant place where players are highly valued and many are able to earn significantly more, on a time-to-wage ratio basis, than they can in the traditional market. All indications to us are that in the current climate players will increasingly shift in its direction.

In this current structure, where vertical and horizontal compete, and in the face of time-limited professional careers, players are faced with a conflict of choice in career direction. Equally, country boards are faced with the potential flight of talent in which they claim an investment. The tension is already palpable in several countries, but will be increasingly felt by all.

A shift in the landscape and employment market brings with it various challenges for players and the game, including around player release, the transience of high performance environments, injury and insurance protections, contract security, and the consistency of player education and support, including on issues such as anti-corruption and anti-doping. Despite being subject to numerous rigorous codes and regulations, there remains a lack of agreed, reciprocal enforceable global minimum standards and protections for players in many of these areas.

Both landscapes are critical for the future success of the game and both rely on the participation of, and ability for the game to produce and provide pathways for, quality players. The game needs to adapt to the challenges of the shifting landscape and must develop

a coherent global approach to scheduling and its regulatory frameworks. Meaningful change cannot be effected by simple restriction imposed on the movement of players. It can however be achieved through genuine solidarity and structural change, agreed with and bought into by the players, which balances the two landscapes and enables them to optimally co-exist. We believe that this is attainable through collective will around the world.

GLOBAL DISPARITY

The report also assesses all of the leading cricket country employment markets and those where recognized players' associations exist. It highlights the huge global disparity that exists in how cricketers are employed and supported and that in some countries, the systems, processes and employment relationships lack both quality and necessary stability. This is particularly so for players in many smaller or developing cricket countries, where pathways and player career viability remain extremely precarious. Some of the key issues highlighted include the lack of collectively agreed employment contracts in many countries, inconsistency in terms, conditions and protections afforded to players, and significant wage gaps. These are all key drivers of employment decisions. It also highlights some alarming figures on failures to uphold basic employment rights and protections, including around the honouring of contracts and treatment of players.

FICA continues to encourage the game's decision makers to work with the players, including through their collective representatives, to develop agreed sustainable structures and fair regulatory frameworks that are based on reciprocity, and are fit for purpose. The professional game is built on employment relationships, and it is important that these are stable.

FICA will be consulting with key stakeholders in the game with a view to taking the outcomes of this report forward. It is hoped that the insights provided in this report will contribute to the beginning of a greater understanding of some of the player related complexities and issues to be considered as part of forward looking endeavours in the game.

Tony Irish
FICA Executive Chairman

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, male and female, regardless of nationality, religion, political persuasion or race, under an international body focused on matters that are of common interest to the game and its players at the international level.

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.



WHY THIS REPORT

This first FICA's Men's Professional Cricket Employment Market Report aims to provide an accurate and balanced assessment of the game's global employment market in which players around the world are looking to build successful and meaningful careers.

It is the first report of its kind to be undertaken in the game and it is FICA's intention to complete this report on an annual basis, providing valuable insight into the realities of professional cricket.

FICA has been highlighting for some time, that whilst cricket continues to innovate and players continue to deliver remarkable performances there are a number of growing structural imbalances in the game that confuse and threaten cricket's economic foundations.

FICA highlighted many of these imbalances, and made recommendations to address them, in its recent International Cricket Structural Review 2016. This report provides further evidence of the issues raised by FICA and acts as a benchmark for the continued shifting of the game's professional landscape.

This report will:

TRACK

A full range of data points and player insights on an annual basis with consistent monitoring allowing for the identification of patterns and trends across the game

INFORM

The game's stakeholders, decision-makers, media and fans with reliable, accurate information deriving a better understanding of the realities of the professional game and the career choices faced by players

CONTRIBUTE

To the future direction of the game by providing high quality thought leadership on the issues, challenges and opportunities that the game faces

ADVOCATE

For more consistent playing structures and global minimum standards in employment conditions ensuring that cricket remains vibrant by offering viable, secure and rewarding professional careers for its players

REPORT METHODOLOGY

FICA's first Men's Professional Cricket Global Employment Report was compiled by FICA using the following methodology for the 2016 / 2017 season report period. There is a time lag of approximately 12 months on the majority of data in this report:

FICA ANNUAL WORLDWIDE PLAYER SURVEY

Through its member associations FICA conducts an online annual survey of the players across countries, obtaining both qualitative and quantitative data relating to players' employment and their views on the game. Selected data points and opinions from the Player Survey are included in this report. The 2017 survey was completed by more than 300 current international and professional players from all FICA member countries, including lengthy qualitative interviews with senior internationals.

FICA MEMBER ASSOCIATIONS ANNUAL SURVEY

For the 2016/17 season FICA launched its Member Associations Annual Survey that provides an overview of contractual and key employment structures and arrangements by country. Selected data points and opinions from the Member Associations Survey are included in this report.

CRICKET DATA - CRICKET ARCHIVE

FICA worked with Cricket Archive – the world's most comprehensive cricket database – to research a range of relevant statistical and playing data from across the professional game. Selected data points from that research are included in this report.

DIRECT PLAYER ENGAGEMENT

Throughout the creation of this report FICA has directly engaged with players across the game to understand their views and opinions on the professional cricket landscape and their career decisions and challenges. These views and opinions are reflected in this report.

FURTHER RESEARCH

Where required, FICA has undertaken additional online and third party research and data gathering.

IMPERFECT DATA ACKNOWLEDGEMENT & THE FUTURE

FICA acknowledges that it does not have access to full data sets from across the game and specifically in countries where no players' association exists or where the players' association has limited access to player data. This includes India, a significant part of the global cricket landscape. It is FICA's intention to build its data capture capacity with future annual iterations of this report, ensuring that the most accurate picture of the global cricket employment market can be represented.



“

T20 LEAGUES ARE BECOMING MORE AND MORE ATTRACTIVE TO PLAYERS, ESPECIALLY FOR PLAYERS FROM LOWER EARNING COUNTRIES.

There are lots of positives with that, but it's also an issue for the game. I would like to see international cricket stay strong.

JP Duminy



1

THE SHIFTING LANDSCAPE

OVERVIEW

FICA has identified that during the report period there were 3162 men's professional, first class, list A or major domestic T20 cricketers spread across the 12 ICC full member countries and countries in which FICA works with recognized players' associations.

This section analyses the employment landscape in which those cricketers are looking to build meaningful and rewarding careers.

On a global scale, 3162 players, in a team sport does not represent a significantly large professional sporting workforce and yet the research highlights that cricket, more than any other comparable sport, engages its players via a complex myriad of employment and contractual structures.

Not only is there huge disparity and variety in the terms and conditions under which players play, the employment landscape in which they operate is ever shifting and changing.

3162

MEN'S PROFESSIONAL | FIRST CLASS | LIST A | MAJOR DOMESTIC T20 CRICKETERS IN THE 13 COUNTRIES COVERED BY THIS REPORT DURING THE REPORT PERIOD

MEN'S PROFESSIONAL | FIRST CLASS | LIST A | MAJOR DOMESTIC T20 CRICKETERS BY COUNTRY:

| | | |
|---|---------------|-----|
|  | Afghanistan | 33 |
|  | Australia | 188 |
|  | Bangladesh | 216 |
|  | England | 403 |
|  | India | 688 |
|  | Ireland | 27 |
|  | New Zealand | 134 |
|  | Pakistan | 419 |
|  | Scotland | 22 |
|  | South Africa* | 410 |
|  | Sri Lanka | 345 |
|  | West Indies | 177 |
|  | Zimbabwe | 100 |

*Includes Africa Cup



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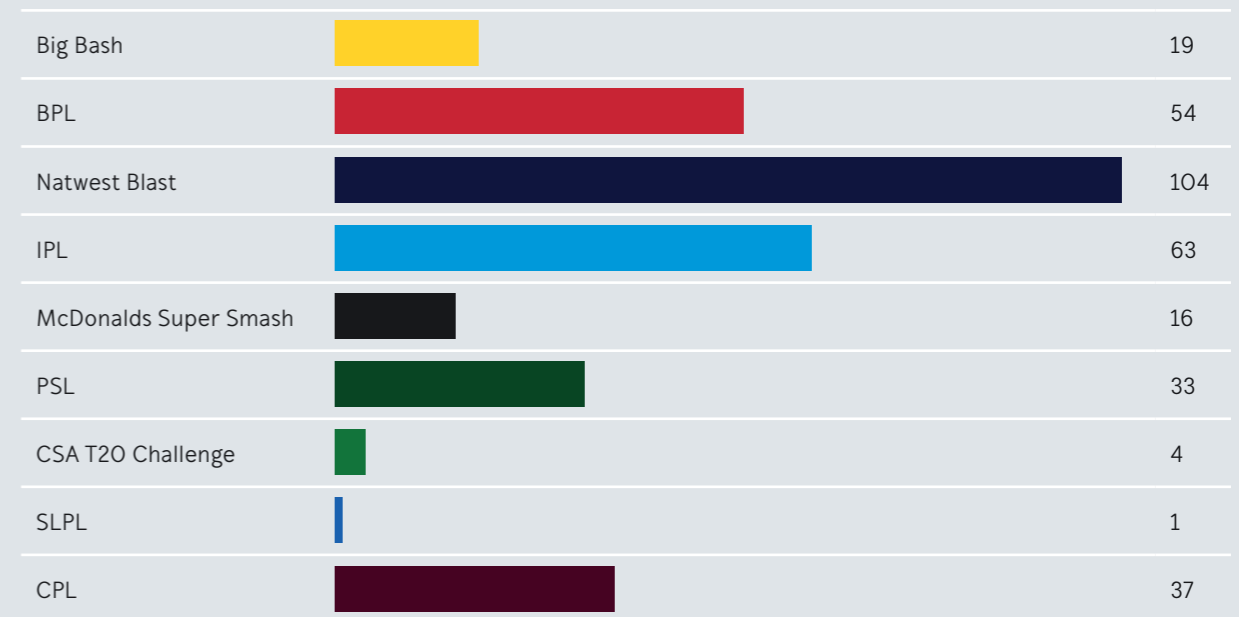
IT WOULD BE HELPFUL IF THERE WAS CLEAR DIRECTION WITH EACH OF THE FORMATS OF THE GAME ON WHAT IS AND ISN'T IMPORTANT SO PLAYERS KNOW WHERE TO FOCUS THEIR ATTENTION.

William Porterfield



331

THE NUMBER OF OVERSEAS PLAYER CONTRACTS ACROSS THE MAJOR DOMESTIC T20 LEAGUES



VERTICAL V HORIZONTAL

Since its inception in 2003 T20 cricket, and importantly domestic T20 leagues and teams, has firmly established itself as a primary product in the global cricket landscape which now seriously challenges the traditional structure of the international cricket-driven vertical player career pathway that has dominated the game over the past 100+ years.

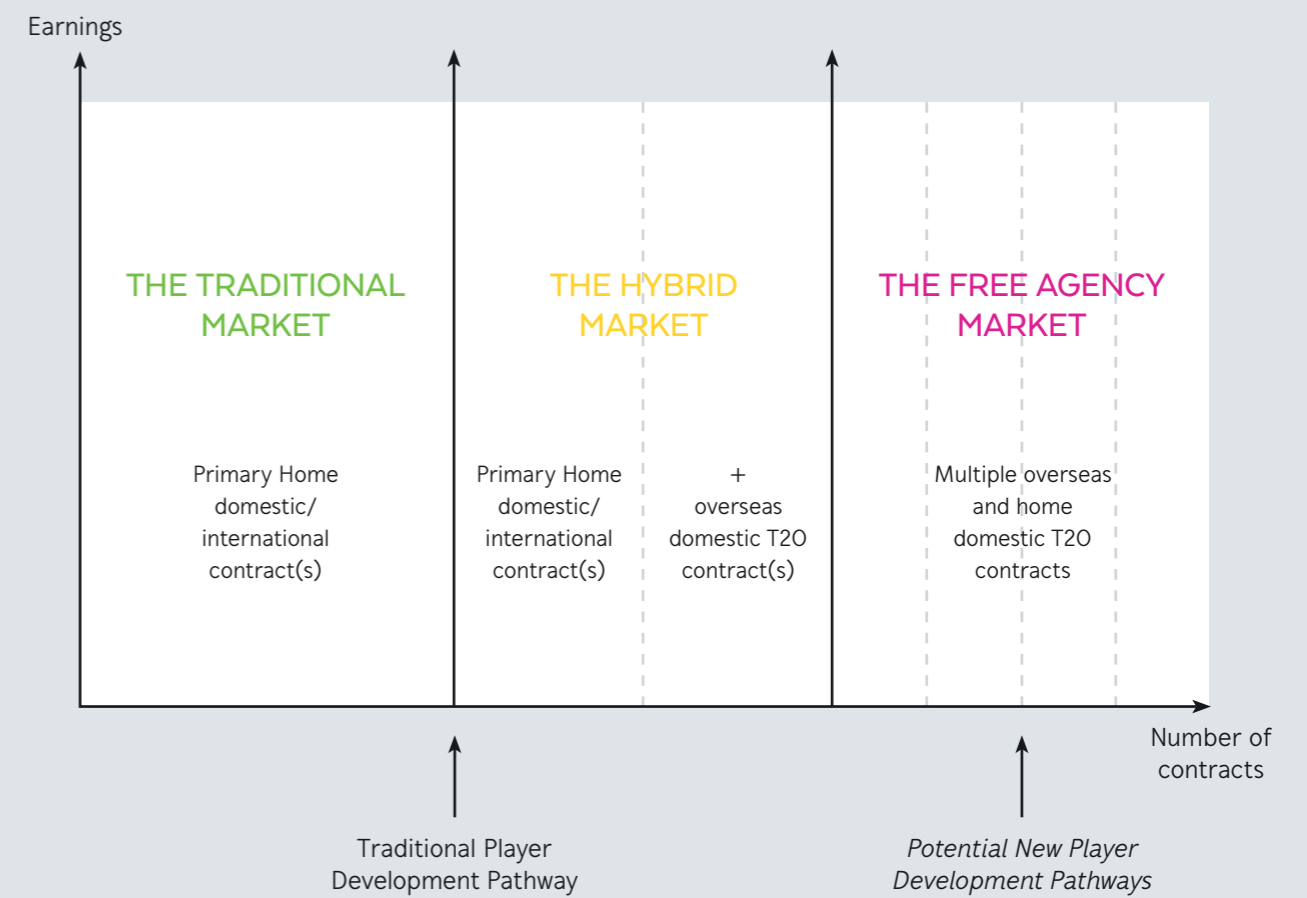
The simplicity of the T20 format, the adaptability to consumer-style marketing, the clarity of league structures and the engagement of world-leading players ensures that T20 will remain a viable and valuable product moving forward.

The attractiveness of the product, the playing earnings potential and the spread across the calendar are increasingly creating a very viable new horizontal employment market for cricketers worldwide, especially for those from smaller cricketing countries. This market delivers a new concept for cricket where a player's entire career focus can be domestic T20 cricket rather than the traditional international route. It is anticipated that as revenues in T20 mature and grow, this shift to free agency for players will continue as players seek play where they are valued.

However the rapid organic growth of the T20 leagues brings with it a number of challenges. The current disparity in the quality of the various T20 administrations worldwide is a barrier to future growth. There is no centralisation of regulations, employment structures, contract securities, and the role of agents. Issues such as doping and integrity are also not addressed consistently.

This section highlights the different categories of professional cricketer identified by FICA's research.

THE PROFESSIONAL CRICKET EMPLOYMENT LANDSCAPE



THE TRADITIONAL PROFESSIONAL CRICKET EMPLOYMENT MARKET

THE VERTICAL PATHWAY

EMPLOYMENT OVERVIEW

This category of professional cricketers still makes up the majority of first class and list A players worldwide. Generally these cricketers have one primary professional cricket employment contract, either domestically in their country of birth or alternatively they are contracted to their national team. With some exceptions, these contracts are permanent employment contracts for a fixed period of one (1) year. Whilst cricketers in this market do play overseas it is usually only in their domestic off-season, where they play as an overseas player in domestic cricket elsewhere or even in semi-professional, grade or club cricket as part of their development. The development pathway of these players is characterized by the traditional 'vertical' movement up the cricket pyramid from the amateur game, to capped domestic player, to international player. The focus of a player's career is international representation for his country, with a broadly split focus on 4 day and Test cricket and 50 over and ODI cricket. These cricketers may play domestic T20 cricket but almost exclusively in their own country. Increasingly, there is specialist focus on one or two formats of the game, which is providing a challenge to traditional contracting structures. A player's career development is often guided by the top down development pathways controlled by the national board through the domestic structure. Remuneration in "traditional" domestic cricket is relatively limited in comparison to remuneration potential available from the new domestic T20 leagues and is centrally subsidized almost entirely by board international cricket revenues (ICC events / bilateral international cricket). On a time : wage basis, international cricketers in this market from less wealthy nations

also receive remuneration well below potential contract levels available in domestic T20 leagues and their national teams continue to struggle to keep them contracted full time to international cricket and its significant time commitment. Some countries, notably New Zealand, have looked to maintaining an 'independent contractor' model (which enables more player choice) in an effort to keep players in their vertical employment market, whilst others are implementing or exploring contracts based on either red or white ball formats. Cricketers from wealthy cricket nations have seen their remuneration increase in an effort to ensure that their focus and commitment remains fully on international cricket. This traditional model is under significant threat from alternative employment options available for players as their profile and performances develop and new markets open up for them worldwide. Both international and high quality domestic players can quickly transition to the 'hybrid' cricket market or, increasingly, move straight from the traditional vertical pathway to the horizontal pathway of free agency as outlined below. We are seeing the beginnings of a trend in which annual contracts across all formats of the game, are being declined by players at both domestic and international level worldwide. This 'flight of talent' from the traditional 'vertical' pathway with players moving to where they are increasingly valued, and can build more lucrative careers has the potential to undermine both the quality and value of international cricket, which already sees many top players in the world not playing for their national teams on a regular basis, or at all.

MARKET CONSIDERATIONS

> Contract security

Contract periods tend to be relatively short term, generally at one year or 'contractor' status in selected countries. There is generally more security of primary contracts and contracting processes where a players' association-board agreement /MOU exists

> Employment benefits

Generally a comprehensive range of employment benefits with collectively bargained primary contracts where players' association-board agreement/MOU's exist. Limited and less secure employment benefits in countries without players' associations or MOU's

> Time: Wage Ratio

Relatively high time commitment in relation to remuneration

> Career direction control

Generally lead by governing body / club / state / franchise with limited role for agent

> Registration / NOC

Some home governing bodies have formal registration systems. The existing framework generally requires a "No-Objection Certificate" (NOC) from home governing body / team to play in other tournaments / events

> Education

Generally coordinated by home governing body and players' association or ICC (for ICC events), including anti-doping and anti-corruption education

> Players' association relationship

In countries where players' associations exist, players generally have a strong and ongoing relationship with their association across all areas of their employment and personal development, which provides an additional support structure for players in the system

> Personal impact

National team players often spend a significant time away from family with back to back schedule. Domestic players often travel overseas to play in off-season

> High Performance

Players tend to operate in structured annual high performance environments with appropriate support staff, infrastructure, fitness and injury management protocols, often controlled by the governing body



THE HYBRID PROFESSIONAL CRICKET EMPLOYMENT MARKET

EMPLOYMENT OVERVIEW

The traditional annual or permanent domestic or national contract remains the primary contract for cricketers in the hybrid professional cricket employment market. For cricketers in this market the main focus of their career development remains international representation for their country based on the principles outlined above of vertical career development pathway. However, they will have at least one additional short-term overseas domestic T20 league contract in addition to their main contract. They will have access to additional domestic T20 contracts. The hybrid market often creates a tension between the players' primary contract, and additional contract/s, with issues around player release (NOC), and the terms and conditions of such releases. Players, boards, clubs and leagues are grappling with this issue which is exacerbated by a lack of clarity or a centrally coordinated global scheduling calendar. Most cricketers in this market will have an agent acting on their behalf in their representation to the T20 leagues. Many cricketers in this market are proven international cricketers however, the number of younger cricketers, those with relatively limited international experience or purely domestic cricketers continues to grow. With short term T20 contracts often providing

for significant earnings opportunities in addition to a player's primary contract the attraction of the hybrid market is obvious. This is especially the case for overseas player contracts in the Indian Premier League (IPL) where contract values can be life-changing. As players in this market continue to deliver performances in one or other of the T20 leagues their potential to gain additional employment in other leagues increases. The aggregate of multiple T20 contracts may derive significantly more income than a player's traditional permanent contract either on a gross basis or on a time commitment to remuneration basis, leading to a player being presented with a choice of career direction. This is especially the case for players from less wealthy countries, where national contracts cannot match domestic T20 earnings, lead by the IPL. In addition, potential domestic T20 league contracts may clash in the calendar with their domestic or international cricket schedule, again presenting the player with a choice. Players in this market, especially those who already have a significant international career under their belts can easily make the transition to the horizontal pathway and take themselves out of the traditional professional cricket employment market.

MARKET CONSIDERATIONS

> Contract security

Contract periods tend to be relatively short term, generally at one year or 'contractor' status in selected countries. There is generally more security of primary contracts and contracting processes where a players' association-board agreement/MOU exists. Additional domestic T20 contract/s are relatively insecure

> Employment benefits

Generally a comprehensive range of employment benefits with collectively bargained primary contracts where players' association-board agreement/MOU's exist. Limited and less secure employment benefits in countries without players' associations or MOU's. Significant variations in employment benefits provided with additional domestic T20 contract/s

> Time: Wage Ratio

Relatively high time commitment in relation to remuneration for primary contract. Low time commitment in relation to remuneration for additional domestic T20 contract/s

> Career decision

Primary contract is generally lead by governing body / club / state / franchise with limited role for agent. Additional domestic T20 contract is often driven by agent

> Registration / NOC

Some home governing bodies have formal registration systems. The existing framework generally requires 'No-Objection Certificate' (NOC) from home governing body / team to play in other tournaments / events

> Education

For the primary contract education is generally coordinated by the home governing body and players' association or ICC (for ICC events), including anti-doping and anti-corruption education. For additional domestic T20 contracts levels of player education vary significantly around the world

> Players' association relationship

For the primary contract in countries where players' associations exist, players have a strong and ongoing relationship with their association across all areas of their employment and personal development, which provides an additional support structure for players in the system. For additional domestic T20 contracts the relationship with the 'host' players' association varies

> Personal impact

Often significant time away from home and family with both primary contract commitments and additional domestic T20 commitments. This is especially the case for international cricketers with additional domestic T20 contracts

> High Performance

For the primary contract players tend operate in structured annual high performance environments with appropriate support staff, infrastructure, fitness and injury management protocols, often controlled by the governing body. For additional domestic T20 contracts high performance environments vary considerably across the world



THE FREE AGENCY CRICKET EMPLOYMENT MARKET THE HORIZONTAL PATHWAY

EMPLOYMENT OVERVIEW

This market is not an entirely recent phenomenon. The contracting of players by World Series Cricket in the 1970's, taking players away from their national board structures, was a fore-runner to the horizontal free agency market that now exists in the game. Players in this market, with the odd exception, predominantly earn their income moving between short-term contracts in the domestic T20 leagues, the horizontal pathway. In the early years of the recent growth of this employment market most players within it were proven international cricketers, towards the end of their careers, at the top of their vertical career pathway, who 'retired' from international cricket and moved sideways to focus on T20 cricket. However, over recent years, we are seeing younger players and those who would be in the middle of their traditional international or domestic careers choosing to leave the vertical pathway and move sideways to the free agency route. Where over recent years, the horizontal free agency market has had its most significant impact on taking players

out of the traditional employment market in the less wealthy cricketing nations, where T20 league earnings comfortably surpass national contract earnings, we are now seeing the gradual creep of this pathway into all areas of the game in almost all countries. Players are being selective about which traditional domestic contracts they accept and in many instances are removing themselves entirely from long-form red ball cricket. In addition to earnings potential, clarity in the domestic T20 calendar and competition, the attractiveness and excitement of the cricket product, and a lesser time commitment are significant drivers in career decisions, with agents playing an increasing role in career development and player movement. The consequences of a flight of talent from the traditional market and international cricket to the domestic T20 leagues and horizontal pathway present a significant challenge for the future balance of the game in the absence of a coherent structure or co-existence model.

MARKET CONSIDERATIONS

> Contract security

Relatively low contract security arising out of short-term contracts, often affected by draft / auction outcomes rather than by mutual negotiation

> Employment benefits

Significant variations in contract standard, employment benefits and protections due to the lack of globally enforceable minimum standards across different domestic T20 tournaments (including on injury, insurance, non-payment, security, health and safety etc), despite being within the ICC's "approved cricket" framework

> Time: Wage Ratio

Relatively low time and contractual commitments for significant income relative to permanent contract holders

> Career decision

Significant autonomy and increasingly impacted by player agent and draft / auction processes

> Registration / NOC

No globally coordinated system of player registration. Some home Boards still endeavour

to exercise control over players and NOC process even with no contractual relationship to the player. Potential for restraint of trade issues and possible lack of access to events which the ICC or Member Boards deem to be "disapproved"

> Education

No global coordination and consistency, including around anti-doping and anti-corruption education, for the growing body of players

> Players' association relationship

Increasing role for players' associations worldwide to coordinate their support for players in this market as players spend less time in one 'primary' country

> Personal impact

Lack of consistency in structures and support mechanisms that exist in the traditional employment market. Short-term contracts for different teams lead to possible issues around isolation

> High Performance

Often single format players. Lack of continuity with high performance environment and player support structures

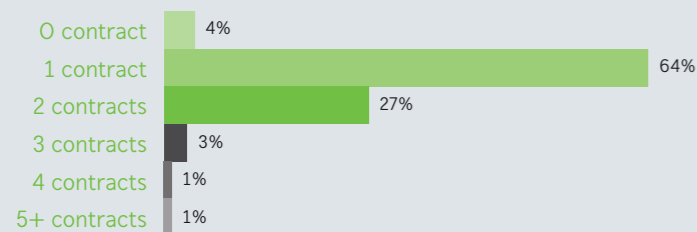


PLAYER EMPLOYMENT: CONTRACTS

The following information is derived from player responses to the FICA Player Insights Survey 2017 and focuses on the key components and structure of player employment, contracts and terms:

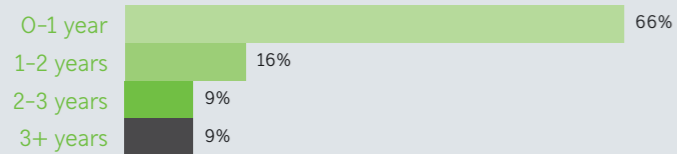
NUMBER OF CURRENT CONTRACTS

Players were asked the number of current contracts – both national and domestic that players current have:



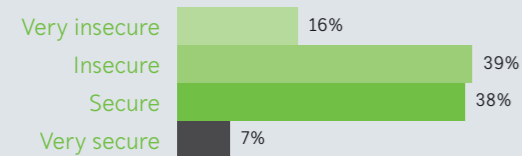
LENGTH OF MAIN PLAYING CONTRACT

Players were asked to confirm the length of a player's main current contract:



PLAYER CONTRACT SECURITY

Players were asked how contractually secure they felt in their current employment:

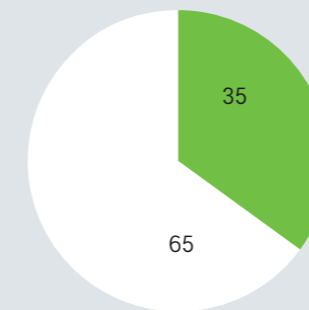


WORK OUTSIDE OF CRICKET

Players were asked if they work outside of cricket either during the season or during the off-season

KEY

Yes No

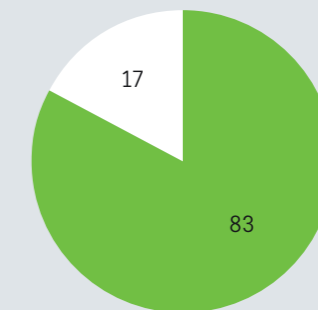


CONTRACT SECURITY V FREEDOM TO MOVE

Players were asked which was more important to them when making contract decisions

KEY

Contract and job security Freedom to play worldwide

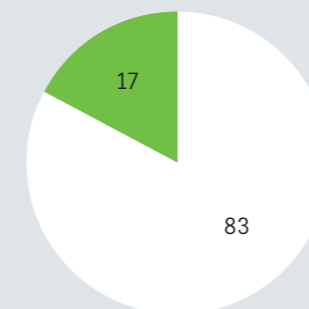


NON-PAYMENT OF CONTRACT

Players were asked if they had ever experienced issues of non-payment or delayed payment under a cricket playing contract

KEY

Yes – experienced issues No – never experienced issues

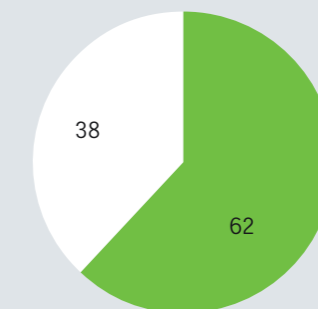


PLAYER AGENT

Players were asked if they currently had a player agent who negotiates their cricket employment contract

KEY

Yes No



COMMENTARY

- > 34% of players have more than 1 current contract
- > 1 year or less contracts still dominate the employment landscape with 66% having a contract of no more than a year
- > 55% of players feel insecure or very insecure in their current employment
- > 35% of players have additional employment outside of cricket
- > 83% of players value contract security over freedom to move
- > 35% of players have experienced non-payment of contracts
- > 38% of players do not currently have an agent

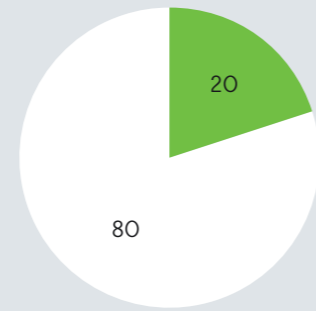
PLAYER EMPLOYMENT: CONDITIONS

The following information is derived from player responses to the FICA Player Insights Survey 2017 and focuses on the employment conditions that players experience under their current employment:

DISCRIMINATION, INTIMIDATION & BULLYING

Players were asked if they or any of their teammates had ever felt discriminated against, intimidated or bullied by their employer

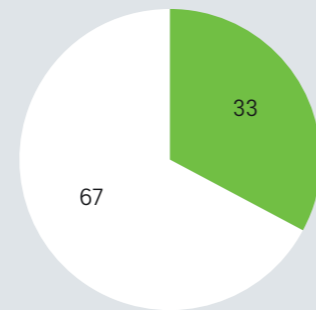
KEY



GRIEVANCE PROCEDURE

Players were asked if they understood any grievance procedure available to them

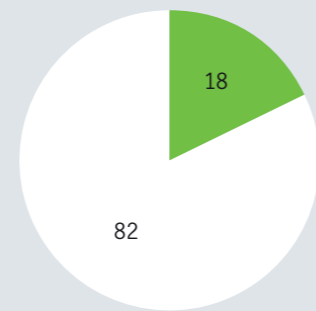
KEY



PLAYER SAFETY & SECURITY

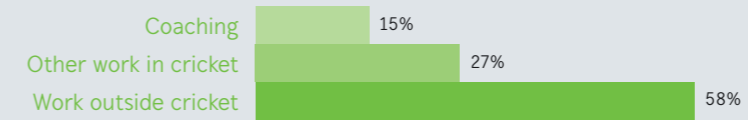
Players were asked if they had ever felt unsafe whilst playing or training at any point in their careers

KEY



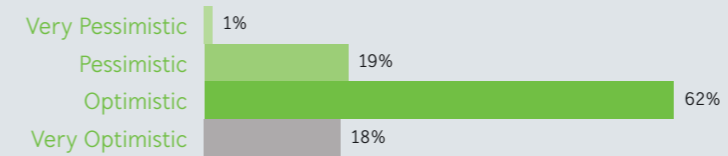
FUTURE CAREER ROUTE

Players were asked where they saw their future careers after they have finished playing



FUTURE CAREER SENTIMENT

Players were asked how they felt about their future careers after they have finished playing



COMMENTARY

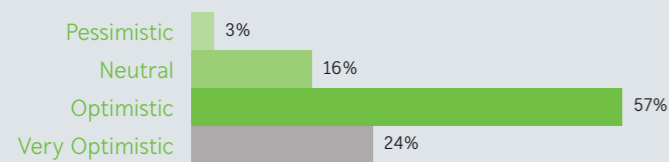
- > 20% of players have experienced some form of discrimination, intimidation or bullying during their career
- > 67% of players are unclear about grievance procedures
- > 18% of players have felt unsafe when playing or training
- > 58% of players see their future after playing outside of cricket
- > Players are generally optimistic about their futures with 80% either optimistic or very optimistic about their future

PLAYER EMPLOYMENT: GAME SENTIMENT

The following information is derived from player responses to the FICA Player Insights Survey 2017 and focuses on players' views on the direction of the game in general

OVERALL FUTURE OF THE GAME

Players were asked about their feelings about the overall future direction of the game:



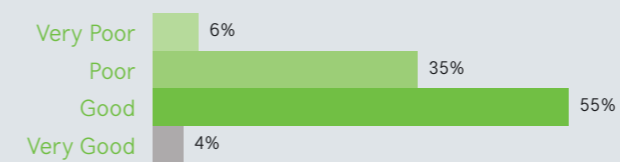
ISSUES FACING CRICKET

Players were asked to assess the issues facing the game from a players' perspective. The graph below highlights the % of players that described each of the issues below as 'important + very important'



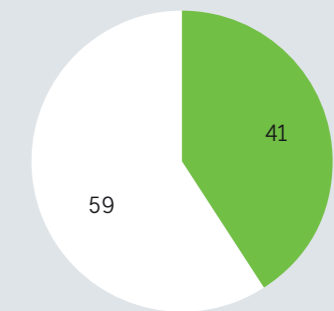
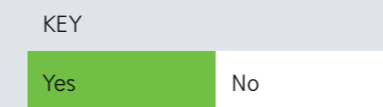
BOARD – PLAYER RELATIONSHIP

Players were asked to describe the relationship between their home board and the players



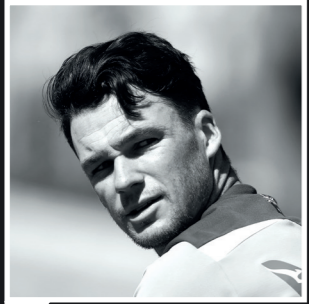
PLAYER VOICE IN THE DIRECTION OF THE GAME

Players were asked if they felt they have a clear say in the direction of their game in their country



COMMENTARY

- > 81% of players are optimistic about the future of the game
- > Corruption, scheduling and player workload are seen by players as the main issues facing the game
- > 41% of players think the relationship between themselves and their board is poor or very poor
- > 59% of players feel they do not have a clear voice in the direction of the game



“

I THINK OUR VOICE IS GENERALLY HEARD IN AUSTRALIA - WE ARE LUCKY THE ACA DO AN AMAZING JOB REPRESENTING THE PLAYERS.

Peter Handscomb



2 COUNTRY BY COUNTRY ANALYSIS



THE RELATIONSHIP BETWEEN BOARDS AND THEIR PLAYERS IS REALLY IMPORTANT TO PLAYER DECISIONS.

At the end of the day we go out there and we represent 50-60 million people in South Africa – you need strong culture and good backing and support from your Board to do that well.

JP Duminy

INTRODUCTION

This section provides a comparative overview of the professional cricket landscape in each of the ICC Full Member Countries as well as Scotland, which has a FICA-member Players' Association. It provides a clear and accurate understanding of the variety of employment conditions for players worldwide. It is the intention of FICA to conduct this analysis on an annual basis.

PROFESSIONAL CRICKET OVERVIEW

The most recent challenges and employment market issues are reviewed at the start of each country's analysis to provide a snapshot of the professional cricket landscape in each country.

PLAYER EMPLOYMENT ASSESSMENT

FICA has then assessed each country against a set of key employment specifics which has been done via the collation of comprehensive employment data from both players' associations and other credible sources.

The assessment has been done by FICA against its internal best-practice benchmarking and presented for this document using a "traffic light" system in relation to the players themselves:

- Positive employment market situation
- Acceptable employment market situation but potential to improve
- Negative employment market situation or no provision

PLAYER REMUNERATION

Regarding remuneration, FICA has analysed each country's data and benchmarked it against a scale of global average remuneration levels in the game. The following three point comparison scale is used:

- ▲ Above global average remuneration
- Average around global average remuneration
- ▼ Below global average remuneration

The scale used is purely for numerical comparison purposes and is not a FICA assessment of the relative value of remuneration to players in each country.

LIMITED DATA

Where FICA has been unable to attain relevant and accurate data or relevant qualitative insight into a particular employment specific then 'Unknown' has been used.

AFGHANISTAN

PROFESSIONAL CRICKET OVERVIEW

Afghanistan was awarded ICC full member and Test status in 2017. Their elevation alongside Ireland is testament to the significant progress they have made as a cricketing nation over recent years, and recognition of the quality of the players they have and continue to produce. The players and Board should be congratulated for their significant journey. FICA is fully supportive of associate nations having a clear, meritocratic pathway to the game's top table but it is clear that for countries like Afghanistan the reality of being given Test status does not mean they seamlessly fit into an international cricket structure that allows them to regularly compete with the game's leading nations in a systematic way. In fact, far from it. Domestically, whilst cricket is vibrant in Afghanistan its professional structures still have much development required. There is no players' association, player remuneration is low with limited or no additional

employment benefits offered to Afghan cricketers. Security remains a significant issue in Afghanistan, including in relation to the Shpageeza T20 Cricket League held in Kabul in 2017. Sadly, the event was affected by a serious security incident. Afghanistan has produced a number of world class players in recent years and it is encouraging to see the other domestic T20 leagues worldwide, engaging Afghan players and seeing them deliver match winning performances.



NUMBER OF PRO PLAYERS

33



FIRST CLASS AND LIST A CRICKET

- > Afghanistan will play First Class Cricket & List A Cricket from 2017 onwards.
- > From that point forward their teams will be listed in the FICA Employment Market Report.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
- NATIONAL CONTRACTS – Players' Association approved
- ↓ NATIONAL CONTRACTS – average player earnings
- NATIONAL CONTRACTS – employment benefits
- NATIONAL CONTRACTS – player-owned collective commercial rights entity
- DOMESTIC CONTRACTS – Players' Association approved
- ↓ DOMESTIC CONTRACTS – average player earnings
- DOMESTIC CONTRACTS – employment benefits
- DOMESTIC CONTRACTS – player-owned collective commercial rights entity
- FICA / ASSOCIATION ROLE IN DOMESTIC T20 TOURNAMENT CONTRACTS
- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – marquee players
- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE
 ● ACCEPTABLE
 ● NEGATIVE
 ● UNKNOWN OR N/A
↑ ABOVE
 ■ AVERAGE
 ↓ BELOW

AUSTRALIA

PROFESSIONAL CRICKET OVERVIEW

Australia, alongside India and England remains one of the three globally dominant cricketing countries. 2017 saw an eventual conclusion to the stand-off between the Australian Board and the Australian Cricketers Association, over the negotiation of the new players Memorandum of Understanding (MOU) agreement with the board. The ACA and the players are to be congratulated on their solidarity in their unwavering support of their collective bargaining principles. The eventual negotiated outcome and retention of the revenue sharing model continues to set a benchmark for other collective playing groups worldwide. Specifically the progress made on women cricketers' remuneration is to be applauded with the establishment of a gender equity pay model. Professional cricketers in Australia are appropriately rewarded for their contribution to the game. Their players' association is strong, delivers outstanding work and makes a valuable

impact on the game at all levels. Australia's Big Bash T20 tournament continues to be the most important domestic T20 event in the game, behind India's IPL, and is hugely popular with the players, despite the fact that many senior Australian players have limited or no role in the tournament due to International commitment clashes. Scheduling will continue to be a significant issue in Australian cricket until global windows that balance domestic and international cricket are introduced.



NUMBER OF PRO PLAYERS

188



FICA MEMBER

FIRST CLASS CRICKET

Sheffield Shield

COMPETING TEAMS

- > New South Wales
- > Queensland
- > South Australia
- > Tasmania
- > Victoria
- > Western Australia

FORMAT

- > League format
- > Home & Away
- > 10 matches per team

LIST A CRICKET

Matador BBQs One-Day Cup

COMPETING TEAMS

- > Teams as per First Class cricket
- > + Cricket Australia XI

FORMAT

- > League format
- > 6 games
- > 2nd / 3rd playoff
- > Final

T20 CRICKET

KFC Twenty20 Big Bash

COMPETING TEAMS

- > Adelaide Strikers
- > Brisbane Heat
- > Hobart Hurricanes
- > Melbourne Renegades
- > Melbourne Strikers
- > Perth Scorchers
- > Sydney Sixers
- > Sydney Thunder

FORMAT

- > League format
- > 8 games
- > Semi finals and final

PLAYER EMPLOYMENT ASSESSMENT

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- ▲ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE
 ● ACCEPTABLE
 ● NEGATIVE
 ● UNKNOWN OR N/A
▲ ABOVE
 ■ AVERAGE
 ▼ BELOW

BANGLADESH

PROFESSIONAL CRICKET OVERVIEW

Bangladesh continues its progress as a cricketing nation with both its national team and many of its players delivering consistently high quality and competitive performances at the top of the game in both international cricket and in the various domestic T20 leagues worldwide. The Cricketers' Welfare Association of Bangladesh has been a member of FICA for 10 years, operating in a challenging environment. Whilst recently there have been some increases in national player remuneration, professional cricketers in Bangladesh are subject to employment terms and conditions that are below their counterparts in other areas of the world. The Bangladesh Premier League – Bangladesh's domestic T20 league – attracts a reasonable number of profile cricketers from around the world, however remuneration levels across the entirety of the tournament are behind other leagues and 2017 saw another year in which several non-payment issues

for players were raised with FICA. In addition, there have been reported attempts by the Bangladesh Cricket Board to restrict the number of No-Objection Certificates (NOC's) offered to Bangladeshi players, to which FICA remains opposed. There is currently no engagement with FICA by the Bangladesh Cricket Board.



NUMBER OF PRO PLAYERS

216



FICA MEMBER

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
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- ↑ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – marquee players
- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

FIRST CLASS CRICKET

Bangladesh Cricket League

COMPETING TEAMS

- > Central Zone
- > East Zone
- > North Zone
- > South Zone

FORMAT

- > League format
- > Home & Away
- > 6 matches per team

LIST A CRICKET

Dhaka Premier Division

COMPETING TEAMS

- > Abahani Limited
- > Brothers Union
- > Gazi Group Cricketers
- > Kala Bagan Krira Chakra
- > Khelaghar Samaj Kallyan Samity
- > Legends of Rupganj
- > Mohammedan Sports Club
- > Partex Sporting Club
- > Prime Bank Cricket Club
- > Prime Doleshawar Sporting Club
- > Sheikh Jamal Dhanmondi Club
- > Victoria Sporting Club

FORMAT

- > League format
- > One game v each opponent, then top six play again
- > Bottom three play off games for relegation
- > 16 matches for top teams

T20 CRICKET

Bangladesh Premier League

COMPETING TEAMS

- > Barisal Bulls
- > Chittagong Vikings
- > Comilla Victorians
- > Dhaka Dynamites
- > Khulna Titans
- > Rajshahi Kings
- > Rangour Riders

FORMAT

- > League format
- > 2 games against each opponent
- > Final for top two
- > Playoff for three and four
- > Runner up plays playoff winner

ENGLAND

PROFESSIONAL CRICKET OVERVIEW

2017 marked the 50th anniversary of the Professional Cricketers Association, the first players' association to be established in the game. The PCA continues to deliver a programme of core support services to its members, especially in the areas of player welfare and career transition. The financial strength of cricket in England, driven significantly by its strong international bilateral cricket revenues, continues to support the 18 team domestic structure. The northern hemisphere summer and relevant sterling currency strength continues to provide an attractive career option for players from smaller cricketing nations, especially those with soft currencies, to build careers as overseas, Kolpak or even full newly English-registered players in English county cricket. The financial strength of the game and the cricketing calendar have so far ensured that England has by in large been able to retain its players contractually in the face of the shifting employment market. However,

over recent years more England senior players have played in overseas domestic T20 tournaments and received remunerations at the top of scale for that league. This is undoubtedly raising the issue of free agency for English players as a viable consideration. Recently a number of high profile England players have chosen to focus solely on white ball cricket, turning down red ball domestic contracts. In 2017 the ECB announced its new broadcast deal to start in 2020. The significant increase in revenue is partly built around the creation of a new domestic T20 tournament to start in 2020 with 8 new city-based teams competing in a tournament to compare with the Indian Premier League and Australian Big Bash. The new competition and new revenues in the game represent a significant opportunity for all players in England, both international and domestic to formalize their stakeholder relationship in the game through the PCA.



NUMBER OF PRO PLAYERS

403



FICA MEMBER

PLAYER EMPLOYMENT ASSESSMENT

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- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – marquee players
- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

FIRST CLASS CRICKET

Specsavers County Championship

COMPETING TEAMS

- > Derbyshire
- > Durham
- > Essex
- > Hampshire
- > Glamorgan
- > Gloucestershire
- > Kent
- > Lancashire
- > Leicestershire
- > Middlesex
- > Nottinghamshire
- > Northamptonshire
- > Somerset
- > Surrey
- > Sussex
- > Warwickshire
- > Worcestershire
- > Yorkshire

FORMAT

- > Two tier divisions
- > 8 teams and 10 teams
- > 14 games in total per team

LIST A CRICKET

Royal London One Day Cup

COMPETING TEAMS

- > Teams as per First Class cricket

FORMAT

- > Two leagues of 9 teams
- > 8 games, followed by semis and final from top two teams in each league

T20 CRICKET

Natwest Blast

COMPETING TEAMS

- > Teams as per First Class Cricket (although Warwickshire known as the 'Birmingham Bears')

FORMAT

- > Two leagues of 9 (north / south)
- > 14 games, followed by semis and final from top two teams in each league

INDIA

PROFESSIONAL CRICKET OVERVIEW

India remains the globally dominant economic powerhouse of world cricket, a position that provides India with significant influence at the top of the world game. The Indian Premier League is the wealthiest annual domestic T20 tournament in the game, by some considerable margin with its income levels putting on a similar global platform as football's English Premier League or the major sports leagues in American Sport. Unlike all other domestic T20 tournaments it now exists in its own informal "window" in the cricket calendar. Revenues from the IPL are reported to be the most significant contributor to the BCCI's surpluses, outstripping international bilateral cricket revenues. An IPL contract is rapidly becoming the most significant career aspiration for young cricketers worldwide, and competes for the future of players with international honours. Earnings for players at the top of the Indian game, and especially both Indian and overseas marquee players in the IPL are significant, albeit still below the share of revenues enjoyed by players in the other globally dominant sports leagues. However, for

many players, and certainly those from less wealthy cricketing nations, an IPL contract can be life-changing. FICA remains concerned about IPL player contract security in the current contract structure, both for Indian players and overseas players. The domestic first class and list A structure below the IPL and Indian national team is the most extensive in world cricket but it's players have no collective representation of their interests via a players' association, despite the Indian supreme court's mandating of the Lodha committee instruction that one should be created. Consequently, Indian domestic cricketers do not enjoy the guaranteed protections, support and minimum standards that many of their counterparts worldwide receive as part of their standard employment and that they should expect as part of the most affluent cricket economy in the game. The fact that Indian players are still unable to play in domestic T20 in other countries is a concern from a player restriction point of view, as no other country has such a blanket restriction on players.

PLAYER EMPLOYMENT ASSESSMENT

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- ▲ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – marquee players
- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
▲ ABOVE ■ AVERAGE ▼ BELOW



INDIA



NUMBER OF PRO PLAYERS

688



FIRST CLASS CRICKET

Ranji Trophy

COMPETING TEAMS

- | | |
|------------------|-----------------|
| Group A: | Group B: |
| > Baroda | > Assam |
| > Bengal Gujarat | > Delhi |
| > Madhya Pradesh | > Jharkhand |
| > Mumbai | > Karnataka |
| > Punjab | > Maharashtra |
| > Railways | > Orissa |
| > Tamil Nadu | > Rajasthan |
| > Uttar Pradesh | > Saurashtra |
| | > Vidarbha |

- Group C:**
- > Andhra
 - > Chhattisgarh
 - > Goa
 - > Haryana
 - > Himachal Pradesh
 - > Hyderabad
 - > Jammu and Kashmir
 - > Kerala
 - > Services
 - > Tripura

FORMAT

- > Group A & B teams play each other once, top three qualify for the quarter final
- > Group C teams play each other once, top two qualify for the quarter final and are promoted to A or B for the following season
- > Bottom team of Group A and B are relegated to Group C.

ADDITIONAL FIRST CLASS CRICKET

Duleep Trophy

COMPETING TEAMS

- > India Red
- > India Blue
- > India Green

FORMAT

- > 3 team league and a final

ADDITIONAL FIRST CLASS CRICKET

Irani Trophy

COMPETING TEAMS

- > Ranji Trophy Winners
- > Rest of India

FORMAT

- > Single game

LIST A CRICKET

Vijay Hazare Trophy

COMPETING TEAMS

- > Teams as per First Class cricket Ranji Trophy

FORMAT

- > 4 groups of 7 teams
- > Top two teams qualify for the knockout stages

ADDITIONAL LIST A CRICKET

Deodhar Trophy

COMPETING TEAMS

- > India A
- > India B
- > Tamil Nadu

FORMAT

- > Three team league followed by a final

T20 CRICKET

Syed Mushtaq Ali Trophy

COMPETING TEAMS

- > Teams as per First class cricket Ranji Trophy

FORMAT

- > 5 zonal leagues of 5 or 6 teams
- > Then a single league of winners of each zone

ADDITIONAL T20 CRICKET

Indian Premier League

COMPETING TEAMS

- > Dehli Daredevils
- > Gujrat Lions
- > Kings XI Punjab
- > Kolkata Knightriders
- > Mumbai Indians
- > Rising Pune Supergiants
- > Royal Challengers Bangalore
- > Sunrisers Hyderabad

FORMAT

- > Teams play each other twice
- > Top two to final
- > Runner up plays winner of 3rd/4th playoff

IRELAND

PROFESSIONAL CRICKET OVERVIEW

2017 was a landmark year for professional cricket in Ireland with the country being awarded ICC Full Member and Test status whilst the players formally constituted the Irish Cricketers' Association. Whilst Full Member status is an appropriate reward for the continued progression of cricket in Ireland and especially for the quality of the cricket played by its international team, undoubtedly the transition period from an Associate country will present many challenges. As with Afghanistan, Full Member status does not guarantee a full schedule of fixtures against other Full Members and that lack of volume of cricket will remain a significant issue for the players and the Irish game more generally. There is yet to be a Memorandum of Understanding (MOU) between the players and the Irish Board in relation to the collective negotiation of employment contracts for either domestic or international level but there are encouraging signs that

this will be addressed during 2018. Significantly, and as a direct consequence of their new Full Member status, Irish players, who for many years have enjoyed full playing privileges in England, are now considered overseas players in county cricket. This has the potential to significantly affect the development pathway for the elite cricketers in Ireland, who will now have to compete with players from around the world for the limited overseas places in county cricket. It will put pressure on the developing Irish domestic cricket system, which has a limited professional structure and limited resources.



NUMBER OF PRO PLAYERS

27



FICA MEMBER

FIRST CLASS AND LIST A CRICKET

- > Ireland will play First Class Cricket & List A Cricket from 2017 onwards.
- > From that point forward their teams will be listed in the FICA Employment Market Report.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
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- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
▲ ABOVE ■ AVERAGE ▼ BELOW

NEW ZEALAND

PROFESSIONAL CRICKET OVERVIEW

Whilst the size of the cricket economy in New Zealand is relatively small compared to the other established Full Member Boards, New Zealand continues to produce outstanding cricketers and international teams. New Zealand continues to suffer from a relative lack of high profile fixtures in comparison to the bigger Full Member countries limiting its revenue generation potential. Domestically its professional structure is small and although it has a well-established domestic T20 league it struggles for the global visibility of the other leagues worldwide. However, the talent that New Zealand continues to develop ensures that many of its players are regularly sought after in the various domestic T20 competitions worldwide. The country's innovative approach to professional cricket employment, driven by the strong New Zealand Cricket Players Association (NZCPA), allows its players the freedom and flexibility to earn good incomes from the

leagues whilst ensuring their availability for New Zealand international cricket. New Zealand's professional cricketers are engaged as 'independent contractors.' 2018 will see the NZCPA negotiate a new Master Agreement with the New Zealand Board as the current eight year agreement, which started in 2010, comes to an end. The players' association is a strong member of FICA and many of its world-class programmes and services that it provides to its members set the benchmark for other players' associations worldwide.



NUMBER OF PRO PLAYERS

134



FICA MEMBER

FIRST CLASS CRICKET

Plunket Shield

COMPETING TEAMS

- > Auckland
- > Canterbury
- > Central Districts
- > Northern Districts
- > Otago
- > Wellington

FORMAT

- > League format
- > Home & Away
- > 10 games

LIST A CRICKET

The Ford Trophy

COMPETING TEAMS

- > Same teams as First Class cricket

FORMAT

- > League format
- > Each team plays 8 games
- > 1st and 2nd team play the final
- > Runner up plays the winner of 3rd / 4th playoff

T20 CRICKET

McDonald's Super Smash

COMPETING TEAMS

- > Same teams as First Class cricket

FORMAT

- > League format
- > Home & Away
- > 10 games
- > Top team plays winner of 2nd / 3rd playoff

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
- NATIONAL CONTRACTS – Players' Association approved
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- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – marquee players
- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE
 ■ ACCEPTABLE
 ● NEGATIVE
 ● UNKNOWN OR N/A
↑ ABOVE
 ■ AVERAGE
 ↓ BELOW

PAKISTAN

PROFESSIONAL CRICKET OVERVIEW

Pakistan's victory in the 2017 ICC Champions Trophy was an important reminder to the world game of the strength of Pakistan cricket. Security concerns remain a significant issue for cricket in Pakistan with little or no international cricket hosted on Pakistan soil in the last decade, consequently depriving Pakistani fans of watching their heroes at home and limiting the commercial revenue of the game. The ICC's World XI series hosted in Lahore in 2017 was a success, delivered with presidential levels of security, showing what can be achieved. For individual national teams to consider touring Pakistan, FICA has been advised by security experts that individual updated assessments based on expert advice should be made to assess manageability and bespoke security plans implemented at the World XI benchmark level provided. The Pakistan Super League, Pakistan's domestic T20 tournament, predominantly hosted in the UAE, continues to develop

and grow and is popular with international players. FICA is pleased to have had strong recent engagement with the Pakistan board to assist with negotiation of standard player contract standards for the Pakistan Super League and looks forward to further developing its cooperative and professional relationship with the board. As with India, no players' association exists in Pakistan to represent both national and domestic Pakistan cricketers. The first class and list A structure in Pakistan is well established but FICA has little information on the employment conditions faced by cricketers in the country. Anecdotal evidence suggests that building a viable and successful professional career in Pakistan is difficult and only those that reach international level can earn a living comparable with players in other countries.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
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- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
▲ ABOVE ■ AVERAGE ▼ BELOW



NUMBER OF PRO PLAYERS

419



FIRST CLASS CRICKET

Quaid-E-Azam Trophy

COMPETING TEAMS

- > Federally Administered Tribal Areas
- > Habib Bank Limited
- > Islamabad
- > Karachi Blues
- > Karachi Whites
- > Khan Research Laboratories
- > Lahore Blues
- > Lahore Whites
- > National Bank of Pakistan
- > Pakistan International Airlines
- > Peshawar Rawalpindi
- > Sui Northern Gas Pipelines Limited
- > Sui Southern Gas Corporation
- > United Bank Limited
- > Water and Power Development Authority

FORMAT

- > Two leagues of eight teams, play each other once
- > Top four teams from each league to a super eight – two leagues of four, play each other once.
- > Top two teams play a final

LIST A CRICKET

One Day Cup Departments

COMPETING TEAMS

- > The department teams from First Class Cricket

FORMAT

- > Eight team league, play each other once
- > The top four in semis, then final

ADDITIONAL

National One Day Cup Regions

COMPETING TEAMS

- > The regional teams from First Class Cricket

FORMAT

- > Eight team league, play each other once
- > The top four in semis, then final

ADDITIONAL

Pakistan Cup One Day

COMPETING TEAMS

- > The five provinces of Pakistan
- > Baluchistan
- > Federal Areas
- > Khyber Pakhtunkwa
- > Punjab
- > Sindh

FORMAT

- > Five team league, play each other once
- > Then top two play a final

T20 CRICKET

Cool & Cool Presents National T20 Cup

COMPETING TEAMS

- > The eight regional teams from First Class Cricket

FORMAT

- > 8 team league, play each other once
- > The top four in semis and final

ADDITIONAL T20 CRICKET

HBL Pakistan Super League

COMPETING TEAMS

- > Islamabad United
- > Karachi Kings
- > Lahore Qalanders
- > Peshawar Zalmi
- > Quetta Gladiators

FORMAT

- > Five team league, play each other twice
- > Winner of 1st v 2nd into final
- > Loser of that match plays winner of 3rd v 4th to decide other finalist

SCOTLAND

PROFESSIONAL CRICKET OVERVIEW

2017 was a significant year for professional cricketers in Scotland. Firstly, the Scottish Cricketers' Association was formed with the support of FICA. Secondly, the new players' association successfully negotiated a collective MOU agreement between the national men's players and Cricket Scotland. Whilst protracted at times, the principles of the stakeholding relationship forged between the players and their governing body represents international best practice and sets a benchmark to which other smaller cricketing nations can aspire. As an Associate country Scotland has ODI and T20I status and plays in the relevant ICC short form and four day competitions (i.e World Cricket league and Intercontinental Cup) but it has very limited opportunity for additional international cricket outside of the structures. More international cricket would provide both much needed playing opportunities and much needed revenues. The development pathway for

Scotland much like other Associate nations remains unclear and even with possibly elevation to full member status opportunity for growth is not guaranteed, as both Ireland and Afghanistan are experiencing. Scotland's relatively fragile cricket economy and very limited fixture programme means therefore that, even at the elite level, being a full time professional is a difficult career choice as remuneration levels remain stubbornly low.



NUMBER OF PRO PLAYERS

22



FICA MEMBER

FIRST CLASS, LIST A AND T20 CRICKET

- > Scotland does not currently play First Class, List A or T20 Cricket.
- > They have in the past played in List A Cricket within the English Structure.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
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- DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE
● ACCEPTABLE
● NEGATIVE
● UNKNOWN OR N/A
▲ ABOVE
■ AVERAGE
▼ BELOW

SOUTH AFRICA

PROFESSIONAL CRICKET OVERVIEW

Professional cricketers in South Africa continue to be professionally represented by the South African Cricketer's Association. Notably in 2017 SACA performed a key role in negotiating a player settlement following the collapse of CSA's new Global T20 League. In addition, SACA's welfare and personal development programmes are consistently world-leading. South Africa continues to produce outstanding cricketers but as a less wealthy cricketing nation, and one with a "soft" currency, it, more than most countries, continues to deal with the challenges of the growth of the domestic T20 leagues worldwide and increasing player movement. South Africa consistently provides a high number of overseas players for the various domestic T20 tournaments. Retention of players in the South African system continues to be a major priority. Transformation policies within cricket also continue to be an important factor for cricket as a national sport

and in the overall professional cricket employment landscape in South Africa. 2017 was the last year of the current MOU agreement between SACA and Cricket South Africa and 2018 will see SACA negotiate its next MOU with Cricket South Africa, an agreement that will be extremely important in securing the South African players' role in their game.

PLAYER EMPLOYMENT ASSESSMENT

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- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
▲ ABOVE ■ AVERAGE ▼ BELOW



NUMBER OF PRO PLAYERS

410



FICA MEMBER

FIRST CLASS CRICKET

Sunfoil Series

COMPETING TEAMS (FRANCHISES)

- > Cape Cobras > Lions
- > Dolphins > Titans
- > Knights > Warriors

FORMAT

- > Six team league
- > Playing each other twice

ADDITIONAL FIRST CLASS CRICKET

Sunfoil Three Day Cup

COMPETING TEAMS

- > Boland > Namibia
- > Border > Northern Cape
- > Eastern Province > Northerns
- > Easterns > North West
- > Free State > South Western Districts
- > Gauteng > Western Province
- > KwaZulu-Natal > Inland

FORMAT

- > Two leagues of 7 teams
- > Play 10 games each
- > League winners play final

LIST A CRICKET

Momentum One Day Cup

COMPETING TEAMS

- > Franchise teams from First Class Cricket

FORMAT

- > Six team league
- > Play each other twice
- > 2nd and 3rd play off to play 1st place in the final

ADDITIONAL LIST A CRICKET

Cricket South Africa 50 Over Challenge

COMPETING TEAMS

- > Same teams as the Sunfoil three-day cup

FORMAT

- > Two leagues playing 10 games each
- > League winners play the final

T20 CRICKET

Cricket South Africa T20 Challenge

COMPETING TEAMS

- > Franchise teams from First Class Cricket

FORMAT

- > Six team league
- > Play each other twice
- > 2nd and 3rd play off to play 1st place in the final

ADDITIONAL T20 CRICKET

Africa T20 Cup

COMPETING TEAMS

- > 13 provincial teams from the Sunfoil 3-day Cup plus
- > Kenya
- > Namibia
- > Zimbabwe

FORMAT

- > Four groups of four
- > Play each other once
- > Group winners to the semi finals

SRI LANKA

PROFESSIONAL CRICKET OVERVIEW

Sri Lankan cricket has a proud history of producing truly world-class cricketers. Whilst there is no lack of talent in Sri Lankan cricket its relatively undeveloped domestic structure is a challenge for the development pathway of players looking to fill the void left by the recent retirement of many of the greats of their game. Whilst the Sri Lankan Cricketers Association exists and is a member of FICA there are ongoing issues around the recognition of the association by the board in Sri Lanka. Consequently the association's effectiveness in representing the interests of all professional cricketers in Sri Lanka is significantly impacted. There continues to be ongoing issues around remuneration levels for both Sri Lankan international and domestic cricketers, as well as concerns around the employment security of players. A clear and transparent structure in formal partnership with its players is yet to be achieved.

PLAYER EMPLOYMENT ASSESSMENT

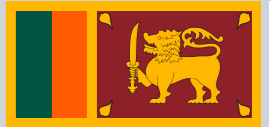
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● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
↑ ABOVE ■ AVERAGE ↓ BELOW



NUMBER OF PRO PLAYERS

345



FICA MEMBER

FIRST CLASS CRICKET

Premier League Tournament

COMPETING TEAMS

- > Badureliya Sports Club
- > Bloomfield Cricket and Athletic Club
- > Burgher Recreation Club
- > Chilaw Marians Cricket Club
- > Colombo Cricket Club
- > Colts Cricket Club
- > Galle Cricket Club
- > Moors Sports Club
- > Nondescripts Cricket Club
- > Ragama Cricket Club
- > Saracens Sports Club
- > Sinhalese Sports Club
- > Sri Lanka Army Sports Club
- > Tamil Union Cricket and Athletic Club

FORMAT

- > Two leagues of seven
- > Top four from each league to super eights to play four sides not played
- > Winner tops super eight
- > Bottom three sides to play three sides not played

ADDITIONAL FIRST CLASS CRICKET

Premier League Tier B Tournament

COMPETING TEAMS

- > Kalutara Physical Culture Centre
- > Kalutara Town Club
- > Kurunegala Youth Cricket Club
- > Lankan Cricket Club
- > Negombo Cricket Club (did not play)
- > Panadura Sports Club
- > Police Sports Club
- > Sri Lanka Air Force Sports Club
- > Sri Lanka Navy Sports Club
- > Sri Lanka Port Authority Cricket Club

FORMAT

- > Ten team league
- > Play each other once

LIST A CRICKET

Districts One Day Tournament

COMPETING TEAMS

- > The 24 teams of the First Class Cricket Premier League and Tier B Tournament – each allocated a district

FORMAT

- > Eight groups of 3 play each other twice
- > Group winners to quarter finals, then semis and final

ADDITIONAL LIST A CRICKET

Super Provincial Limited Over Tournament

COMPETING TEAMS

- > Colombo District
- > Dambulla District
- > Galle District
- > Kandy District

FORMAT

- > Four teams playing each other twice
- > Top two play final

T20 CRICKET

- > No domestic T20 Competition in 2016/17

WEST INDIES

PROFESSIONAL CRICKET OVERVIEW

Professional cricketers in the West Indies and WIPA, their players' association, are coming to the end of their current five year collectively bargaining agreement with the West Indies Cricket Board, which is set to run until 2019. WIPA continues to develop significantly as an association and has broken new ground with its collective agreement for professional cricketers in West Indies. Its growing range of member services continues to build affinity with its members despite the challenges of the shifting employment market. Cricketers from the West Indies continue to be at the forefront of the globally shifting player employment market in the game with a significant portion of their leading and iconic players choosing free agency within the worldwide domestic T20 leagues over a contractual relationship with their board. This situation is driven in the main by a widening gap between the potential financial rewards offered by an international contract and the significant rewards offered to leading West Indian players in domestic T20 cricket. The size of the cricket economy in West Indies and the flight of talent from the its international structure remain an ongoing

concern, limiting investment potential, weakening West Indies' international cricket and its financial value and overall vital contribution to the world game. This situation has also created ongoing issues between the board and the players, including uncontracted players around No-Objective Certificates and proposed "player release fees". Whilst both FICA and Cricket West Indies identify the need for structural change, FICA continues to oppose any unfair restraint of trade or player movement restrictions in the current player landscape. The Caribbean Premier League (CPL) is now established as one of the leading domestic T20 leagues and is popular with both the domestic and international players. The privately owned league finds it's place in the annual cricketing calendar somewhat variable which is symptomatic of wider scheduling issues in the game. Although some non-payment issues have arisen recently with the CPL, FICA remains actively and professionally engaged in shaping contracts and minimum standards for the CPL and looks forward to furthering this relationship further in the coming year.



NUMBER OF PRO PLAYERS

177



FICA MEMBER

FIRST CLASS CRICKET

WICB Professional Cricket League Regional 4 Day Tournament

COMPETING TEAMS

- > Barbados
- > Guyana
- > Jamaica
- > Leeward Islands
- > Trinidad & Tobago
- > Windward Islands

FORMAT

- > Six team league play each other twice

LIST A CRICKET

Regional Super50

COMPETING TEAMS

- > Six teams from First Class Cricket plus:
- > Combined Campuses & College
- > West Indies
- > ICC Americas (invite)
- > Kent (invite)

FORMAT

- > Two groups of five teams, play each other twice
- > Top two from each group to semis then final

T20 CRICKET

Caribbean Premier League

COMPETING TEAMS

- > Barbados Tridents
- > Guyana Amazon Warriors
- > Jamaica Tallawahs
- > St Lucia Zouks
- > St Kitts and Nevis Patriots
- > Trinbago Knight Riders

FORMAT

- > Six team league
- > 1st v 2nd to final place
- > Loser plays the winner of 3rd v 4th for place in final

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
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- ↓ DOMESTIC T20 TOURNAMENT PLAYER EARNINGS – domestic players

● POSITIVE
● ACCEPTABLE
● NEGATIVE
● UNKNOWN OR N/A
↑ ABOVE
■ AVERAGE
↓ BELOW

ZIMBABWE

PROFESSIONAL CRICKET OVERVIEW

Zimbabwe has the least number of professional cricketers and the most fragile first class and list A structure of the established Full Members of the ICC. Zimbabwe cricket is almost entirely dependent on ICC revenues and generates very little income from either bilateral international cricket or domestically. It continues to struggle to secure international fixtures with other Full Member countries denying it both income generation and playing opportunity for its elite level players. Since the demise of the Zimbabwean Cricketers' Association in 2015 and despite significant efforts to save it from collapse from both FICA and SACA (South African Cricketers Association) there has been no formal collective representation of professional cricketers in Zimbabwe for three years. Its players therefore have no collective voice in dealing with issues of late or no payment of contracts as well as a range of other issues that continue to affect cricket in Zimbabwe.



NUMBER OF PRO PLAYERS

100



FIRST CLASS CRICKET

Logan Cup

COMPETING TEAMS

- > Mashonaland Eagles
- > Matabeleland Tuskers
- > Mid West Rhinos
- > Mountaineers

FORMAT

- > Four team league
- > Play each other three times

LIST A CRICKET

Pro50 Championship

COMPETING TEAMS

- > Teams as per First Class cricket

FORMAT

- > Four team league
- > Play each other twice

T20 CRICKET

- > No domestic T20 Competition in 2016/17

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
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“

ADMINISTRATORS WORKING TOGETHER WITH PLAYERS TO CREATE A BALANCE BETWEEN INTERNATIONAL CRICKET AND NEW DOMESTIC T20 CRICKET MARKETS WILL BE IMPORTANT TO THE FUTURE SUCCESS OF THE GAME.

Mahela Jayawardena



3 INTERNATIONAL CRICKET STRUCTURE ANALYSIS

OVERVIEW

It is FICA's view that International cricket, and its continued viability, is of significant importance to the global framework of the game. Revenues from international cricket, including the ICC events, are the financial lifeblood of the national cricket economies worldwide and remain the fundamental revenue stream for funding professional cricket.

Under its International Cricket Structural Review 2016, FICA highlighted its views on the shortcomings of the current international competition framework. Most notably, a lack of real context and narrative, set against a confusing and chaotic calendar was highlighted as one of the major weaknesses.

This section looks to highlight a range of key data points that make up the playing context of international cricket.

“

OBVIOUSLY IT'S TOUGH BEING AWAY FROM HOME AND AWAY FROM FAMILY FOR LONG PERIODS OF TIME BUT THAT'S PART AND PARCEL WITH WHAT WE DO.

Tom Latham



INTERNATIONAL CRICKET STATISTICS

85% of players said **Test cricket** is the most important format of International cricket

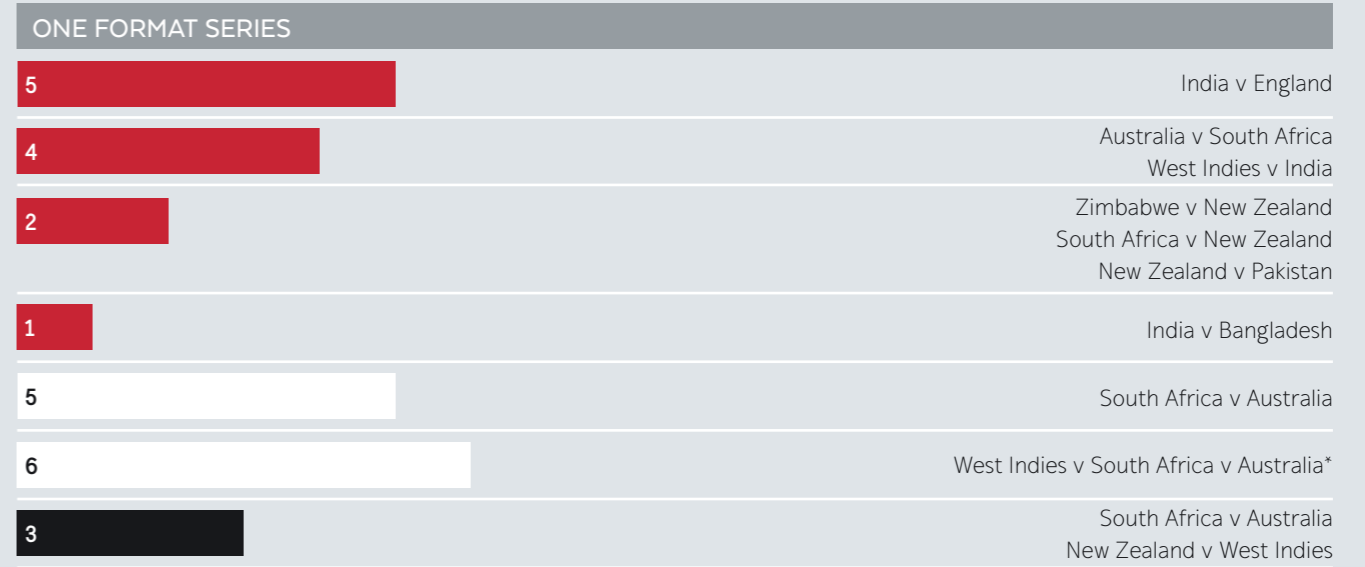
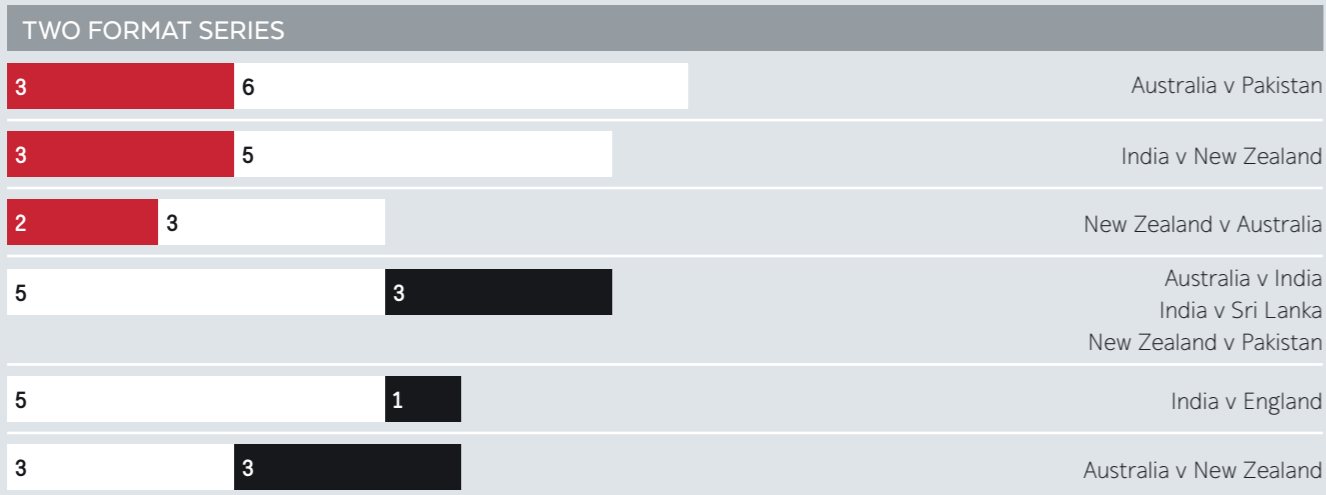
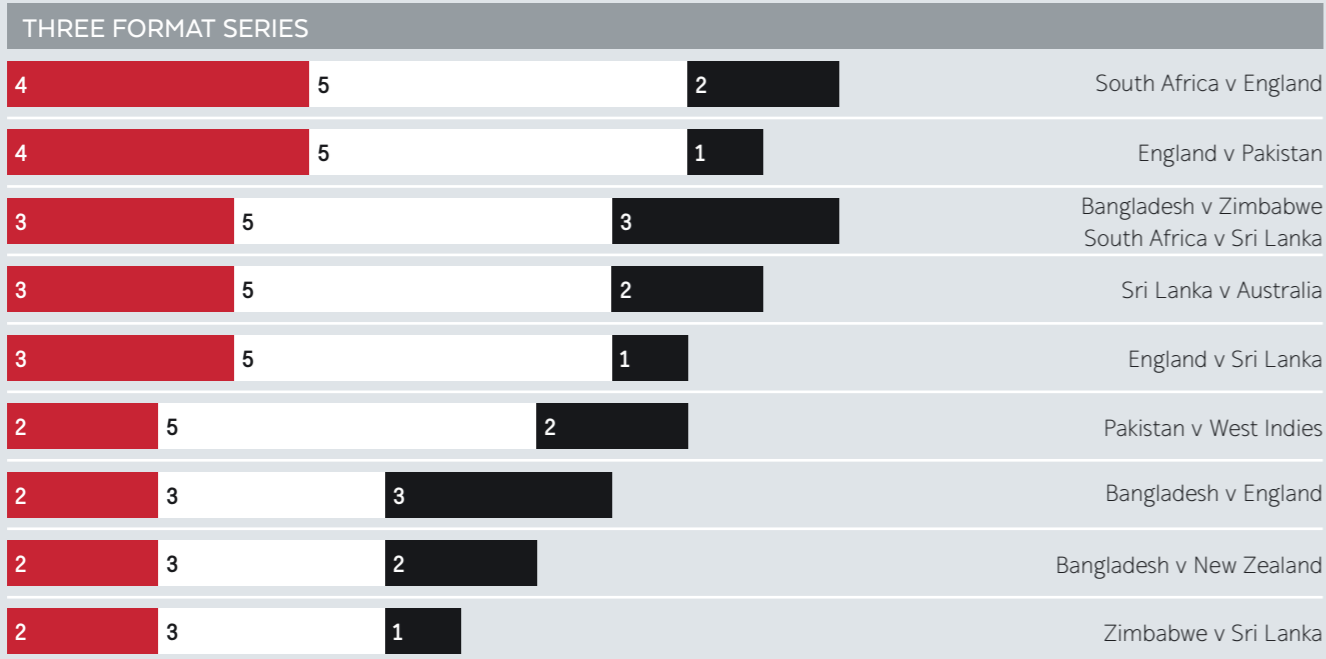
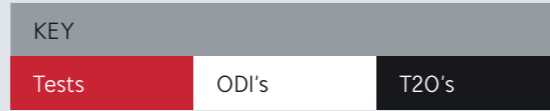
34% of players said there are **too many one-sided Test matches**

90% of cricketers said the **ICC World Cup** was the most important ICC event

10% of cricketers said the **ICC World T20 Championship** was the most important ICC event

2016 INTERNATIONAL CRICKET BILATERAL TOURS

The graphic below illustrates the variety of international cricket bilateral tours under the ICC Future Tours programme from November 2015 to February 2017.



*Triangular series – each team played six matches + final

COMMENTARY

- > 29 bilateral series used 22 different tour structures were used from November 2015 to February 2017
- > No one structure was used for more than 3 series
- > 12 series featured 3 tests or fewer. Only 4 series featured 4 or more tests
- > 5 series featured one format as a one-off match
- > One format series were used 11 times

INTERNATIONAL PLAYER WORKLOADS BY COUNTRY

The following graphic illustrates the player from each of the countries considered in this report who played the most days of international cricket during each year highlighted

| KEY |
|----------|
| 0 – 22 |
| 23 – 44 |
| 45 – 66 |
| 67 – 88 |
| 89 – 110 |

| Afghanistan | | |
|-------------|--------------------|----|
| 2003 | N/A | |
| 2007 | N/A | |
| 2011 | KS Samiullah | 2 |
| 2016 | M Shahzad / R Khan | 27 |

| Pakistan | | |
|----------|----------|----|
| 2003 | M Yousuf | 63 |
| 2007 | K Akmal | 70 |
| 2011 | M Hafeez | 87 |
| 2016 | S Ahmed | 81 |

| Scotland | | |
|----------|----------------------------|----|
| 2003 | N/A | |
| 2007 | RR Watson | 19 |
| 2011 | CS MacLeod / RD Berrington | 4 |
| 2016 | MH Cross / RD Berrington | 14 |

| Australia | | |
|-----------|-----------|----|
| 2003 | ML Hayden | 92 |
| 2007 | ML Hayden | 60 |
| 2011 | BJ Haddin | 71 |
| 2016 | SPD Smith | 89 |

| Bangladesh | | |
|------------|-----------------------|----|
| 2003 | A Kapali | 66 |
| 2007 | M Ashraful | 54 |
| 2011 | M Rahim / S Al Hasan | 47 |
| 2016 | S Rahman / S Al Hasan | 35 |

| South Africa | | |
|--------------|---------------------|----|
| 2003 | M Ntini / M Boucher | 83 |
| 2007 | AB de Villiers | 86 |
| 2011 | H Amla | 43 |
| 2016 | K Radaba | 68 |

| Sri Lanka | | |
|-----------|---------------------------|----|
| 2003 | K Sangakkara / M Atapattu | 61 |
| 2007 | DPMD Jayawardene | 77 |
| 2011 | K Sangakkara | 86 |
| 2016 | LD Chandimal | 65 |

| England | | |
|---------|-----------------|-----|
| 2003 | ME Trescothick | 90 |
| 2007 | PD Collingwood | 96 |
| 2011 | GP Swann | 68 |
| 2016 | MM Ali / J Root | 109 |

| India | | |
|-------|----------|----|
| 2003 | V Sehwag | 52 |
| 2007 | MS Dhoni | 85 |
| 2011 | MS Dhoni | 87 |
| 2016 | V Kohli | 85 |

| West Indies | | |
|-------------|------------|----|
| 2003 | BC Lara | 71 |
| 2007 | D Ramdin | 53 |
| 2011 | DJG Sammy | 82 |
| 2016 | MN Samuels | 61 |

| Zimbabwe | | |
|----------|--------------|----|
| 2003 | HH Steak | 52 |
| 2007 | E Chigumbura | 19 |
| 2011 | BRM Taylor | 36 |
| 2016 | AG Cremer | 40 |

| Ireland | | |
|---------|------------------------------|----|
| 2003 | N/A | |
| 2007 | NJ O'Brien / WK McCallan | 19 |
| 2011 | KJ O'Brien / WTS Porterfield | 12 |
| 2016 | WTS Porterfield | 17 |

| New Zealand | | |
|-------------|---------------------------|----|
| 2003 | DL Vettori | 55 |
| 2007 | BB McCullum | 51 |
| 2011 | LRPL Taylor / BB McCullum | 44 |
| 2016 | KS Williamson | 78 |

COMMENTARY

- > Significant disparity exists in the maximum volume of cricket played by players from different countries
- > Australian, English and Indian players play significantly more cricket per player year on year
- > Moen Ali and Joe Root's 109 days of international cricket in 2016 represent the highest number during the period
- > Despite being an 'established' Test nation, Bangladesh still lag behind other countries in terms of volume of cricket
- > Afghanistan, Ireland, Scotland and to some extent Zimbabwe face an uphill struggle to increase their volume of cricket to other nation comparable levels

INTERNATIONAL VOLUME OF CRICKET BY FORMAT / BY COUNTRY

This section illustrates the shifting volumes of international cricket by format and by country.

England



Afghanistan



India



Australia



Ireland



Bangladesh



New Zealand



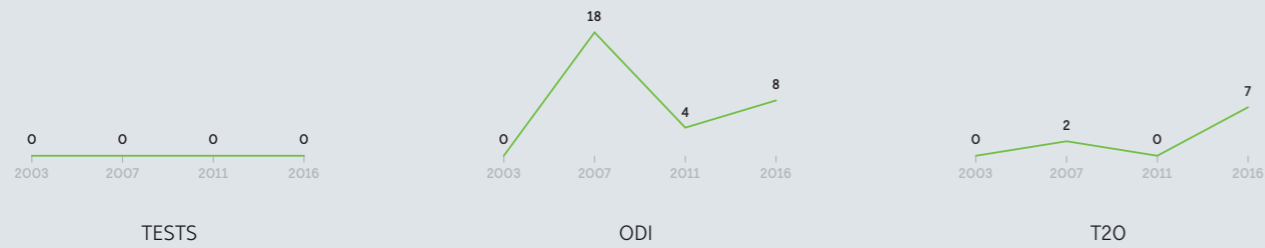
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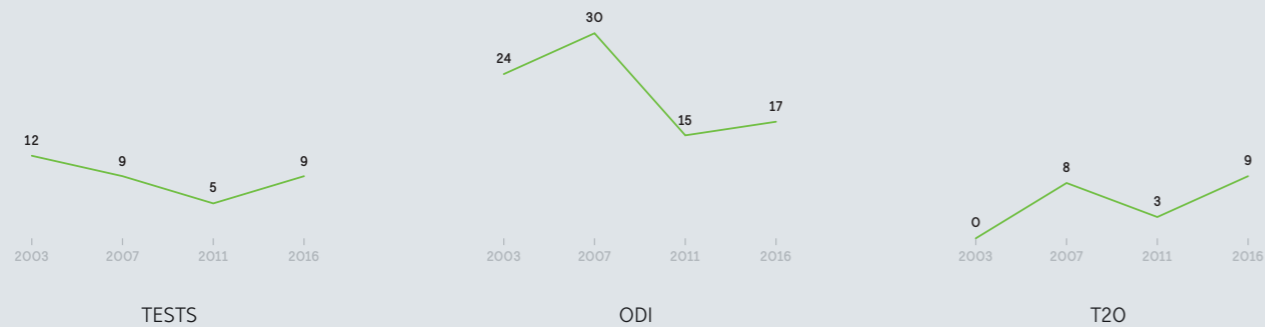
Pakistan



Scotland



South Africa



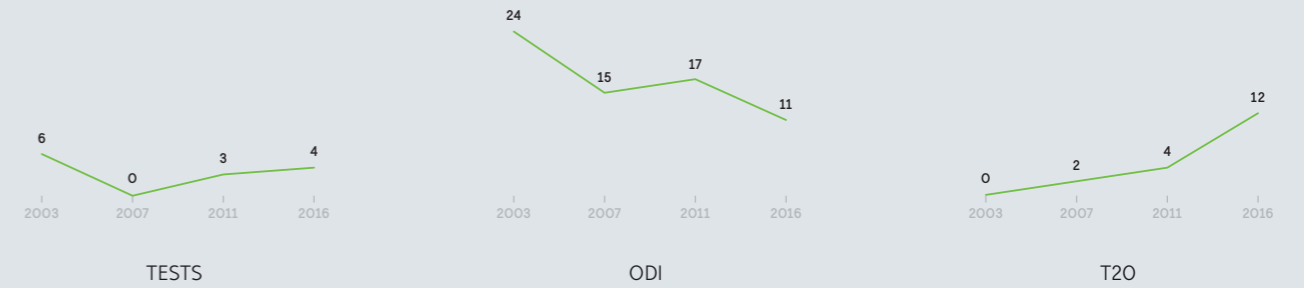
Sri Lanka



West Indies



Zimbabwe



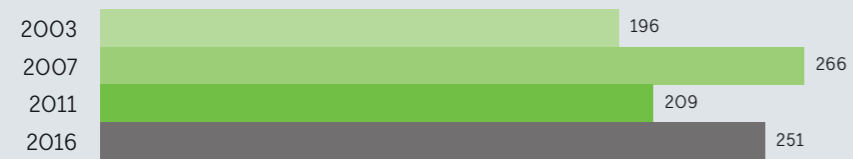
COMMENTARY

- > All countries during the research period have seen an increase in T20 international cricket with India playing 21 T20 internationals in 2016 compared to only 4 in 2011
- > During the same period ODI cricket has seen a significant decline worldwide with most countries playing no more than 20 in 2016 compared to 30 or more ODI matches in 2007
- > Test Match cricket volumes remain fairly consistent worldwide for the leading nations, however many countries experience significant disparity in test match volumes year to year

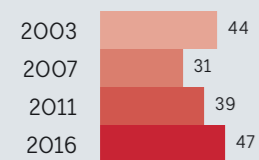
INTERNATIONAL VOLUME OF CRICKET BY FORMAT

This section illustrates the changing volumes of the three international cricket formats over the time period from 2003 to 2016

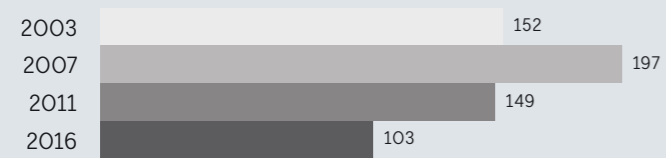
TOTAL MATCHES



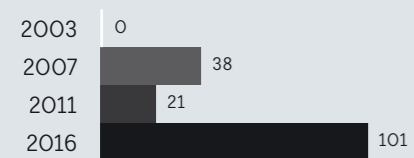
TOTAL TEST MATCHES



TOTAL ODI'S



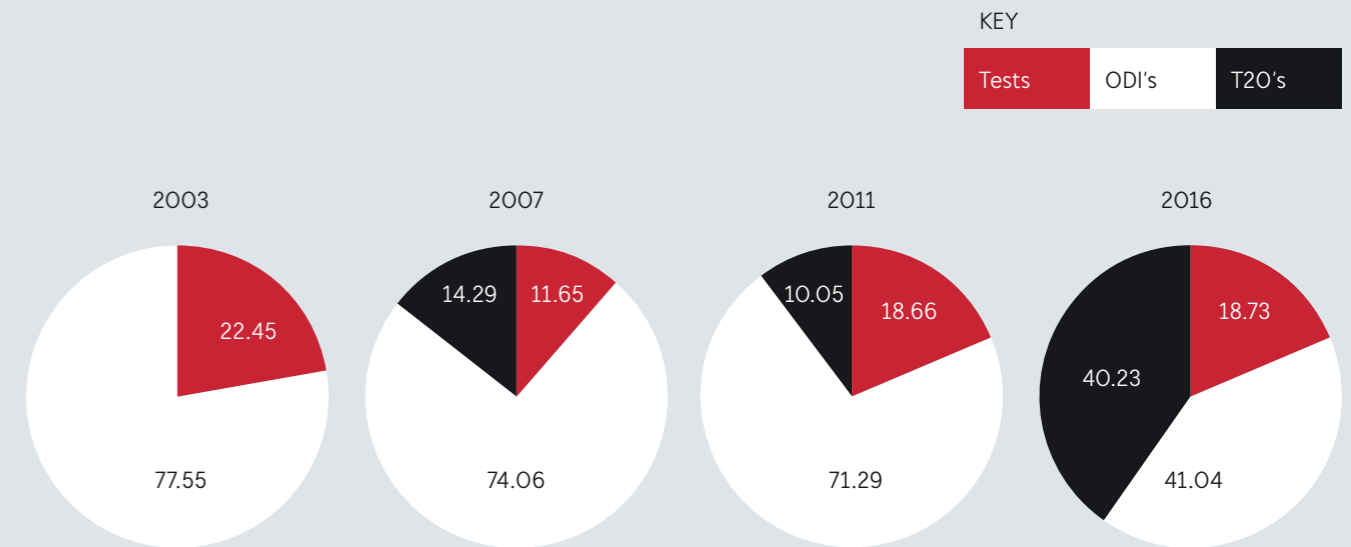
TOTAL T20'S



TOTAL VOLUME BY DAYS



PERCENTAGES BY FORMAT



COMMENTARY

- > Test match numbers have remained fairly consistent over the research period accounting for approximately 20% of international matches year on year
- > ODI cricket has experienced a significant decline from a high point of 197 matches in 2007 to only 103 matches in 2016
- > T20 Internationals have replaced ODI's with an increase from 38 in 2007 to 101 games in 2016
- > T20 and ODI cricket now represent an almost equal share of 40% each of the total volume of international cricket
- > The total volume of international cricket by days reached a high point of 439 days in 2016. 74 more days than in 2011



“

WINDOWS WOULD MAKE THE WHOLE SITUATION A LOT EASIER AS PLAYERS WOULD NOT BE FORCED TO CHOOSE.

Jason Holder



4 DOMESTIC T20 CRICKET STRUCTURE ANALYSIS



OVERVIEW

T20 cricket was greeted with a degree of hesitancy by many of the full member boards on its inception in 2003. Even the players were less than convinced that T20 cricket was a serious and credible format of the game.

By 2016/17 however, T20 cricket and specifically domestic T20 cricket has re-written the structure of the game.

Its relentless growth and potential to grow even more presents a real choice for players. For players from smaller cricket nations, where domestic leagues overlap with international commitments this choice is especially difficult, testing national loyalty against a desire to seek employment where a player is valued.

This section looks to explore some of the key areas of the domestic T20 leagues.

T20 LEAGUES STATISTICS

50%

of players would consider **rejecting a national contract** if they were paid significantly more to play as a free agent in the domestic T20 leagues

THE INDIAN PREMIER LEAGUE

is seen by players as the most important T20 league to play in

THE BIG BASH LEAGUE

is seen by players as the second most important T20 league to play in

78%

of players believe their should be **'ring-fenced' windows around T20 leagues** to allow players to play both international and domestic T20 cricket without having to choose between the two

THE MAJOR T20 LEAGUES ANNUAL CALENDAR

The calendar below outlines the annual structure of the domestic T20 leagues played around the world. The calendar below represents the year 2016 / 17.

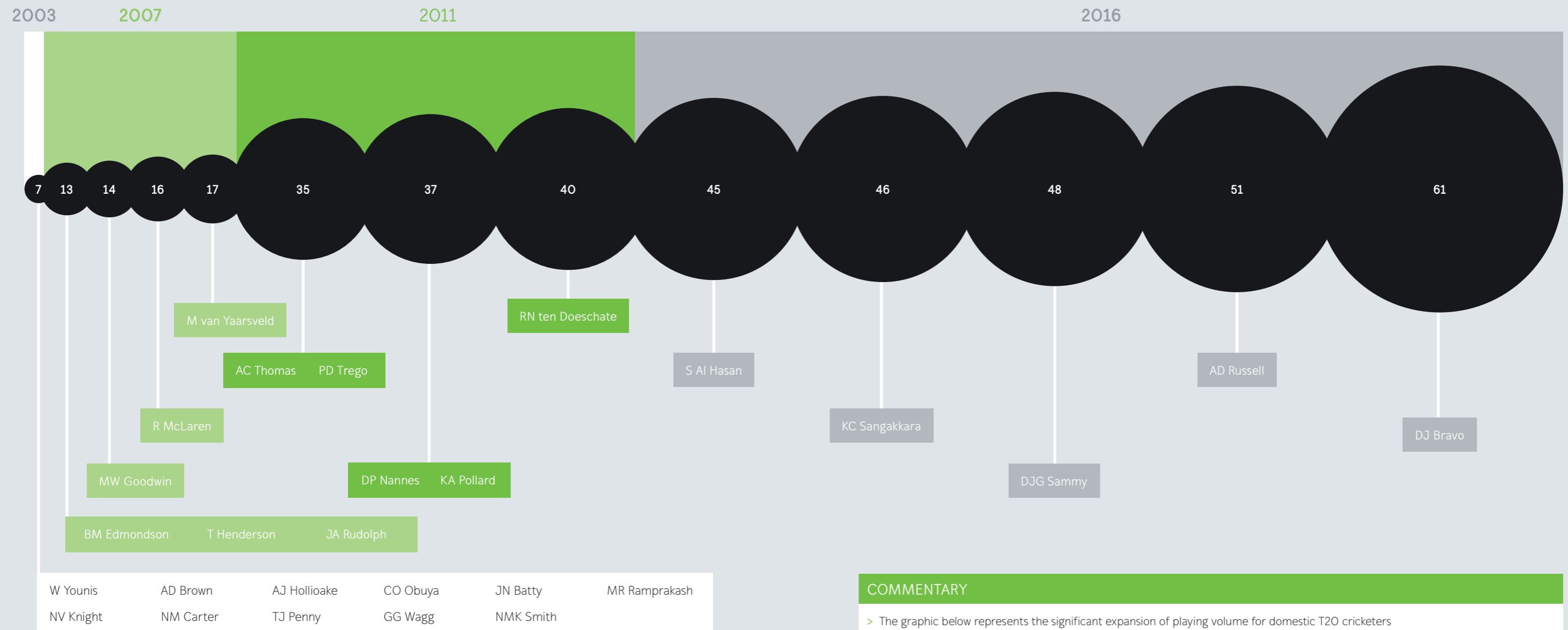
COMMENTARY

- > Nearly all ICC full member boards, with the exception of Zimbabwe and Sri Lanka have established T20 leagues
- > The leagues spread clearly across the annual calendar
- > Only the IPL exists within some kind of 'window' with most countries avoiding scheduling international cricket during the April / May window

| COUNTRY | SEP 16 | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP 17 |
|--------------|---|-----|---|--------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| South Africa | CSA T20 CHALLENGE > 6 Teams > 32 Matches > 102 Players > 2 Overseas players | | > No player draft system > All Indian international players available > Commentary line | 12 NOV – 16 DEC | | | | | | | | | |
| Bangladesh | AKS BANGLADESH PREMIER LEAGUE (BBL4) > 7 Teams > 46 Matches > 77 Domestic players > 54 Overseas players | | > Player draft system > Commentary line | 8 NOV – 9 DEC | | | | | | | | | |
| New Zealand | McDONALDS SUPER SMASH > 6 Teams > 32 Matches > 81 Domestic players > 16 Overseas players | | > No player draft system > Commentary line | 4 DEC – 7 JAN | | | | | | | | | |
| Australia | KFC BIG BASH LEAGUE (BBL 6) > 8 Teams > 35 Matches > 80 Domestic players > 18 Overseas players | | > Player draft system > Commentary line | 20 DEC – 28 JAN | | | | | | | | | |
| Sri Lanka | SUPER T20 PROVINCIAL TOURNAMENT > 5 Teams > 13 Matches > 78 Domestic players > 0 Overseas players | | > No draft system > Commentary line | 26 JAN – 5 FEB | | | | | | | | | |
| Pakistan | HBL PAKISTAN SUPER LEAGUE > 5 Teams > 24 Matches > 58 Domestic players > 32 Overseas players | | > Player draft system > All matches held in Dubai > Commentary line | 4 – 23 FEB | | | | | | | | | |
| India | VIVO INDIAN PREMIER LEAGUE (IPL 9) > 8 Teams > 60 Matches > 96 Domestic players > 63 Overseas players | | > Player draft system > All Indian international players available > Commentary line | 9 APR – 29 MAY | | | | | | | | | |
| England | NATWEST T20 BLAST > 18 Teams > 133 Matches > 231 Domestic players > 104 Overseas players | | > No player draft system > Limited England player availability due to home internationals > Commentary line | 7 JUL – 2 SEP (Group stage) | | | | | | | | | |
| West Indies | HERO CARIBBEAN PREMIER LEAGUE (CPL 4) > 6 Teams > 34 Matches > 67 Domestic players > 37 Overseas players | | > Player draft system > All West Indian international players available > Commentary line | 29 JUN – 7 AUG | | | | | | | | | |

T20 PLAYER - DOMESTIC PLAYING WORKLOADS

This sections illustrates the growth of domestic T20 cricket from a playing volume perspective. It identifies the 5 players (or equals) who played the most domestic T20 matches during each year highlighted:



COMMENTARY

- > The graphic below represents the significant expansion of playing volume for domestic T20 cricketers
- > Dwayne Bravo's 61 days played in domestic T20 2016 compares exactly with Marlon Samuels 61 days playing for West Indies in the same period
- > Increasingly, the cricketers playing the most domestic T20 cricket worldwide are experienced international or early-retired international cricketers
- > Sammy, Russell and Bravo being the three players playing the most domestic T20 games in 2016 highlights the specific challenges faced by West Indies cricket

Representing the views and interests of
professional cricketers around the world:
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