

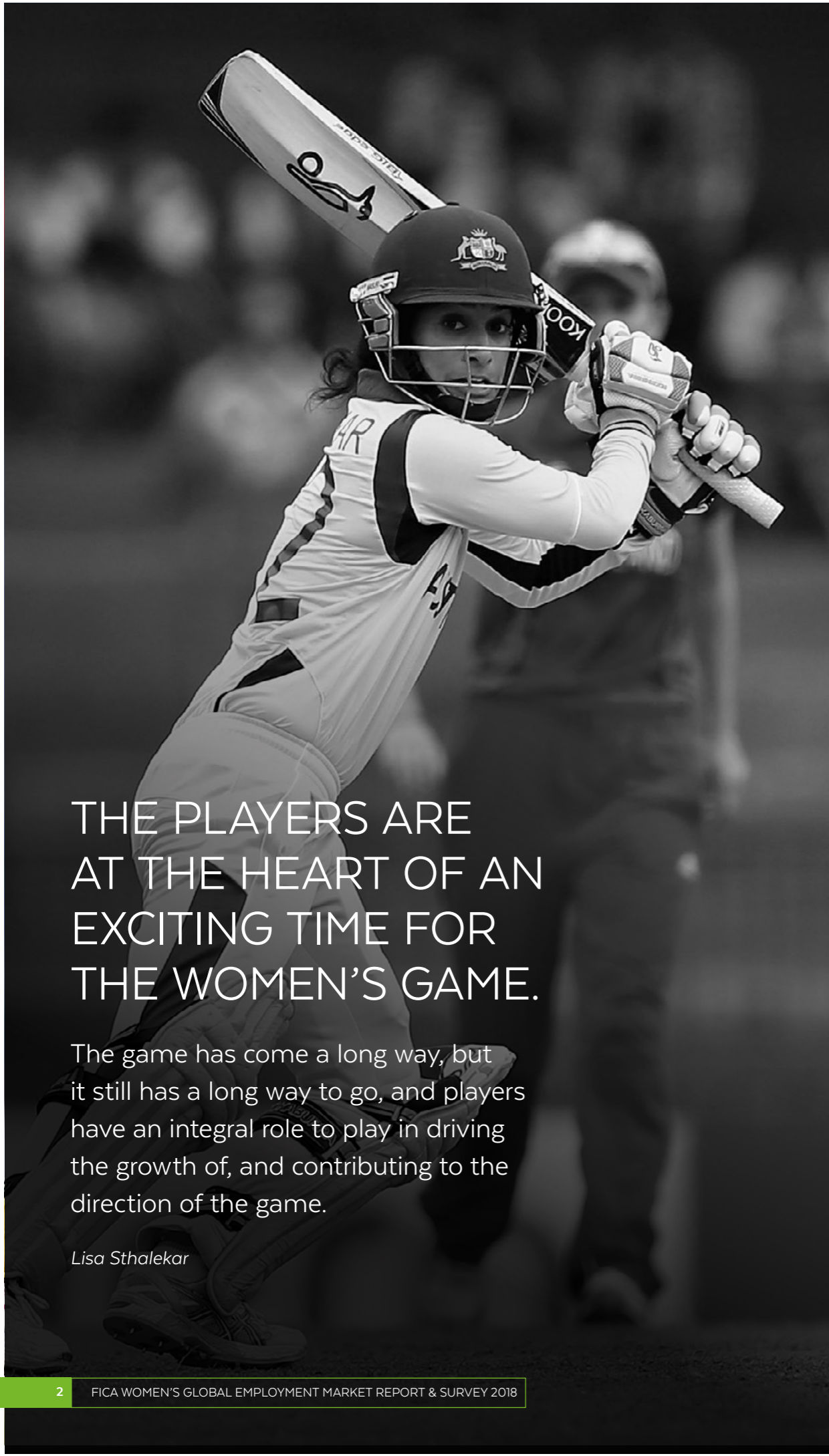


FICA

FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



FICA WOMEN'S GLOBAL
EMPLOYMENT MARKET
REPORT & SURVEY 2018



THE PLAYERS ARE AT THE HEART OF AN EXCITING TIME FOR THE WOMEN'S GAME.

The game has come a long way, but it still has a long way to go, and players have an integral role to play in driving the growth of, and contributing to the direction of the game.

Lisa Sthalekar



“

WE WANT TO PLAY OUR ROLE IN ENSURING PLAYERS ARE COLLECTIVELY HAVING THEIR SAY ON THE FUTURE OF THE GAME.

Heather Knight

PREFACE

This first FICA Women's Global Employment Report aims to provide an accurate and balanced assessment of the women's game 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 publish this report and follow up reports at various time intervals, providing valuable insight into the realities of the development of professional women's cricket.

The women's game has made huge strides both on and off the field in recent years however it is at a crucial point in its development if it is to realise the potential it continues to demonstrate. In this report FICA highlights many of the challenges the women's game and players face, and makes recommendations to address them. This report will also act as a benchmark as the women's game evolves.

This report will:

TRACK

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

CONTRIBUTE

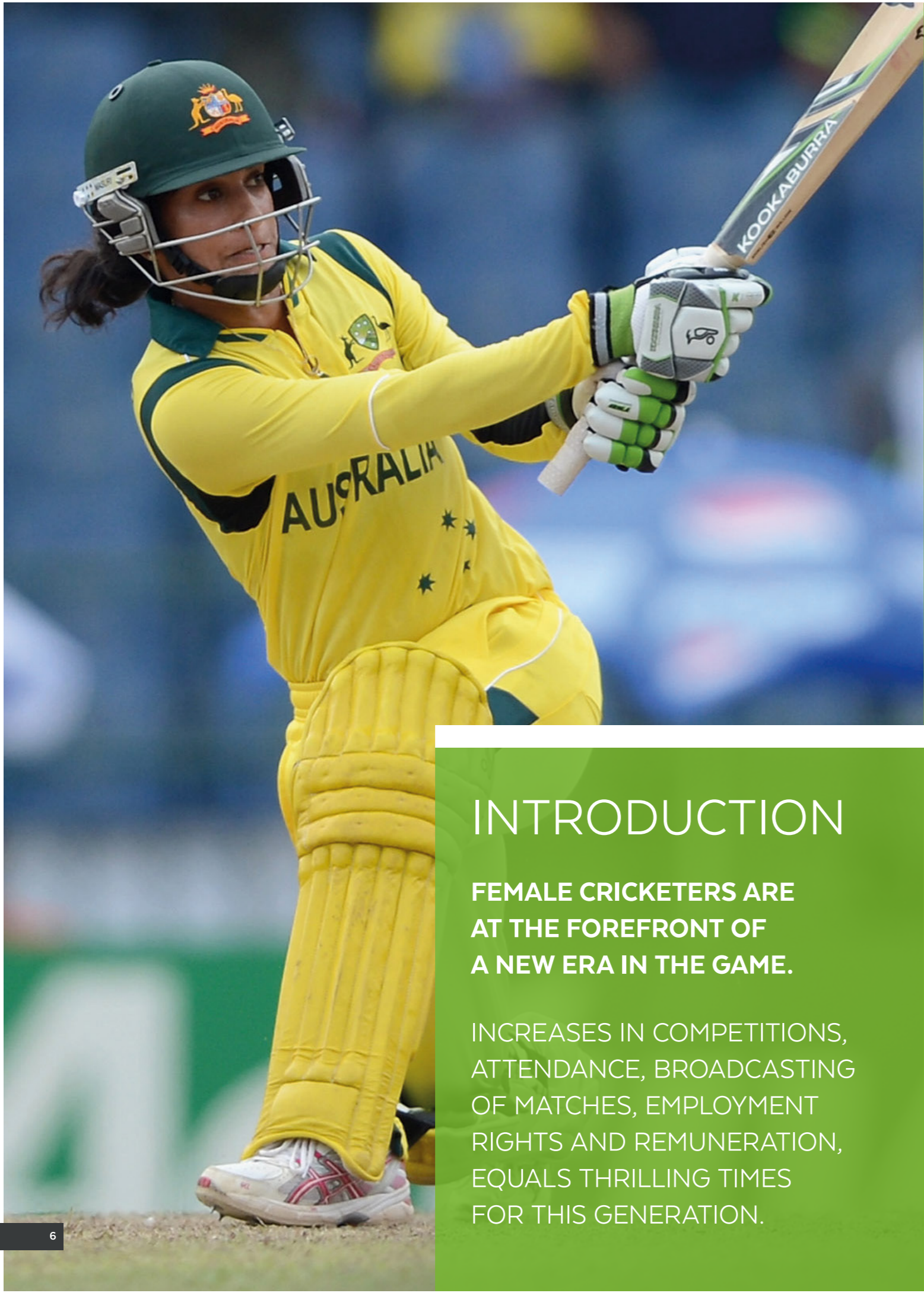
To the future direction of the game by providing thought leadership on some of the key issues, challenges and opportunities that the game faces

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 and issues faced by players

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



INTRODUCTION

FEMALE CRICKETERS ARE AT THE FOREFRONT OF A NEW ERA IN THE GAME.

INCREASES IN COMPETITIONS, ATTENDANCE, BROADCASTING OF MATCHES, EMPLOYMENT RIGHTS AND REMUNERATION, EQUALS THRILLING TIMES FOR THIS GENERATION.

With all of this comes an obligation to ensure the game continues to develop and that the current players lay a strong foundation for future generations.

Female cricketers formally became part of FICA in 2016, and FICA is committed to working with the players to protect the health and global success of the game, and the players. FICA has produced the first ever Women's Global Employment Report that highlights the key issues that female players face as the game goes through the exciting phase from amateur to professionalism.

In order for the women's game to prosper and reach its potential globally it will require a collective approach both at a global and domestic level.

EQUALITY

There has been a dynamic shift in the world, where businesses and sports are increasingly seeing the importance of equality. Cricket is no different, with a watershed moment occurring in July 2017, when the ICC Women's World Cup final was sold out at Lord's.

With stated ambitions within the game for cricket to be the number one sport for women, this opens up so many possibilities: an untapped market, and upscale for the sport that hasn't been seen in several decades and more importantly making up for years of discrimination within the sport, and a lack of investment and focus on the women's game.

Benefits are already starting to be seen with a significant change in the governance of the sport. Having diversity at all levels of the game means better decisions for the entire game; every decision made should be considered for both male and female cricketers.

As the game embraces the inclusion of females at all levels it requires a conscious effort by all to ensure that the language we use, both written and verbal, reflects the changing landscape. This can enable a once male-dominated sport to be seen as a benchmark for world sport.

AMATEURISH

Whilst the report recognises the great strides of the women's game both on and off the field, there is still plenty of work to be done. Out of the countries covered by this report (ICC full members and those countries with FICA member players' associations), it is noted that there are marked differences in how each country look after their female players.

At this stage two countries in particular, Australia and England, are investing heavily on talent, coaching, facilities and pathways and it has been seen that these two are pulling away from the rest of the countries. For the game to excel at a global level and allow players to play on an even playing field and ensure competitive balance, minimum standards need to be enforced in terms of playing opportunities and pathways, employment contracts, travel and accommodation for all national sides. In addition, the game must work hard to remove the pervading culture of insecurity that exists within the women's game.

A more structured international cricket calendar must be created allowing all matches to have significance and to increase the volume cricket appropriate for the professional status of most of the national teams. Whilst the game's structure is still in a period of relative development, FICA urges a unified approach to an expanded global women's game calendar that balances and embraces the developing domestic T20 leagues. Clear scheduling windows will allow the popular franchise version of the shortest form of the game to be an engine room of growth and not to force players into a choice between club and country.

In addition, it is the lack of quality domestic structures that arguably causes greatest concern for the current international players. There is a distinct lack of quality playing opportunity, depth of talented female cricketers and most importantly the sport at domestic level in almost all countries is no where near a viable full time career. This means that cricket fails to attract and hold on to many of its best players. Greater attention and investment by boards, states, counties and franchises now needs to be given to the domestic game, allowing it to be the credible and viable pathway to the elite level of the game it needs to be.

FICA continues to acknowledge the great work that has been done and the continued development on the field by the players. However, complacency is not an option if the game is to realise its potential and recalibrate the scales of equality in cricket.

The women's game must continue to create its own identity. It will require creative thinking, specific planning and out of the box ideas. It is hoped that this report will start an important process of working with all key stakeholders, players and FICA, to effect the change that needs to be done at all levels for the game to prosper.

Lisa Sthalekar
FICA Board Member

20 KEY FINDINGS

1 PROGRESS BUT STILL SIGNIFICANT WORK STILL TO DO

Across the women's game there is broad consensus that the game is moving forward in a positive way. 89% of players surveyed are optimistic about the future of the game. Recent successes include the 2017 ICC Women's World Cup in England, the successful negotiation of MOU's for women's players in several countries, and the continued progress of domestic T20 tournaments in England and Australia. The general view is also that the quality of the cricket at the top level continues to improve significantly delivering exciting and competitive cricket. However, the players and their associations note that there are still significant obstacles to be overcome if the successes in the game are to deliver lasting progress and stability.

2 INCREASING VISIBILITY OF WOMEN'S SPORT

In some countries sports stakeholders, governments and societies more generally are recognizing both the importance and potential in growing the women's game. We are seeing enhanced promotion of women's sport, increased coverage of the game, including decisions by broadcasters to cover more matches live.

3 T20 CONTINUES TO GROW THE GAME AND OPPORTUNITIES

Whilst international cricket remains the pinnacle for all players, the domestic T20 leagues, specifically those in Australia and England are providing both a new level of competitive cricket and employment opportunities for players. The T20 competitions are also helping to bridge the gap from amateur to international cricket.

4 GENDER INEQUITY

This is the equal most important issue in the game identified by players. It currently manifests itself in relation to inequity of opportunity, terms and conditions, as well as remuneration for women's players when compared to their male contemporaries. In many countries the game falls short of both FICA's principles it advocates for, and the World Players' Association Gender Equality principles, which FICA supports.

5 A VERY SMALL SPORT - 120 PROFESSIONAL PLAYERS

The women's game at the elite level is still and extremely small sport with a very small pool of players worldwide. FICA's research puts the number of players who can consider themselves 'professional' as no more than 120. There is an additional number of semi-professional players around the world.

6 LACK OF PROFESSIONAL STRUCTURE - THE WORLD GAME IS STILL AMATEUR

Professional structures are classified as having a fully professional national side, with fully professional elite level sides competing in a properly funded and structured domestic framework. Only Australia can be seen as having a progressive professional structure, with England making positive strides in this direction. There are some fledging professional countries worldwide with professionalism limited to their national players. The vast majority of the game worldwide remains amateur with national players engaged on an ad hoc or semi-professional basis and no professional or semi-professional structures in the domestic game. This fragile structure presents significant issues around depth of talent and the ability to retain players. There is a real need for deeper foundations to be set providing player development pathways and career opportunities.

7 LIMITED SHORT TERM, INSECURE CONTRACTS

One quarter of players don't even have a contract and of those that do, 71% have contracts that are a year or under. Consequently 59% of players feel secure or very insecure in the game. 32% of players have had issues with non-payment of contracts. Players worldwide who are not full time professionals face having to take up to 60 days a year leave from work to commit to international cricket – this is simply unsustainable for these individuals.

8 LOW REMUNERATION AND A LACK OF BASIC RIGHTS AND PROTECTIONS

Remuneration structures in Australia and with some national teams worldwide are considered by FICA to be acceptable for the contract and playing commitments required of the players. However for the vast majority of players remuneration is unacceptably low and many players lack acceptable levels of employment rights and protections including insurance, pension provision and injury support. Despite the relative success of the domestic T20 leagues FICA is aware that some players are consistently out of pocket when playing in these events.

9 LACK OF VIABLE CAREERS, A NEED TO WORK OUTSIDE THE GAME AND THE ONGOING LOSS OF PLAYERS OUT OF THE GAME

The lack of quality, stable, long-term contracts aligned with persistently low remuneration levels mean that 68% of players work outside cricket to supplement their income. This leads to significant ongoing attrition of players out of the game as the game does not present viable career opportunities. Whilst 83% of players are optimistic about their future, 56% of current players see their future outside of the game.

10 UNFAIR RESTRICTIONS ON PLAYERS

Despite the fact that many players are not covered by any form of enforceable employment contract they still have to seek permission from their home Board to play in overseas domestic cricket via the NOC (No-objection Certificate) system. Attempts to withhold an NOC in these circumstances would be a clear restraint of trade which FICA strongly opposes.

20

KEY FINDINGS

CONTINUED

11

LACK OF VOLUME OF CRICKET

Whilst the newly introduced ICC Women's Championship provides some additional structure and narrative to the international game it is still sporadic with only 85 international fixtures worldwide in 2017, South Africa and Australia playing the most with 24 fixtures. One Day International cricket is the most popular format for the players but half of the players do not feel there is sufficient One Day International cricket played. Additionally, 77% of players would like to see more Test cricket introduced into the schedule. The calendar is characterised by lots of down-time and then clusters of match scheduling.

12

LACK OF DOMESTIC STRUCTURES AND PATHWAYS

Repeatedly Identified by players worldwide the significant lack of domestic structures and player development pathways is possibly the single biggest barrier to the development of the women's game worldwide. All players have identified the need for significant investment into the domestic game, including talent, coaching and facilities, as an important focus for the ICC and the country boards.

13

SCHEDULING CONFLICTS FORCING PLAYERS TO CHOOSE. WINDOWS ARE THE SOLUTION

Despite the relatively limited women's cricket schedule worldwide there continues to be overlap of the T20 schedule and international cricket, forcing players to choose, leave tournaments half way through and forgo significant earning potential to honour national contracts which remain the pinnacle for most players. 90% of players believe there should be scheduling windows and strong opinions are held that the game should schedule around the domestic T20 competitions to establish the principle of co-existence now.

14

GROWING PERFORMANCE GAP BETWEEN NATIONAL AND DOMESTIC PLAYERS

A direct consequence of the continued investment in national teams whilst the investment in domestic structures remains negligible is that a performance gap continues to widen between the elite level players and those who aspire to that level.

15

GROWING PERFORMANCE GAP BETWEEN TOP NATIONS AND THE REST

With access to significantly more resource than most other countries due to the size of their cricket economies, Australia and England continue to focus investment on talent, coaching and facilities and players are consequently seeing them pulling away from the other nations in terms of consistency of performance.

16

LACK OF INVESTMENT IN THE SPORTING ENVIRONMENT

The quality of facilities and pitches worldwide continues to vary significantly. Even at international level travel and accommodation standards are generally still low. 25% of players rate their cricket medical support as poor or very poor. Players have also highlighted a lack of rest and preparation time between matches as a continued issue. The cumulative effect of this continued sub-standard provision to women's cricket is that the game and the players can not realise their potential.

17

WELFARE, EDUCATION AND SUPPORT

Some players have access to welfare and education support where such players are members of a players' association and the association is resourced and able to extend programs to women's players. A significant amount of players do not have access to any kind of support in their countries.

18

FEMALE SPECIFIC CONSIDERATIONS

Across the game there continues to be a need for both female representation at Board and decision making level as well as more specific consideration to the needs of the women's game and its players. Many teams are still almost entirely coached by male coaching and support teams. 76% of players are unsure how pregnancy is dealt with under their contract. Whilst we are seeing a growing number of former female players take up roles in the media there is still a long way to go to ensure the interests of the women's game are represented equally.

19

REPRESENTATION & VOICE FOCUSES ON NATIONAL PLAYERS

59% of players believe they do not have a clear voice in the game and 1/3rd say their relationship with the home Board is poor or very poor. The leading players' associations now represent their national women's players and have quickly built a strong working relationship with them whilst expanding their membership offering to female players. A significant number of players worldwide, at domestic level, or in countries with no players' association, remain unrepresented.

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COMPLACENCY

There continues to be a recurring attitude across the game that women's cricket is 'better than it used to be' and that recent successes suggest that progress will continue exponentially. This complacency is extremely dangerous – the women's game could regress as quickly as it has grown if considered steps are not taken in a globally coordinated way to lay the foundation for the next phase of the women's game development.

CONTENTS

Introduction	6
20 Key Findings	8
Report Methodology	15

SECTION 1

THE GLOBAL WOMEN'S CRICKET PLAYING LANDSCAPE

Overview	16
Elite Women's Cricketers Worldwide	18
International Cricket Volume	19
2017 International Cricket Most Active Players By Country	20
Domestic Cricket Structures By Country	22
2017 Domestic T20 Players Match Days	23

SECTION 2

COUNTRY BY COUNTRY ANALYSIS

Overview	24
Australia	26
Bangladesh	27
England	28
India	29
Ireland	30
New Zealand	31
Pakistan	32
South Africa	33
Sri Lanka	34
West Indies	35
Zimbabwe and Afghanistan	36

SECTION 3

WOMEN'S 2017 SENIOR PLAYER INTERVIEWS

Overview	38
Q1 How do you assess the game in your country at the moment?	40
Q2 How do you assess the game worldwide?	41
Q3 What are the biggest issues facing the growth of the Women's game?	42
Q4 What things would you change about cricket in your country?	43
Q5 Do you feel your voice is heard?	44
Q6 What are your thoughts on the structure of the Women's Game?	45
Q7 Which is more important to you, domestic T20 or International cricket?	46
Q8 How do you compare international cricket to domestic cricket?	47
Q9 Which elements of international cricket are a cause for frustration?	48
Q10 How would you change the structure of world cricket?	49
Q11 What are the areas of focus to support players as the game becomes more professional?	50

SECTION 4

WOMEN'S 2017 PLAYER SURVEY

Overview	52
Representation & Voice	54
Employment Rights	55
Cricket Structure	56
Welfare, Education & Career Transition	57
FICA Members and FICA Contacts	58

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 and elite level 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.



REPORT METHODOLOGY

FICA's first Women's Global Employment Report was compiled by FICA using the following methodology:

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.

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 single sport 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

Given the nature of this report there is a time lag of approximately 12 months on the majority of the data. FICA acknowledges that it does not have access to full data sets from across the game and specifically in countries where no player's association exists or where the player association has limited access to player data. 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 labour market can be represented.



THIS SECTION AIMS TO PROVIDE AN OVERVIEW OF A SET OF KEY GAME-WIDE STATISTICS ACROSS THE WOMEN'S GAME.

This data has been compiled by FICA and supported by Cricket Archive and by the individual players' associations, worldwide.

It is intended that this data set will act as benchmark for the future tracking of women's game in years to come.

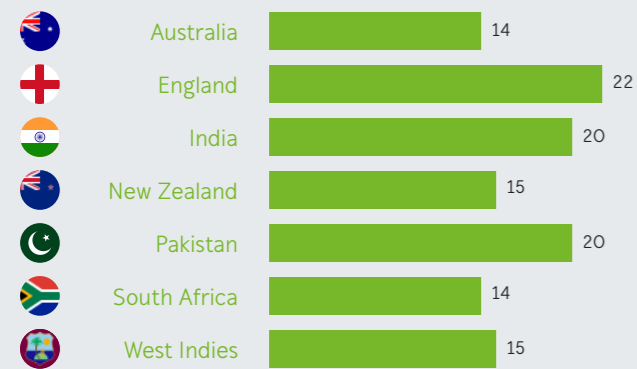


1 THE GLOBAL WOMEN'S CRICKET PLAYING LANDSCAPE

ELITE WOMEN'S CRICKETERS WORLDWIDE

120 PROFESSIONALS WORLDWIDE

All national team permanent contracts

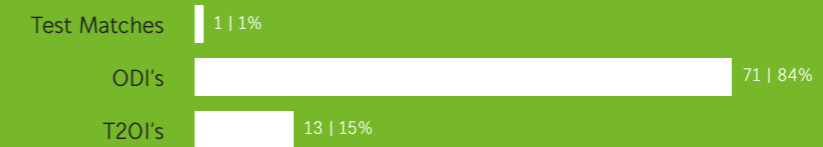


200 SEMI-PROFESSIONAL CONTRACTS AVAILABLE WORLDWIDE

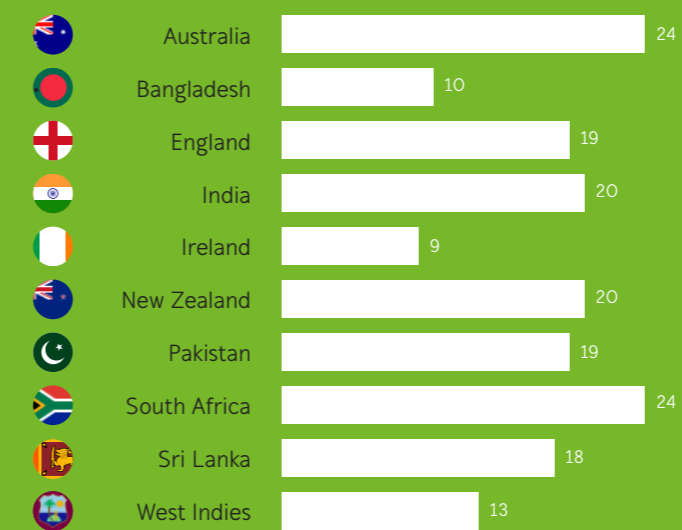
Approximate number of short term contracts available in Australia (Women's Big Bash League and Women's National Cricket League) and England (Kia Super League)

INTERNATIONAL CRICKET VOLUME

2017 TOTAL INTERNATIONAL CRICKET FIXTURES: 85*



2017 SCHEDULED DAYS OF INTERNATIONAL CRICKET PER COUNTRY:



*2017 was the ICC Women's World Cup which accounts for the large number of ODI's v T20's

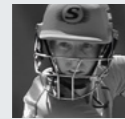
2017 INTERNATIONAL CRICKET MOST ACTIVE PLAYERS BY COUNTRY

AUSTRALIA

24 DAYS



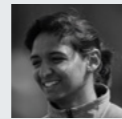
A Healy



E Villani

INDIA

20 DAYS



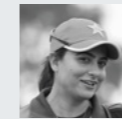
H Kaur



D Sharma

PAKISTAN

19 DAYS



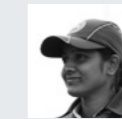
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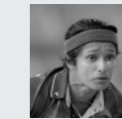
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SRI LANKA

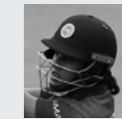
18 DAYS



I Ranaweera



S Weerakkody



A Jayangani

BANGLADESH

10 DAYS



N Sutlana



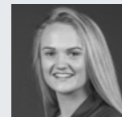
S Khatun



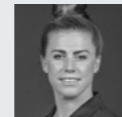
R Ahmed

IRELAND

9 DAYS



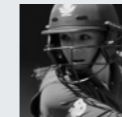
G Lewis



M Waldron

SOUTH AFRICA

23 DAYS



M du Preez



M Kapp

WEST INDIES

13 DAYS



A Mohammed



H Matthews



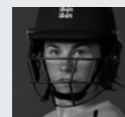
M Aguilera

ENGLAND

19 DAYS



N Sciver



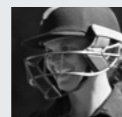
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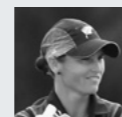
H Knight

NEW ZEALAND

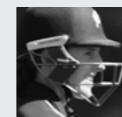
19 DAYS



S Bates



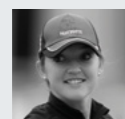
K Martin



A Satterthwaite



K Brunt



S Taylor

DOMESTIC CRICKET STRUCTURES BY COUNTRY

Fixtures: the maximum number of fixtures per team, including semi / finals

 AUSTRALIA			
W Big Bash League	8 teams	16 fixtures	Professional
W National Cricket League (50 overs)	7 teams	12 fixtures	Semi-Pro
 BANGLADESH			
Dhaka Women's Premier League	9 teams	5-11 fixtures	Amateur
 ENGLAND			
Kia Super League	6 teams	12 fixtures	Semi-Pro
 INDIA			
W T20 Challenger Trophy	3 teams	5 fixtures	Amateur
W OD Challenger Trophy	3 teams	4 fixtures	Amateur
W T20 League	31 teams	4-5 fixtures	Amateur
W OD League	27 teams	4-7 fixtures	Amateur
 IRELAND			
Toyota Super 3's Series	3 teams	10 fixtures	Amateur
 NEW ZEALAND			
W One Day (50)	6 teams	11 fixtures	Amateur
Super Smash (T20)	6 teams	11 fixtures	Amateur
 PAKISTAN			
Departmental T20 Women's Championship	4 teams	6 fixtures	Amateur
PCB Triangular One Day Tournament	3 teams	5 fixtures	Amateur
 SOUTH AFRICA			
CSA Women's Provincial T20 (pools)	16 teams	4-5 fixtures	Amateur
CSA Women's Provincial One Day (pools)	16 teams	4-5 fixtures	Amateur
National Women's Week	16 teams	5 fixtures	Amateur
 SRI LANKA			
Women's Division 1*	6 teams	–	Amateur
*(Not currently played / no details on SLC website)			
 SOUTH AFRICA			
Senior Women's (50 & T20)	6 teams	5 x T20 / 3 x 50	Amateur

2017 DOMESTIC T20 PLAYERS MATCH DAYS

(Includes only professional and semi-professional contract tournaments)

	S BATES 26		K BRUNT 20
	A SATTERTHWAITE 24		T BEAUMONT 19
	R PRIEST 23		S TAYLOR 19
	L TAHUHU 21		R FARRELL 19
	H MATTHEWS 20		E PERRY 18
	N SCIVER 20		S DEVINE 18
	E VILLANI 20		M KAPP 18
	J JONASSEN 20		L WINFIELD 18

THIS SECTION OF THE FICA WOMEN'S GLOBAL EMPLOYMENT REPORT 2018 PROVIDES AN OVERALL SNAPSHOT OF THE PROFESSIONAL AND ELITE EMPLOYMENT AND PLAYING LANDSCAPES IN ICC FULL MEMBER COUNTRIES.

This section provides valuable context for this report and is an important addition to the game data research conducted by FICA and the qualitative and quantitative insights provided by the players. This section of the report seeks to highlight the current women's cricket structures and unique challenges faced by each country.

The country-by-country analysis in this section has been provided by extensive individual country assessments, provided either by the local player association or selected senior players. At the end of each individual country analysis FICA has categorized each country into one of three overall structural categories, relating to the employment landscape in that country.

The categories are:

PROGRESSIVE PROFESSIONAL

A fully professionally contracted national team structure is supported by an extensive professional / semi-professional domestic structure that provides more than short-term tournament-based contracts and limited remuneration. All national and some domestic contracts provide long-term viable careers.

FLEDGLING PROFESSIONAL

A professionally contracted national team structure exists that provides the majority of national players with either full-time employment sufficient that supplementary income is not required or structured contract flexibility allowing for supplementary income. Domestic structures are either entirely amateur or limited to short-term professional / semi-professional tournaments. Long-term career viability is only provided by national team contracts.

AMATEUR

National players may be contracted however the majority of national player contracts do not provide for a viable long-term professional career with sufficient remuneration or employment benefits to remove the requirement for supplementary income. Domestic structures either provide limited match-by-match payments or are entirely amateur.



2

COUNTRY BY COUNTRY ANALYSIS



AUSTRALIA

Australia is widely considered the global leader in the women's game. The negotiation by the Australian Cricketers Association (ACA) for the introduction of a gender equity pay structure for national and domestic women's cricketers, under the new five year MOU with Cricket Australia, which started in 2017/18, is both ground-breaking and benchmarking for both the rest of world cricket and women's professional sport more generally. Currently Australia's 14 national players (provision for 15 annually before upgrades) are provided with secure full-year contracts with positive levels of employee benefits and provisions (injury payments, pension, insurances etc.). Remuneration levels ensure that the national players are fully professional with no requirement for parallel careers or supplementary income. In addition, the national players have full access to the ACA education and welfare support programmes. As with the rest of the world the volume of international matches is stubbornly low and more structured cricket, with 50 over cricket the overwhelming player-favoured format, would only benefit the game. The national team continues to progress significantly on the field in line with their professional status and the coaching, training and facilities support provided to them. Domestically, Australian Women's cricket is significantly further on in its development than any other nation. The Women's Big Bash League (T20) and the Women's National Cricket League (50 over) are well-structured semi-professional leagues, playing a good standard of cricket, with quality coaching, team support and facilities. Under the new MOU agreement there are a further 98 domestic contracted players below the national players that play in the National League. The contract value is fixed for these contracts and can be considered a reasonable semi-professional base wage. The Women's Big Bash allows all players both national and domestic to supplement their income with a further short-term contract. It provides attractive short-term contracts to a number of national players from other countries. This structure means that there are a number of players below national level who

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are able to focus entirely on cricket without the need for supplementary income. However, despite the most innovative system in the game, there remains, as with the rest of the world a concern that the gap between national and domestic players continues to widen. More broadly, Australian society has become increasingly aware of equity and diversity in recent years; Public support, match attendance, sponsorship and broadcast coverage are all on the increase with the consequent benefits to visibility and engagement in the game.



BANGLADESH

Due to a lack of sufficient information, FICA is not in a position to provide a realistic and balanced assessment of the women's game in Bangladesh. It is FICA's understanding that no female players in Bangladesh would be considered full time professionals and that no professional structures exist with Bangladesh's women's cricket.

FICA Category

AMATEUR





ENGLAND

Second only to Australia, the women's game in England and Wales continues to benefit from increased investment, interest and profile. Hosting and winning the ICC Women's World Cup in 2017 placed the England national team firmly in the sporting and wider public's consciousness. The 19 centrally contracted national players are fully professional, plus 3 rookie contracted players. Most are on 2-year contracts with sufficient remuneration structures, provisions and benefits to ensure that supplementary income is not required and that a national career can be rewarding. Through the PCA, which represents only the national players in the women's game, there are aims to draw the national player employment package in line with the men's team by 2020. Insurance, pension, accommodation and flights are now consistent. On the field, the England team continues to develop as a result of considered investment in talent, coaching, support provision and facilities. An increase in the volume of international cricket continues to be focus for the players, especially the desire to play more Test cricket. The national players are currently provided welfare support by the ECB, however for impartiality, expertise and consistency with the men's game, the PCA are advocating for this area to be covered by the PCA. Domestically there is no professional structure that underpins the national team. The 7-week Kia Super League (KSL) is the only semi-professional structure below the national team, with the PCA negotiating all KSL contracts. With 6 teams and 15 contracted players per team the KSL does provide earning opportunities for those below national level but not sufficient to avoid the need for supplementary income or dual careers. It also provides attractive short-term contracts to a number of national players from other countries. Whilst the competition overall continues to develop there remains concerns around some of the inconsistency in facilities, pitches, coaching standards, and accommodation provision. The KSL is beginning to act as a bridge between domestic and international cricket but that gap continues to widen and it is a challenge for the domestic game, and the counties, to keep up and maintain a credible career pathway, and there are current proposals to address this. Over recent years women's sport in England has had many significant high points. Successes

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in Olympic sports, hockey, rugby, cricket and netball have been supported by government-driven campaigns, sponsorship and broadcast. Cricket is a recipient of this growing interest and Sky Sports' commitment to go above and beyond their broadcast agreement to air additional women's cricket is commendable. Similarly, from 2020 the BBC will be covering games (free to air) and has been a big part in promoting and broadcasting women's sport as part of its governmental remit. The relationship with the men's game can improve and the recent ECB governance review should deliver some increased balance and focus for the women's game.



INDIA

With increasingly globally recognizable players, a recent Women's World Cup final and the national obsession with cricket, the women's game in India is beginning to realise its potential. Up to 20 national players are permanently contracted on annual contracts and for the top half of these players remuneration, including retainer, camp and match fees, is comparable to the contracts values anywhere else in the women's game globally and supplementary income is not a requirement. For those in the bottom half of the national contract framework, remuneration is at a level where supplementary income remains a necessity. For all players in India the provision of employment benefits or any form of welfare support is limited and progress in this area will continue to be hampered by the lack of a Players' Association to secure employment rights and benefits and provide player services including those relating to welfare and personal development. The volume of cricket for the national team is in the upper quartile of teams worldwide, with the focus being on 50 over cricket, and an increasing number of T20 games. The Indian team has historically played Test cricket but only two Tests have been played since 2006. Increasingly the national team has access to high quality facilities and coaching but there is still scope to improve in all areas. Domestically there is a significant centralized playing structure with up to 560 players in the setup below the national team. The structure is based on selection for state representative cricket, with a number of tournaments across T20, 50 over and 3 day formats. However there are no domestic professional cricketers and whilst some domestic players are paid match fees, domestic cricket is not a career option. Whilst the recent women's IPL exhibition match was a positive sign, there is no credible club structure below the representative cricket structures. The quality of Indian domestic cricket continues to improve, facilities at state level are good and players have access to professional coaches, many of whom are female. The lack of professional domestic cricket is however a significant barrier to the development of the game in India; the world's biggest cricket economy. Within Indian cricket, women are under-represented in governance and stakeholder roles but

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there a number of key individuals who continue to drive the women's game. The women's game engagement with broadcasters, sponsors and then men's game progresses slowly and it is significant that all national team games will now be live broadcast. On a wider societal level, attitudes to women's sport and cricket continue to modernize. Other female athletes successes are increasingly celebrated and the long-held view that women should not be playing cricket has dissipated over recent years.



IRELAND

The women's game remains entirely amateur in Ireland. The national team plays a limited amount of ad hoc internationals each year, however, it is not a part of the ICC Women's Championship and the pathway to progress into the IWC remains unclear. In order to progress into national contention, players play in a domestic club competition across both 20 and 50 over formats as well as a 'Super 3' competition whereby the best players are split between three squads which compete in a competition across both formats. There are also some age group and representative structures, notably Irish under 15s, and 19s who compete in a short competition each year. There are also provincial underage teams at under 11, 13, 15 and 17 age-groups, however there is a lot of crossover between these squads. There is limited women's cricket below and outside of these structures and women's cricket in Ireland is concentrated in the city of Dublin with only a small amount of cricket being played outside the capital. The lack of volume of cricket and a lack of access to facilities and professional coaching limits the development of women's cricket and players in Ireland. There are no contracted women's players in Ireland, and other than some expenses and food allowances on tour, players are generally not afforded protections or financial benefits other than ad hoc subsistence allowances for some international tours and international matches. Players do not have access to player welfare, development and education programs – an area the newly formed Irish Cricketers' Association is looking to move into despite limited resources. With a completely amateur structure, Irish players all either work or study outside of cricket. Accordingly, for internationals and international tours, Cricket Ireland has often been forced to select teams that are not full strength, and with a significant number of underage players, due to the inability for more senior players to take enough time off work. Players also tend to move away from the game due to the

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pressure of maintaining a career outside of international cricket. On the back of being awarded ICC full member status, and with increased funds coming into the game, there is a significant opportunity for Irish cricket to take a step change in terms of its investment in and promotion of women's cricket and women's players.



NEW ZEALAND

As in the men's game, cricket in New Zealand takes a flexible and innovative approach to the women's game, adapting to the size and value of the New Zealand cricket economy. The 15 contracted national players are given 3 months leave within their contracts to study, work or play cricket overseas. The use of this 3 month period is mutually agreed between each individual and the Board. Whilst national players receive a structured package of health, insurance and pension benefits, overall remuneration levels are not sufficient to avoid the need for all players to require supplementary income, including playing abroad or part or full-time work. It remains a challenge for players to find employers who are willing to provide the flexibility required to allow a cricket contract to sit alongside an employment contract. All national players have access to the full Players' Association welfare programme and four Personal Development Managers. The volume of international cricket, with the focus on ODI cricket, is considered too low by the national players. Facilities and team support are of a good standard however there is scope to increase the training support for the national team. Domestically, all women's cricket in New Zealand is amateur, played over weekends. There continues to be a disconnect between the national team and the six domestic sides below national level, with a genuine concern for the standard of cricket at this level and the impact on player development and pathways. A recent board review has identified the need to address the lack of development and investment in this area. At a governance level New Zealand Cricket compares favourably with the rest of the world with 3 out of 8 directors on the NZC Board being women and targets set for the number of female directors at state board level. 50% of the national teams matches are now broadcast live as well as a handful of domestic T20 matches – as the game continues to gain more public exposure. The Australian Women's Big Bash is now broadcast in New

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Zealand with a number of NZ players featuring. The NZ Government has a significant focus on growing both exposure and participation in women's sport and this, combined with the profile of a number of female sports stars and teams, will derive ongoing interest in the women's game.

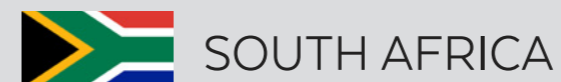


PAKISTAN

The potential for women's cricket to develop in Pakistan is significant, however it is challenged by a significant gap between the quality of national and domestic cricket and a lack of sustained investment. Of the 20 nationally contracted players those in the top two categories receive remuneration that is sufficient to allow them to focus fully on cricket. For all other contracted players a secondary income is required. Contracted players are covered with medical cover but there are little other employment benefits including insurance provision pension, welfare and education support. An ongoing issue at national level is that of players focusing on their cricket development at the expense of qualifications and therefore struggling to gain employment if they do not meet the requirements for top tier contracts or fail to be awarded any contract. Additionally, many of the contracted players' incomes are important earnings supporting their households. The national team has a reasonable but limited training, coaching and support structure in place and is the only female team with access to the national academy. Domestically, Pakistan has a reasonably extensive structure with 50 over and T20 leagues as well as Under 21 trials and National emerging player championships. The domestic structure is entirely amateur and other than the triangular tournament, is characterized by a focus on quantity not quality, hosted at club grounds with limited coaching provision. A lack of access to facilities across the women's game makes regular practice and fitness work problematic. This structural imbalance continues to widen the gap between the national team and domestic players. Whilst there has been some progress in recent years, specifically an increase in investment ahead of the 2017 ICC Women's World Cup, women's cricket in Pakistan is still marginal, fights a culture of resistance and does not yet have the investment, strategy or recognition at board level that other countries enjoy. Whilst there has been some

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AMATEUR

commercial sponsorship engagement with the women's game, broadcast, public sentiment and attendance levels are extremely low and not easily addressed. The relationship with the men's game is at best limited despite the support from some individual male national players on social media.



SOUTH AFRICA

The South African women's national players are, for the first time, covered under the new 4-year MOU agreement between the South African Cricketers Association (SACA) and Cricket South Africa (CSA). The benefits of this formal inclusion and representation by the Players' Association to the female national players is significant. Remuneration levels for the 14 contracted players are centrally negotiated and subject to agreed annual increases. Retainers, match fees, pension, insurances, disability allowances, commercial rights payments, a share of un-budgetted revenues, and other benefits ensure that for national players cricket is a stable and viable career option. All national players have full access to the SACA Player Plus Programme for personal development and welfare support. Internationally the volume of cricket is in the upper quartile of the world game but the general player view is that more cricket would be beneficial. In addition, scheduling conflicts between international cricket with overseas domestic T20 tournaments, that provide rewarding playing and earning opportunities, have forced South African players to choose between club or country. Some players to date have forgone playing and earning opportunities to represent their country. Windows in the international structure would remove this conflict, and the recent MOU between CSA and SACA now provides for a window to enable women's players to compete in the WBBL in Australia – a significant playing opportunity. Facilities, coaching, training and team support is of a high quality and plans for continued investment will see that continue to improve. The focus remains ODI and T20 cricket with little or no plan for longer form cricket. Domestically, the provincial system is limited but well structured, although it is entirely amateur and domestic cricket does not provide any reasonable employment opportunities. There are both One Day and T20 competitions and pathways from clubs, to U19's and provincial cricket are relatively clear. There is little women's cricket in schools which hampers talent development. Board support for the women's game is clear and unequivocal with public statements aiming for equal status between men and women. Whilst patriarchal attitudes still exist, stakeholder and public attitudes to the women's game have shifted significantly, with the 2017 ICC Women's World Cup having had an impact on the attitude to the game in South Africa. Culturally, South Africa is intolerant of any discrimination and therefore the women's game faces little attitudinal impediment and the promotion of women's sport

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generally has improved markedly over the last 5 years. The board and the player association have female office bearers. Sponsorship and broadcast engagement with the women's game has increased, assisting the game to be more accessible and mainstream. The national team is unquestionably the flag-bearing team in female South African sport and selected senior individual players now have significant public visibility and popularity, driving engagement. The relationship with the men's game, facilitated by the player association, is strong. The women's game does however suffer from a lack of female coaches and team support staff and often a subsequent lack of sensitivity and understanding of issues specific to female athletes. Transformation remains an extremely important consideration in South Africa and the game is working hard to address improved representation of black African women participants.



SRI LANKA

Due to a lack of sufficient information, FICA is not in a position to provide a realistic and balanced assessment of the women's game in Sri Lanka. It is FICA's understanding that no female players in Sri Lanka would be considered full-time professionals and that no professional structures exist with Sri Lankan women's cricket.

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WEST INDIES

Women's cricket in the West Indies has made reasonable progress in recent years and has developed a number of world leading players. However, as with West Indies cricket generally, it continues to face the significant barriers of investment and geography in many ways a result of the size of the cricket economy. There are 15 full-time national player central contracts, negotiated by the West Indies Players' Association. Remuneration and employment benefits are reasonable in comparison to other countries and for the senior international players cricket is a viable and sustainable career option. Whilst access to facilities and coaching and the provision of team support staff is of international standard, the national team plays relatively little cricket by comparison to other nations. This lack of playing opportunity is compounded by the very limited domestic structure. The domestic structure is entirely amateur with an 8 game structure spread across T20 and 50 over cricket. This severely limits the development of player talent pathways and ensures a widening gap between the full-time national players and the players a level below. Talent identification is extremely ad hoc. Whilst there is public board support for women's cricket, this support is not matched by central investment from an already stretched central budget. There is no broadcast of any women's cricket in the West Indies and commercial partnerships are limited, as is the relationship with the men's game. There is public interest and appetite for the women's game, but it struggles with a lack of marketing and promotion and lags behind several other dominant women's sports in the region, including track and field, swimming, netball, football and volleyball. Additionally, there are some cultural issues across the West Indies that act as barriers to participation in women's sport. The dominance of male coaches in the women's game, with very few of the female qualified coaches actively coaching, also presents a barrier to creating the right environment for age-group player development.

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ZIMBABWE

Due to a lack of sufficient information, FICA is not in a position to provide a realistic and balanced assessment of the women's game in Sri Lanka. It is FICA's understanding that no female players in Sri Lanka would be considered full time professionals and that no professional structures exist with Sri Lankan women's cricket.

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AFGHANISTAN

Due to a lack of sufficient information, FICA is not in a position to provide a realistic and balanced assessment of the women's game in Afghanistan. It is FICA's understanding that no female players in Afghanistan would be considered full time professionals and that no professional structures exist with Zimbabwean women's cricket.

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THIS SECTION OF THE WOMEN'S GLOBAL EMPLOYMENT REPORT 2018 IS THE SERIES OF ONE-TO-ONE QUALITATIVE INTERVIEWS CONDUCTED BY FICA WITH A NUMBER OF SELECTED SENIOR INTERNATIONAL WOMEN'S CRICKETERS FROM ACROSS THE FICA MEMBER ASSOCIATIONS.

FICA would like to thank Alyssa Healy (Australia), Dane Van Niekerk (South Africa), Shanel Daley (WI), Amy Satterthwaite (NZ), Heather Knight (England), Cecelia Joyce (Ireland) and Stafanie Taylor (WI) for their valuable contributions.

The qualitative interviews were conducted and recorded either by phone or face to face by FICA COO, Tom Moffat during February 2018. The players who took part in the interviews were nominated by their respective players' associations.

All players were asked the same interview questions which were designed in line with the FICA Principles and will allow for future tracking of opinions and trends in the game.



ALYSSA HEALY



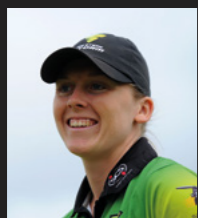
AMY SATTERTHWAITE



CECELIA JOYCE



DANE VAN NIEKERK



HEATHER KNIGHT



SHANEL DALEY



STAFANIE TAYLOR



3

WOMEN'S 2017
SENIOR PLAYER
INTERVIEWS

Q1 How do you assess the game in your country at the moment?

AH

The game is flourishing at the minute and I think both Cricket Australia and the Australian Cricketers' Association have recognized the potential and importance of growing the game as a whole, including the women's side. There is much more promotion of the game and support being afforded and we are starting to see the benefit of that.

DVN

I think it's growing. It's obviously not as big as in Australia and England over here, but the game has developed in the last few years. I consider our national players to be professional players now and that's something that has changed in the last couple of years. The game is definitely on the up.

SD

I don't think we play enough women's cricket at international level and there is a general lack of interest, unless it's to do with the senior West Indies team. In Jamaica it's only 2-3 weeks of cricket for the entire year and there are only 6 games to select the national team from, there is then a short camp, regionals and then the team is selected. This is all the development that happens and there is basically no foundation under the national team so it can feel like a bit of an afterthought. We need to continue to work on improving the game for women.

AS

I think it's in a slightly fragile position to be honest. There are issues with depth and our ability to retain players at domestic level especially and the lack of strong pathways leading to the top of the game on the women's side are a big issue.

HK

It's in a good place. There have been talks going on recently between the PCA and ECB around better terms and conditions for women's players and it seems to be going in the right direction. The challenge for us will be to keep up with the WBBL as Australia is really setting the standard. In England there is really no safety net below international cricket for women's players. We are starting to go in the right direction though and I would like to think it is growing which will provide a structure underneath the international game.

CJ

The game is under pressure in terms of staying relevant and qualifying for tournaments. Internally we have a big issue with retaining players and there isn't a big enough pool of players to compete successfully on the world stage yet. Players' lifestyles and their ability to work are being squeezed. For example, looking at some of the latest scheduling it would basically require players to take more than 60 days leave from their jobs (assuming they don't work weekends) to be able to play in all international matches in 2018 – that's just not possible for most people. Although they get some ad hoc compensation, the women's team is made up of amateurs.

ST

We don't really have a proper domestic competition as it's only 4 weeks in length. 6 team regional competitions are played to prepare the national team. There is then usually a camp and the side is selected – this takes 3 weeks at the most.

Q2 How do you assess the game worldwide?

AH

We saw here with the ashes that there is a market and the game has perhaps let itself down a bit previously – promotion of the game and playing in relevant stadiums are all going to be really important to the success of the game. Overall there is a group of countries that seem to have recognized what Australia has, but there is still a long way to go. On-field, a few strong countries are a long way ahead of the pack and the rest have some catching up to do.

DVN

The women's game is in as good a shape as it ever has been. There has been huge growth since I started. I think it's going to continue to get bigger and better as the world gets to know the women's game.

SD

I think Australia and England do a fantastic job for the women's game and they are setting the tone for other countries to follow suit. The development of the WBBL and KSL are a big move. The World Cup was a great effort in England and good promotion for the game. Games are starting to be televised and players are moving around the world with the opportunity to showcase the game. These are big steps in the right direction.

AS

Things have improved gradually around the world. There is increasing interest from the public and the game is definitely going in the right direction overall. However there is big potential for some countries like Australia to break away from everyone else. It's scary how far ahead some of the other countries with a lot more money and resource could get. The amount of money players are being paid is often talked about, but increased access to resources/ coaching will make a big difference in the growth of the game as well.

HK

Again I think it's going in the right direction. One of the big challenges will be to make sure there isn't too much of a gap between the top few countries and the rest. There is also a challenge to keep domestic cricket standards up around the world.

CJ

The move towards professionalism in the women's game is fantastic and following the World Cup final at Lord's there is a lot of momentum. The quality of the game is improving around the world and that's exciting to see.

Q3 What are the biggest issues facing the growth of the Women's game?

AH

We play a lot of T20 cricket, and that's great, but in my mind the best way to produce quality cricketers is to protect and increase the amount of 50 over cricket that is played and playing the longer formats. The ICC World Championship has been good and gives players experience playing in foreign conditions and in different environments. The game needs this to grow and to help to reduce the gap between teams.

DVN

The lack of televised games is a big issue – this needs to happen to grow the game and all countries should be looking at this if possible. I think the general marketing of the women's game has improved in the last couple of years, but there is definitely room for it to get better as well.

SD

The game needs to be marketed much better and more games televised. If we aren't marketing the women's game I'm not sure how will we generate interest in it, as if no one knows about the game, no one will watch it.

AS

Numbers – we need to get more girls playing so there is a bigger base and talent pool and we need good players coming through the system. From a coaching point of view, ideally we would get to a point where we can attract the best coaches to the women's game and it is seen as the pinnacle rather than a stepping stone in their development.

HK

The difference between how seriously the women's game is taken by Boards in different countries is huge. There are big challenges with sub-standard pitches and facilities for women's cricket in some parts of the world. This definitely affects the spectacle. We don't have DRS like the men do. The ability to use DRS in international cricket would make a big difference as well. I also wouldn't like to see a situation where domestic T20 is chosen over the international game. For players from many countries, they can earn more playing in domestic T20 events than in international cricket though.

CJ

Female participation in sport and visibility of women's sport still has a long way to go. Ensuring there is fair representation of women's athletes including in the media. Inequality of opportunity to play and compete is something that needs to be addressed urgently as well. The better and more professional the top players and countries get, the more difficult it becomes for everyone else. I wouldn't think it is in the interests of the top countries to have a weak global competition.

Q4 What things would you change about cricket in your country?

AH

I would like to see more 50 over cricket. In some ways it's our equivalent to shield or county cricket. The WNCL competition here is just as important for players and especially for developing players. Ramping up the volume of longer form cricket would make sure the next players coming through are ready to go and would help to bridge the gap between international cricket and domestic cricket also.

DVN

Our provincial set up is improving but is not yet professional. That means that when players come into the national environment it's the first time they have seen a professional environment. I would like to see a set up which would mean that girls could come into a professional environment from a younger age. Having some stronger foundations under the national team would mean a structure that can help players to develop the foundations below the national team would be great – and I wish it was there when I started.

SD

It all goes back to structure and grassroots programs for women's cricket. We need to aim to get girls playing from lower age levels with proper structures at school level and I would like to see more education on cricket from a younger age.

AS

Some changes need to be made to keep the game growing and give it a chance to retain the best players. We have seen what is happening in Australia and them leveraging off the Big Bash and being proactive. That seems to be starting to make a big difference with growing the women's game there. It's important that there are good high performance structures including access to good coaching and facilities. The level of coaching and access to resources is less in New Zealand. For example, domestic players in

New Zealand often don't even have access to gyms or strength and conditioning assistance. We have missed an 'A' programme for the last few years and whilst we now have it slowly returning, it needs to stay consistently and grow as a programme. In the past this was a hugely beneficial programme with players coming through it into our national side.

HK

The development of domestic leagues and the KSL in particular. Our 50 over competition isn't very strong and we need to strengthen the base below international cricket. It is very amateur at the moment. The 50 over format is an important part of women's cricket and should be focused on too.

CJ

Ideally the women's game needs to professionalize to enable a level playing field with the top countries and to allow players at the top of the sport to be able to dedicate enough time to cricket as a career. Clearly if you play more at the top level you will improve – you can go to the gym all day but that won't necessarily help you face Katherine Brunt. The game could also do with a bit of an image change to attract the best talent in Ireland and to build up grass roots participation and get a critical mass of talent. Cricket is still often seen as an 'English sport' in Ireland and a lot of the talent goes into other sports.

ST

Budget and politics are big issues in the West Indies and ideally we need to be able to invest in the grassroots to create a bigger pot of players. There is no real structure for a girls competition and regional competitions need to be lengthened out to ensure that young players develop. We try to emulate the men's cricket structure and I question if that is the right way to go.

Q5 Do you feel your voice is heard?

AH

I don't know that our voice is always heard and I don't think women are overly well represented in important positions in the game. Sometimes there is a feeling that we should just be grateful and not express a view about the game or its direction. It's an exciting time for women's cricket and there is a big opportunity for the game to properly embrace player input in shaping the direction of the women's game around the world. I would love to see fair and equal opportunity for everyone.

DVN

SACA has been excellent with this and with working with CSA. In many ways we go through the same thing as the men and put our bodies through the same tests and we want to keep aiming for consistency with terms and conditions for women's players.

SD

I think some voices are heard, but it's important there is proper consultation with all players and others in the game have a chance to be heard and to express themselves. There isn't a great deal of detail done around player education in the West Indies and I would like to see more of that and open discussions.

AS

Yes and no. I think things are often heard and nothing is necessarily done about it. That can be frustrating at times, but this is definitely improving.

HK

This has been really good. The relationship between us and the PCA has grown and they are very active in communicating with the ECB for us addressing various issues. We feel like we've got a voice whenever any issues come up.

CJ

Our voice is sometimes heard but is not often acted on by decision makers and I think we are often just viewed as 'annoying' or 'complainers'. I think ensuring there are more women on Boards and governing committees is vital for the game and will only be a good thing as the women's game grows. I actually believe in quotas on Boards as long as there is a transparent process and minimum qualifications requirements. I believe decision makers need to be required by rules to consider people who are not simply the same as them or in their pre-existing circle.

ST

Not especially, although there have been some changes at national level and this is improving. The players' relationship with WIPA is growing. Players understand the issues faced with island countries and a few things have been changed, but there is a lack of money in the game in the West Indies.

Q6 What are your thoughts on the structure of the Women's Game

AH

The structure is quite sporadic. There are periods when it's just back to back cricket and then periods where we aren't doing much at all. I don't see a reason why the game shouldn't schedule around the domestic T20 competitions. 4-5 world class players were recently pulled out of the WBBL. International cricket should take priority but there is a reality for players and there are simple ways to work around these issues with the schedule, especially in the women's game.

DVN

I think there are some issues with scheduling in particular with overlap between tournaments like the WBBL and international cricket. It's very important that scheduling windows are created. In the T20 events you are earning in dollars and for us the KSL and WBBL are starting to become like the IPL for men. There is a financial reality of the game for the women's players as well. Stopping scheduling overlap is very important for players – it's frustrating to be forced to leave half way through a contract.

AS

I think the amount of international cricket is at a pretty good level and I think the structure is good overall. The increase to 8 teams in top women's international cricket has helped to grow the game. Unfortunately some countries can't afford to play more games than those outside the IWC and competitions. There is no reason there shouldn't be an international window for the best domestic competitions such as KSL and WBBL. The calendar is not so full that it makes it impossible.

HK

In the international schedule there's lots of down time and then cluster scheduling. A tour has been arranged for March this year as without that we wouldn't have had any international cricket from November until the English summer. I would like to see an increase in international cricket. The ICC Women's Championship has been brilliant and has helped to raise standards around the world and started to professionalise the game.

CJ

I would like to see more international cricket between more countries to improve the overall standards. I think domestic cricket also needs to be protected in order to develop pathways and build player and supporter bases. Fixture blocks or windows would be one way to help with this. The game obviously needs money to operate and some of that will come in through the domestic game as well.

ST

I love the fact that there is now a Championship. Playing against the top teams is hugely important. We would love to play more International games and more 50 over games, instead of 5 T20 matches. I would love to play Test Cricket as well.

Q7 Which is more important to you, domestic T20 or International cricket?

AH

International cricket is more important. However, games in the WBBL are really well promoted and supported which makes for a really good tournament. I think its silly for players to have to miss out on opportunities to play in T20 leagues in particular on current pay scales.

DVN

Although for many players the bulk of their money comes from domestic T20 cricket and domestic tournaments, for me my heart is still with international cricket.

SD

Both are important for the game...however I think national duties surpass league T20's.

AS

International cricket is 100% still the pinnacle. The domestic T20 events are excellent though and as the money becomes bigger in them players may have to make a choice as money starts to come into their decisions more.

HK

Playing international cricket is the pinnacle for me but I know player salaries differ hugely around the world. The inclusion of T20 competitions has enabled some players to make a living and made the game more professional and in an ideal world there would be windows for domestic T20 events for players to be available. I know that's not always easy.

CJ

International cricket, however, developing the game through domestic pathways and is also vital for sustainability.

ST

International cricket is more important but there could be more cricket!

Q8 How do you compare international cricket to domestic cricket?

AH

I think international cricket is still more difficult, but the WBBL keeps getting stronger each year and to provides a taste of international standard cricket to some of the younger players coming through. It also opens eyes to the gap between the top internationals and the players just starting out as domestic players. I think events like these can help to bring international cricket and domestic cricket standards closer together.

DVN

I think the standard of international cricket and the level of professionalism and pressure that comes with it still puts it ahead. In the international game you know you are playing against the best. Domestic events like the Big Bash are brilliant, but the talent is spread a bit thinner.

AS

Domestic cricket standards are up there in some countries, but not as good as international cricket in my opinion. In NZ there is quite a big gap between domestic cricket and international cricket.

HK

International cricket is a better standard especially between the top teams although it feels like the gap is growing between the top few and the rest.

CJ

The standard is better in international cricket. Domestically in Ireland there are 3-4 really strong clubs, but the rest often struggle to maintain a good standard. As a result we find that often players are on a steep learning curve when they seek to make the transition and that players from weaker clubs are discouraged.

Q9 Which elements of international cricket are a cause for frustration?

AH

We often play on grounds and facilities that aren't the best or are in remote locations. There is a big difference and some inconsistency between travel and accommodation standards that are provided on different tours in different part of the world also.

DVN

One of the biggest issues has been travel and accommodation standards. Before the latest MOU we flew economy and have only two days to recover before we are playing a big international match. That's not ideal in terms of preparation and these things potentially impact on both performance and morale. We sometimes felt like we were treated as second class citizens.

SD

The game should be fun, and sometimes there are some rules which get in the way of common sense. It's important players have a say into the rules and regulations given we are the ones playing the game.

AS

Not having access to DRS full time. Having access to DRS and the best officials will be important to the success of the game. It's disappointing the number of ODI's has decreased in the IWC from 5 to 3.

HK

One of the main frustrations is looking at the difference between how different Boards promote the game and support their players. I mentioned gaps in scheduling and pitch and facility standards earlier.

CJ

An idea perpetuated in many countries is the assumption that people who know about men's cricket and may have never even watched much women's cricket are automatically presumed to know about the women's game, which I believe is actually quite a specialist knowledge. Understanding nuances and differences between the men's and women's games and talking intelligently about it should be a pre-requisite for important roles in the women's game including coaches, commentators, administrators.

ST

The qualification process for World Cups!

Q10 How would you change the structure of world cricket?

AH

The reality is that more domestic T20 leagues will probably pop up around the world, which will change the game as a whole, so making sure the game plans for that with its structures will be really important. It needs to co-exist with international cricket.

DVN

I think scheduling windows is the most important thing that needs to happen. I would love to see Test cricket at some stage. I have only been part of one.

SD

We need more cricket first and foremost. We still only have 3-4 tours a year maximum and we just don't play enough cricket. Scheduling windows would be a good idea to help international and domestic cricket.

AS

The IWC has been fantastic, however I'd love to see more tri series in the global schedule. I think some of the changes that need to happen are at domestic level to make the pathways a foundation of the game stronger. I mentioned windows in the schedule as well. I have heard a murmur that they may be looking to get rid of 50 over cricket in the women's game. I don't know if that's true but I wouldn't want to see that. I think to give players the opportunity to develop their skills in 50 over cricket is really important.

HK

We saw that multi-format series worked really well from a player perspective during the ashes. Everything added to the 'story' of the series. It may not be realistic but I would love for the opportunity to play more Test matches as much as it's feasible.

CJ

I would go to the top 14-16 countries who have a decent base and good governance, and calculate how much it would cost to put in place a professional framework, including by engaging a group of players full time for a year. I would earmark that amount and give it to each Board and require them to account for it. In addition to grassroots development, this will be the quickest way to develop and grow the international game in those countries. Obviously the pathways to those squads would also have to be developed and the domestic game protected.

ST

I would like to see Test cricket, more games, and increased opportunities for players to earn money during their careers.

Q11 What are the areas of focus to support players as the game becomes more professional?

AH

We were part time 18 months ago and are now full time. There are increasing demands on players increased training and playing workloads for women is excellent but has been a shock to some of the players. Providing basic protections for players including around health insurance and injury payments will be critical. I know that those protections don't exist in the women's game in many parts of the world.

DVN

Cricket is a tough game both mentally and physically and recognising that players are humans first and that sometimes their bodies reach a limit is important. More is being asked of players which is good, but there needs to be a balance of rest provided to players also to allow them to perform at their best. Some of the other basics like accommodation and travel standards can help.

SD

Insurance and injury support is a big one for women's players, especially protections for career ending injuries. This would take the worry away from players. Pregnancy policies are another big one for women as well. I don't consider myself to be a professional cricketer and the game isn't yet fully professional in most countries.

AS

To perform and improve in international cricket you need to be training for a large part of the year. At the moment we aren't able to be employed all year round which makes that difficult. Accommodation and travel standards are also a big thing – when we go on tours players have shared rooms. We need to get out there and do the job, and with players having different routines, shared rooms negatively impacts on a player's personal preparation. We only get a few days preparation and camps in the lead up

to big events which means we are often under prepared compared to other countries who have had longer or better preparation. It's a balance of where money is put into the game though.

HK

Basic thing like insurance policies for injured players need to be in place. Pregnancy policies and terms and conditions is another areas are also important issues.

CJ

Player retention – providing an environment in which players can either be retained, or can continue to play alongside their jobs. Child protection – I think there are some unacceptable risks taken by Boards. Taking young girls, at times as young as 13 year old, on tour to different parts of the world for 4 weeks at a time is not only a big risk to the player, but also to the game. The conflict between the right that governing bodies think they have to control players to ensure they are available for international fixtures; and the opportunities that certain players might decide to exploit outside of the international game. In the women's game now there are more opportunities for players to play professionally, e.g. the WBBL where we have two players who have been involved for the past two seasons. This has raised for us the stance that national governing bodies take that they are entitled to restrict the employment opportunities of non-contracted players. This is anathema to me and something that as a lawyer and history graduate, I can't comprehend. There seems to be an attitude that players are property, which is bizarre.

THIS SECTION OF THE FICA WOMEN'S GLOBAL EMPLOYMENT REPORT IS THE PRESENTATION OF THE RESULTS OF THE 2017/18 FICA PLAYERS' ONLINE ELECTRONIC SURVEY.

The survey was distributed to all professional contracted players within the FICA countries as well as a number of players in other countries where players' associations do not exist. The survey was completed by 124 respondents (including 76 current internationals).

The survey was expanded from the 2016 survey and contained 49 questions, covering a spread of topics across the FICA Principles.

The survey questions were weighted towards the key issues of employment and the structure of the game – the two most important day-to-day issues for professional players. In addition, all respondents were given the opportunity to share other views and opinions on the game via the survey as they wished.



4

WOMEN'S 2017
PLAYER SURVEY

REPRESENTATION & VOICE

Summary

GAME FUTURE	89% are very optimistic / optimistic about the future of the game
SOLIDARITY	77% say solidarity between them and their players' association is strong
BOARD RELATIONSHIP	67% say their players' relationship with the board is good, but 33% say its poor / very poor
VOICE	59% do not believe they have a clear voice in the future of the game
ICC REPRESENTATION	100% believe that the women's players should have a rep on the cricket committee

Issues facing the game

The most important issues facing the women's game are:

1 GENDER EQUITY, INCONSISTENT SCHEDULING	93% important / very important
2 PLAYER WORKLOAD	89% important / very important
3 THREAT OF CORRUPTION	64% important / very important
4 THREAT OF DOPING	57% important / very important

59%

OF ALL WOMEN'S PLAYERS DO NOT BELIEVE THEY HAVE A CLEAR VOICE IN THE FUTURE OF THE GAME

GLOBAL VOICE

“ It is vitally important that all players' associations continue to represent their female players round the world and work with FICA on player voices and opinions on how the game should be run.

BENCHMARK FOR SUCCESS

“ Massive improvements have been made in the Women's game in Australia, both domestically and internationally. As players we are extremely grateful for this. The ACA has done an amazing job and we can't thank them enough for their support.

EMPLOYMENT RIGHTS

Summary

AGENT	80% don't have a player agent
LACK OF CONTRACTS	23% are currently uncontracted
NUMBER OF CONTRACTS	53% have 1 or less contracts
LENGTH OF CONTRACTS	71% have contracts under 1 year in duration
EMPLOYMENT SECURITY	59% feel insecure / very insecure in their cricket employment
EMPLOYMENT SECURITY 2	75% favour contract security over playing in different competitions
NON PAYMENT	32% have had issues with non-payment of contracts
WORK OUTSIDE CRICKET	68% work outside of cricket to supplement their income
CLUB V COUNTRY CONTRACTS	63% would not reject their national contract in favour of a bigger domestic contract
BULLYING AND INTIMIDATION	39% have felt bullied or intimidated by their employer
GRIEVANCE	81% are unclear on their employment grievance procedures
ADVICE	71% use either their family or players association for advice
PREGNANCY	76% do not know how pregnancy is dealt with under their contracts

68%

OF PLAYERS WORK OUTSIDE OF CRICKET TO SUPPLEMENT THEIR INCOME

WORK OUTSIDE OF CRICKET

“ Many women players are now professional and the workload, both on and off the pitch, has increased massively even though the money we are being paid is often not enough to live off comfortably for the year. The pay doesn't match what is required of us and many still need to find another source of work.

LACK OF REMUNERATION FOR DOMESTIC CRICKETERS

“ Players at domestic level get nothing or pretty close to it. How do we produce the future players when we can't offer them anything to get started. We lose too much talent because they cannot afford to give all their time to training and playing.

BOARD RELATIONSHIP

“ We don't get treated professionally and the communication with the players is laughably poor – so how can we be expected to train, live and perform professionally?

UNFAIR NO-OBJECTION CERTIFICATE REGULATIONS

“ The fact that my domestic board has to give me an NOC to make my living playing cricket in another country when I am not under any contract at home. They can prevent me playing a paid contract in another country if they choose?

CRICKET STRUCTURE

Summary

VOLUME OF TEST CRICKET	77% say there is not enough Test cricket
VOLUME OF ODI CRICKET	50% say there is not enough ODI cricket
VOLUME OF T20I CRICKET	47% say there is not enough T20I cricket
VOLUME OF DOMESTIC T20 CRICKET	43% say there is not enough Domestic T20 cricket
ODI CRICKET IS MOST IMPORTANT	85% rank ODI cricket as most important
IMPORTANCE OF ICC WWC	81% of players rank the ICC WWC as the most important event
SCHEDULE WINDOWS	90% believe there should be clear windows for International and Domestic T20 events
PLAYING CONDITIONS	27% do not feel they are educated on playing condition changes
DRS	97% believe DRS should be standard across all international cricket

90%

OF PLAYERS THINK THERE SHOULD BE CLEAR WINDOWS FOR INTERNATIONAL AND DOMESTIC T20 EVENTS

SCHEDULE CONFLICTS

“ Our board always organizes a tour during the Women's Big Bash so I am forced to choose. I play for my country and therefore I am losing more money by not playing in Australia than I make in a whole year with my national contract.

THE GAP BETWEEN THE RICH AND THE POOR

“ England and Australia will be streaks ahead with the money they invest and it has the real potential to leave all the other countries behind due to our lack of investment and resources. When our top players play overseas it actually diminishes the quality of our domestic cricket.

BUILD PATHWAYS

“ Club and domestic cricket should be the focus for all governing bodies. We need to ensure that all nations have the foundations to develop cricketers so the elite and high performance structures are strong.

WELFARE, EDUCATION & CAREER TRANSITION

Summary

STUDYING OUTSIDE OF CRICKET	73% of players have or are currently studying outside of cricket
QUALIFIED COACHES	61% of players have or are obtaining their coaching qualifications
POSITIVE FUTURES	83% are optimistic or very optimistic about their future after cricket
MOST WILL LEAVE THE GAME	56% of players see their future outside of cricket
PERSONAL SUPPORT	35% of players feel they do not have enough personal and well-being support
PLAYER SAFETY	20% of players have felt unsafe at times during their career
INCONSISTENT SECURITY	35% of players think security is dealt with inconsistently
MEDICAL PROVISION	25% of players rate their playing medical support as poor or very poor
IN SERIES RECOVERY	35% think they do not get adequate rest and recovery during series / tournaments

56%

OF PLAYERS SEE THEIR FUTURE OUTSIDE OF CRICKET AFTER PLAYING

INADEQUATE PREPARATION TIME

“ Everything is so rushed. We even travel the day of a game. The men are not expected to do that.

LACK OF SKILLED SUPPORT STAFF

“ We have a limited management team and we don't have different specialists in all the necessary fields. Most of the management have to double up which is not always ideal.

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

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