



FICA

FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



FICA MEN'S PROFESSIONAL CRICKET GLOBAL EMPLOYMENT REPORT **2020**



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PLAYERS SHOULD BE ENCOURAGED TO SPEAK UP ON BIG ISSUES IN SPORT AND SOCIETY. WITH STRONG LEADERSHIP CRICKET CAN BE A GENUINE FORCE FOR GOOD.

Jason Holder



“

IT'S ESSENTIAL THE GLOBAL CRICKET STRUCTURE AND LEADERSHIP PROTECTS THE HISTORY OF THE GAME AND ALSO ITS FUTURE. DOMESTIC LEAGUES AND INTERNATIONAL CRICKET BOTH HAVE A REALLY IMPORTANT PLACE AND THERE NEEDS TO BE A BALANCE BETWEEN THEM.

Eoin Morgan



“

I WOULD LOVE TO SEE THE ROLE OF PLAYERS' ASSOCIATIONS EMBRACED ACROSS THE WHOLE CRICKET WORLD. PLAYER VOICE IS IMPORTANT TO PROTECTING BOTH PLAYERS AND THE GAME. IN MY EXPERIENCE PLAYERS CARE DEEPLY ABOUT THE GAME AND WANT TO ENSURE IT'S HEALTHY AND THRIVING.

Aaron Finch



“

ONE OF THE THINGS OUR EYES HAVE BEEN OPENED TO SINCE FORMING A PLAYERS' ASSOCIATION... IS THAT PLAYERS ARE OFTEN THE ONES LEFT ON THE END OF THE LINE WHEN LEAGUES FALL OVER OR WHEN CLUBS AND LEAGUES DON'T HONOUR COMMITMENTS. WE HOPE THE ICC WORK WITH FICA TO PROPERLY ADDRESS THIS.

William Porterfield

BACKGROUND

AT THE TIME OF WRITING, THERE ARE MORE THAN 4191 REGISTERED MEN'S PROFESSIONAL CRICKETERS IN THE WORLD.

A significant number of these, along with past players, are represented by FICA, and FICA's member players' associations. This report focuses on the men's player employment landscape globally and specifically across twelve ICC full member countries, and Scotland, where FICA has a member players' association.

Our last men's employment report looked at the shifting landscape, and particularly the evolution of the domestic leagues landscape, and the growing tension between the 'vertical' and 'horizontal' employment pathways. Many of the trends identified in that report have continued over the last two years, and new challenges have emerged for players and the game. Players are moving more around the world than they ever have before, and are engaged by the game in numerous different ways, in a complex multi-employer system. Players are also operating in a global system that lacks coherence, and which ultimately doesn't effectively protect them against many of the harms we know are caused to them in the system regulated by the ICC, despite our continued efforts to ensure it does.

In 2020 FICA released its updated Principles, which guide FICA's advocacy for players. They underline FICA's commitment to ensuring the game protects, respects, and enforces internationally recognised human (and employment) rights, and that the global game continues to grow and develop. Those things are not mutually exclusive.

THERE IS WORK TO BE DONE IN ENSURING THAT MORE PLAYERS, FROM MORE COUNTRIES, CAN HAVE VIABLE CAREERS.

This report also highlights some of the progress, issues, and barriers to progress, across major cricket countries relating to the game generally, and player employment in those countries. In speaking to players around the world, there is a deep respect and acknowledgement of the fortunate position they are in, but the reality for the vast majority of the world's professional cricketers is that they work hard to earn a reasonable living in an environment characterized by insecurity, short term contract periods and differing levels of welfare support. For most, it is a challenge to have a viable career.

We know that structural issues, terms and conditions of employment, and wage gaps all remain key drivers of player employment decisions, particularly given there is now an alternative, global domestic league market for players to play in. We have also seen flexible and effective arrangements implemented in several progressive countries to address some of the inherent issues and imbalances in the global system.

FICA continues to urge the game's decision makers to work with the players, including through their collective representatives at global and domestic level, to develop agreed sustainable structures and fair regulatory frameworks that address many of the issues highlighted in this report. FICA will be engaging proactively with key stakeholders in the game with a view to taking the outcomes of this report forward.

OUR GAME DESPERATELY NEEDS A COHERENT GLOBAL STRUCTURE.

The global game continues to operate in a way that is by definition, based on individual, rather than collective global thinking.¹ It is a growing issue that the structure of the game is not underpinned by a set of fundamental principles agreed at global level with the various stakeholders operating within it, including the players.

Whilst the traditional, international cricket focused landscape remains strong in some countries, and through ICC events, it is in jeopardy across numerous countries and there are limited pathways to the top for others. Our game has four core formats: Test, four-day domestic, 50 over, and T20, and has added further formats in recent years. The global cricket calendar provides choice, but it lacks coherence, simplicity and clarity. The development and evolution of the domestic leagues landscape and a more club based model has added another dimension to this, and put further strain on finite global calendar space. Players operate across all of these landscapes, and their career decisions continue to drive the direction of the game.

At the time of writing, the structure of the game for the next ICC events rights cycle, which will commence after 2023, is being discussed. We urge the game to ensure this piece of work is founded on a set of principles agreed with key stakeholders, including the players, as to how the global game can move forward, and in particular, how the various landscapes mentioned above, can **co-exist**, and **balance**.

CRICKET SHOULD BE PROACTIVELY PROTECTING FUNDAMENTAL PLAYER RIGHTS AT GLOBAL LEVEL.

The ICC currently regulates the 'sanctioned cricket' framework, which purports to give it, and it's members, the right to sanction cricket events in certain circumstances. It also purports to prevent players from playing in 'un-sanctioned' cricket. The sanctioned cricket framework has never been agreed with players, or their representatives, and accordingly, players are still not afforded basic fundamental rights and protections at global level and within the framework, despite being prevented from playing outside of it. We know, for example, that:

- Players across several ICC member countries are actively prevented or discouraged from forming, or joining, a players' association;
- 32% of players have experienced non or late payment under cricket contracts within the ICC's sanctioned cricket framework;²
- 16% of players in ICC member countries have experienced bullying or intimidation;
- Player commercial rights, including their image and attributes, are used at global level for commercial purposes, often without their agreement or consent.

All of these instances of harm are inconsistent with the internationally recognised rights that players should be afforded. Other progressive sports are starting to proactively address these types of issues at global level, or have already. Despite our efforts over a number of years, cricket hasn't, and it's global regulatory system lacks legitimacy as a result.

Earlier this year we attended the ILO Global Dialogue Forum on Decent Work in the World of Sport in Geneva.³ That forum, which the ICC did not attend,⁴ made it clear that players' must be afforded fundamental rights at work. The rights applicable to sport and players, sourced from various international legal instruments, are comprehensively set out in the World Players' Association Declaration of Player Rights, to which FICA is a signatory. They include for example, the right to freedom of association (i.e. the right to form and join a players' association), and to collectively negotiate terms and conditions of employment.



A significant barrier to progress in this area has historically been a resistance from the ICC, or its members, to entering into agreements with players collectively, notably FICA, at global level which mutually benefit and protect both players and the game. Instead of resisting this, in our view, the game actually has an obligation to protect, and provide a safe space, for players to form and join genuinely representative players' associations, and collectively negotiate the terms of their participation, at both domestic and global level. In cricket and other sports, history tells us that where this happens, the outcomes for both players and the sport will always be better.

We and the players see a media release every time a player breaches the ICC's Code of Conduct. We continue to urge the ICC to also work with us to embed, at global level, proactive protections for players who are vulnerable, and where the game is causing them harm, rather than simply sanctioning them when they fall out of line. FICA remains committed to this course of action, and we do not believe it is a sustainable position for the ICC, its members, and the global game in general, to continue to fail to act in a manner consistent with international norms, and the clear direction of travel in world sport.

TOM MOFFAT
FICA CEO

1 The ICC has referred to itself as a 'members' organisation'
2 FICA Global Player Survey 2019, based on 277 men's professional cricketer respondents
3 The International Labour Organisation is an agency of the United Nations
4 FIFA, the IOC, and World Rugby all attended this forum as observers

OUR VISION

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

OUR PURPOSE

FICA IS THE WORLD PLAYERS' BODY IN CRICKET.

FICA is a democratic player-driven organisation that brings together the world's professional cricketers under an international body which focuses on matters that affect the players collectively, and the global game. Players who are members of a FICA member association are, by extension, also guaranteed the support of the other players' associations in other countries.

OUR PRIORITIES

PLAYERS

Serving players' collective interests globally

Players are at the heart of everything we do. We will continue to strengthen our relationships and affinity with them, continue to understand their needs, and their issues, and represent and deliver for them at global level

THE GAME

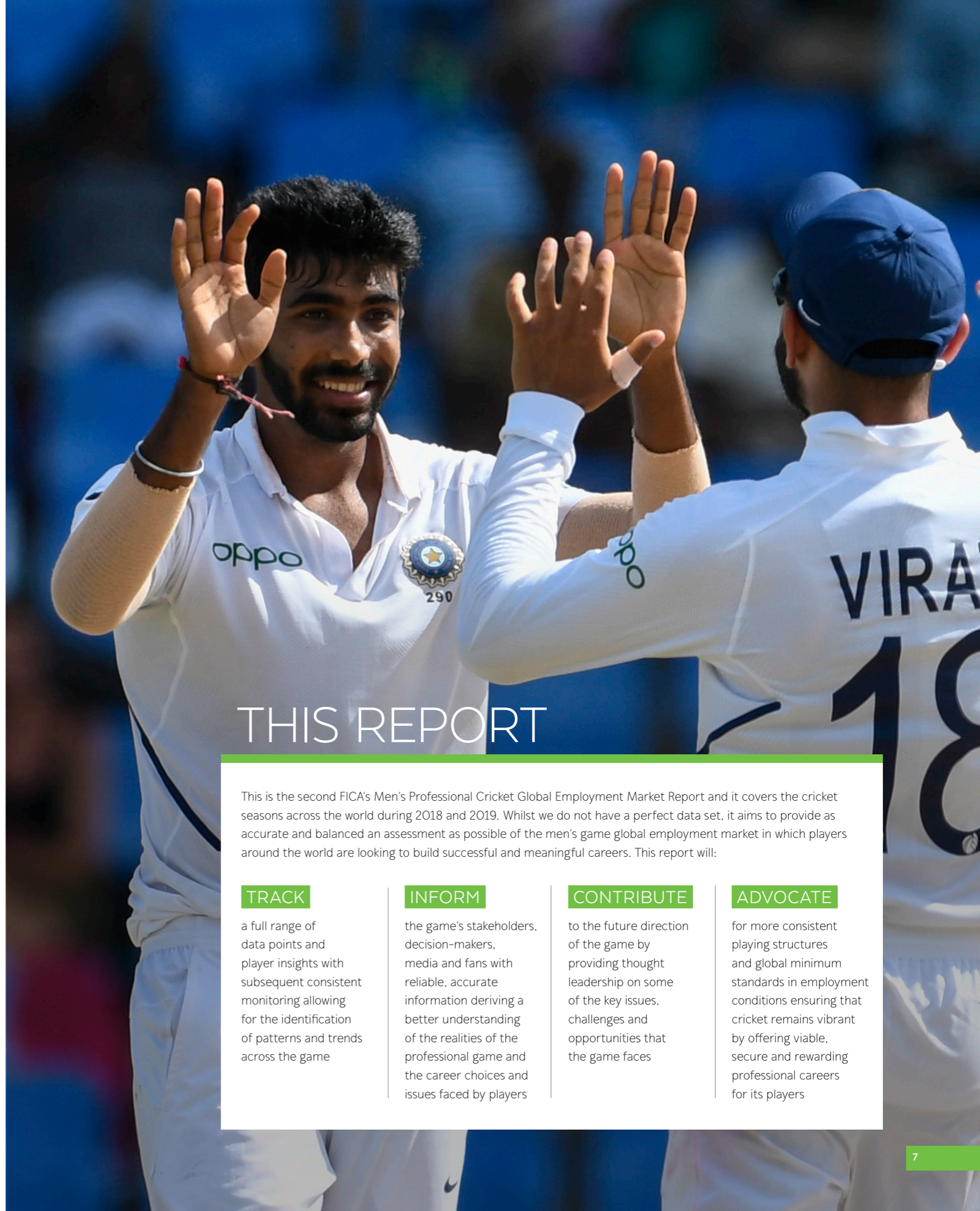
Positively influencing the direction of the global game

We care about the game. Through our research, knowledge and thought leadership, we will have a positive impact on the direction of the global game and especially on issues that matter to players

MEMBER PLAYERS' ASSOCIATIONS

Strengthening and growing our global influence

Our member players' associations are the lifeblood of FICA. We will support and strengthen them, ensuring they benefit from being part of our global collective, whilst encouraging and assisting the growth of new players' associations worldwide



THIS REPORT

This is the second FICA's Men's Professional Cricket Global Employment Market Report and it covers the cricket seasons across the world during 2018 and 2019. Whilst we do not have a perfect data set, it aims to provide as accurate and balanced an assessment as possible of the men's game global employment market in which players around the world are looking to build successful and meaningful careers. 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

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

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

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

11 KEY FINDINGS

1. CRICKET BEHIND OTHER SPORTS IN ACCEPTING THE ROLE OF PLAYERS

Whilst the majority of cricketers worldwide are from countries where a players' association exists, it remains a serious concern to FICA that a large number of cricketers, especially those of India and Pakistan, do not have collective representation by a fully-functioning and recognized players' association. FICA also remains concerned that the ICC will not enter into a formal agreement with players collectively (FICA) at global level, following best practice as seen in other global sports including football and rugby.

2. GOVERNANCE, CORRUPTION AND INTEGRITY ISSUES STILL PERSIST

It is a significant concern to the game that during the period of this report a quarter of the ICC's twelve full member boards faced serious issues of corruption, legal proceedings instigated by their players' association or suspension from the ICC. This highlights a distinct lack of globally accepted minimum governance standards across the game.

3. GLOBAL INCONSISTENCIES IN PLAYER EMPLOYMENT RIGHTS

Players in those countries in which players' associations not only exist, but are fully functioning, recognized and effective, have well-structured employment systems that provide them with a recognized set of minimum employment standards. However, a significant number

of cricketers worldwide are not treated with the respect they are due given their role in the game, suffer unacceptably poor employment standards, commercial exploitation, and fragile employment terms.

4. GETTING PAID IS STILL A PROBLEM

A third of professional cricketers surveyed have encountered issues of non-payment of playing contracts. This figure is in reality much higher as it does not include players from countries where we know non-payment is endemic. This is completely unacceptable, and there are clear solutions to this issue. All players are due timely and accurate payment for playing in the professional game.

5. BEING A PRO CRICKETER IS NOT A SECURE JOB

Over 50% of cricketers still feel insecure or very insecure in their employment. This figure in reality will be higher, as it does not include players from countries where we know contract security is even more fragile. That 16% of responding players have also felt bullied or intimidated by their employer paints a very alarming picture of professional cricket employment.

6. RESTRAINT OF TRADE WON'T GO AWAY

During the report period, individual boards, worldwide, have continued to advocate and implement the unfair restriction on the movement of players. This is in the form of blanket bans on players from certain countries playing abroad, the setting of arbitrary ceilings on the number of overseas league

contracts a player may hold, or attempts to unreasonably withhold No Objection Certificates (NOC's). Many of these practices have sought to restrain players out of contract, which is unacceptable.

7. GOOD NEWS - THE GAME IS GROWING

The number of professional players has increased, the number of overseas league opportunities has increased, worldwide game revenues are increasing, short-form cricket leagues are growing audiences and the number of players represented by properly structured players' associations continues to grow.

8. INTERNATIONAL CRICKET REMAINS A MESS

Since the last report that has been little or no change in the global structure of international cricket. The ICC's new Test Championship is a sticking plaster solution that will not solve a systematic, fundamental imbalance in the international game. There is significant inconsistency across countries, formats and schedules. Whilst the challenges associated with developing a clear and coherent global structure are understood, the mess of international cricket is confusing for fans and chaotic for players and player pathways. The global scheduling calendar should be built around a set of principles agreed with key stakeholders in the game.

9. TEST REMAINS PINNACLE

Despite the growth of league cricket 82% of surveyed players still rank Test cricket as the most important format. The number of Tests played during the time period of this report highlight the

enduring resilience of the format. Players are resolutely against mandatory 4-day Test cricket whilst being supportive of promotion and relegation in any future Test Championship

10. NO SOLUTIONS TO ADDRESS THE HAVE'S V HAVE NOT'S

Consistently throughout the report insights and statistics highlight the challenges of smaller cricket economies and especially new ICC full members or leading associate countries. The structures of the game, from playing schedules to central distributions serve only to reinforce the hegemony of the larger cricket countries. The have not's continue to face almost insurmountable issues around revenue generation, investment, playing opportunity and flight of talent. These countries flirt with systematic failure year on year and are reliant on handouts from the wealthier parts of the game.

11. DOMESTIC LEAGUE CRICKET IS HERE TO STAY AND IT'S A SPECIALISTS' GAME

The domestic leagues have consolidated and a global calendar appears to be settling. FICA anticipates that the size, number of games, revenues and popularity of the established leagues will only grow. Whilst new formats now move the leagues beyond a singular focus on T20, their essential structures and attractiveness to players of certain abilities endures. League cricket, across the world is a clear and viable career path, especially for players from smaller cricket economies, and we are seeing a growth in the volume of league specialist cricketers playing almost exclusively league cricket at the peak of their careers.



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1

THE MEN'S PROFESSIONAL CRICKET GLOBAL PLAYING & EMPLOYMENT LANDSCAPE

OVERVIEW

FICA has identified that for the 2018/19 seasons across the world there were 4191 registered men's professional, first class or List A cricketers spread across the 12 ICC full member countries and countries in which FICA works with recognized players' associations.¹

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

Whilst on a global scale, 4191 players, in a team sport, does not represent a significantly large professional sporting workforce the research highlights that cricket, more than any other comparable sport, engages its players via a complex myriad of employment and contractual structures. It is also a significant increase from the 3162 of our previous report 2 years ago. Almost all countries have seen their playing workforce increase and significantly the recognition of a number of states in India into first class cricket has seen the number rise significantly.

Not only is there huge disparity and variety in the terms and conditions under which players play, the employment landscape in which they operate continues to shift and change.



4191

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

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

	Afghanistan		148
	Australia		193
	Bangladesh		224
	England		410
	India		1031
	Ireland		80
	New Zealand		148
	Pakistan		464
	Scotland		20
	South Africa*		440
	Sri Lanka		509
	West Indies		199
	Zimbabwe		111

*Includes Africa Cup

¹ It is acknowledged that there are some professional contracts offered to players in some countries that are not covered by this report

2

INTERNATIONAL CRICKET



OVERVIEW

It remains 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 most national cricket economies worldwide and remain the fundamental revenue stream for funding professional cricket.

The ICC Test Championship is currently in its infancy and FICA remains concerned with an approach that looks to wrap a narrative competition structure around a significantly inconsistent and imbalanced international calendar.

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



INTERNATIONAL CRICKET STATISTICS

259 International fixtures during 2018/19

48 Test matches during 2018/19

92 days of international cricket for Joe Root

23 number of international fixtures for Ireland

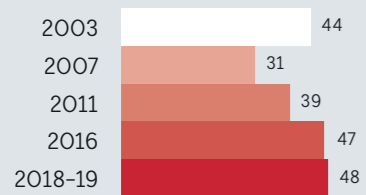
VOLUME OF INTERNATIONAL CRICKET BY FORMAT

This section illustrates the changing volumes of the three international cricket formats over the time period from 2003 to 2019

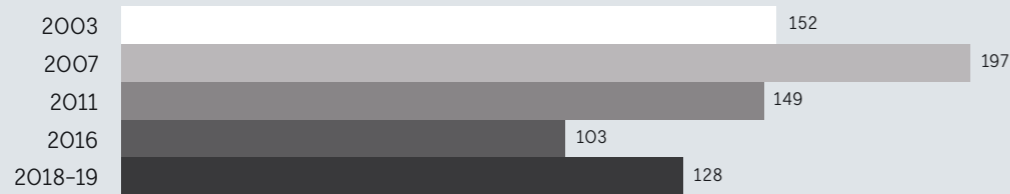
TOTAL MATCHES



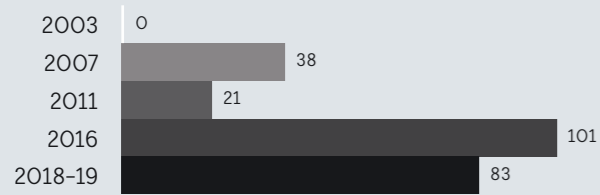
TOTAL TEST MATCHES



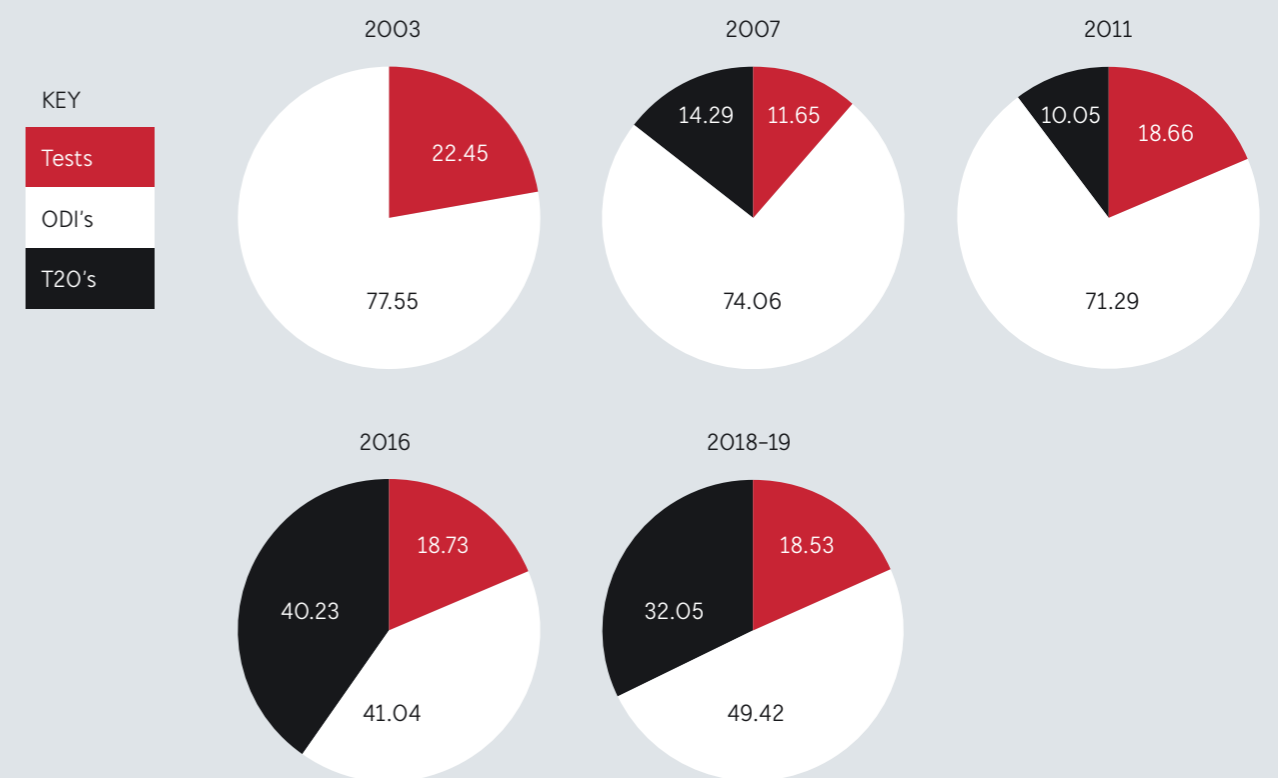
TOTAL ODI'S



TOTAL T20'S



PERCENTAGES BY FORMAT



COMMENTARY

- > 259 fixtures represents a comparably high number from previous years, not a decline in the volume of international cricket that has been much mooted.
- > 48 Test matches is more than the 2016 report period.
- > At 49.4% of all international fixtures One Day cricket has re-asserted itself as the most-played format of international cricket. This report period covered a World Cup year, and lead up period.

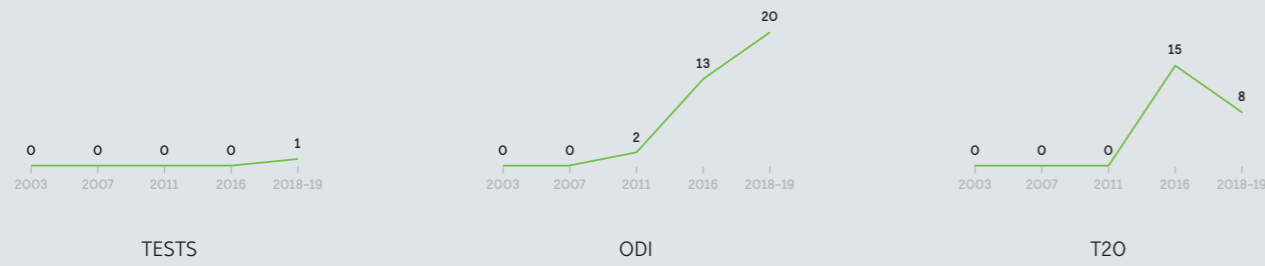
VOLUME OF INTERNATIONAL CRICKET BY COUNTRY

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

England



Afghanistan



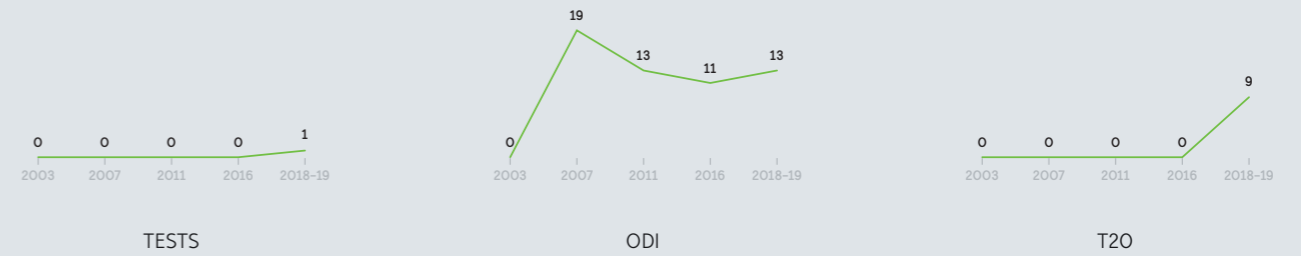
India



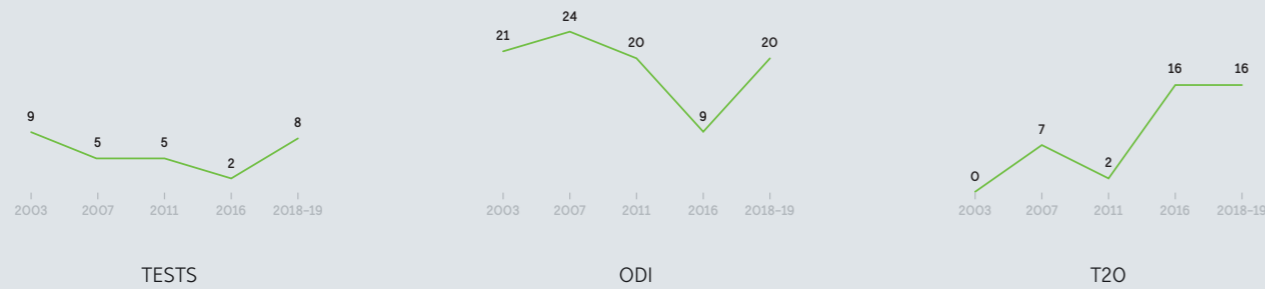
Australia



Ireland



Bangladesh



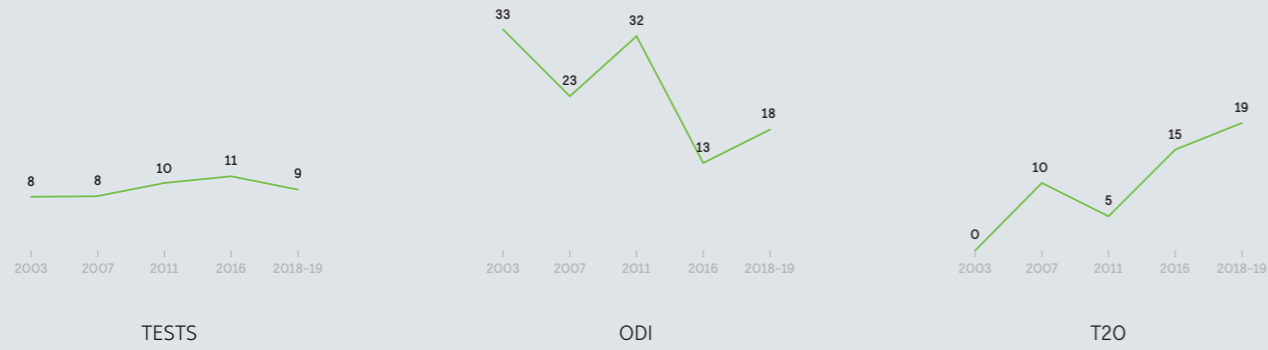
New Zealand



VOLUME OF INTERNATIONAL CRICKET BY COUNTRY

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

Pakistan



Scotland



South Africa



Sri Lanka



West Indies



Zimbabwe



COMMENTARY

- > India was the only team to play over 50 fixtures.
- > Australia, Bangladesh, England, Pakistan, West Indies all played more than 40 fixtures.
- > England and India played the most Tests – consistent with previous years.
- > ICC Full member countries Afghanistan and Ireland played only 29 and 23 international fixtures respectively – highlighting the challenge to secure fixtures for new full members.
- > As a general trend across countries, with some exceptions, there is an inverse relationship between the number of ODI's scheduled and the number of T20's.

INTERNATIONAL PLAYER WORKLOAD

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

Australia		
2003	ML Hayden	92
2007	ML Hayden	60
2011	BJ Haddin	71
2016	SPD Smith	89
2018-19	Tim Paine	59

Bangladesh		
2003	A Kapali	66
2007	M Ashraful	54
2011	M Rahim / S Al Hasan	47
2016	S Rahman / S Al Hasan	35
2018-19	Mahmudullah	76

England		
2003	ME Trescothick	90
2007	PD Collingwood	96
2011	GP Swann	68
2016	MM Ali / J Root	109
2018-19	Joe Root	92

India		
2003	V Sehwag	52
2007	MS Dhoni	85
2011	MS Dhoni	87
2016	V Kohli	85
2018-19	Virat Kohli	89

Ireland		
2003	N/A	
2007	NJ O'Brien / WK McCallan	19
2011	KJ O'Brien / WTS Porterfield	12
2016	WTS Porterfield	17
2018-19	Paul Stirling	26

New Zealand		
2003	DL Vettori	55
2007	BB McCullum	51
2011	LRPL Taylor / BB McCullum	44
2016	KS Williamson	78
2018-19	KS Williamson	58

Afghanistan		
2003	N/A	
2007	N/A	
2011	KS Samiullah	2
2016	M Shahzad / R Khan	27
2018-19	Rashid Khan	33

Pakistan		
2003	M Yousuf	63
2007	K Akmal	70
2011	M Hafeez	87
2016	S Ahmed	81
2018-19	Sarfraz Ahmed	82

Scotland		
2003	N/A	
2007	RR Watson	19
2011	CS MacLeod / RD Berrington	4
2016	MH Cross / RD Berrington	14
2018-19	George Munsey	17

South Africa		
2003	M Ntini / M Boucher	83
2007	AB de Villiers	86
2011	H Amla	43
2016	K Radaba	68
2018-19	Kaigiso Rabada	66

Sri Lanka		
2003	K Sangakkara / M Atapattu	61
2007	DPMD Jayawardene	77
2011	K Sangakkara	86
2016	LD Chandimal	65
2018-19	BKG Mendis	83

West Indies		
2003	BC Lara	71
2007	D Ramdin	53
2011	DJG Sammy	82
2016	MN Samuels	61
2018-19	Shai Hope	71

Zimbabwe		
2003	HH Streak	52
2007	E Chigumbura	19
2011	BRM Taylor	36
2016	AG Cremer	40
2018-19	Hamilton Masakadza	44

COMMENTARY

- > The numbers above highlight the huge volume of cricket disparity across countries.
- > Joe Root (92) and Virat Kohli (89) show the workload requirements for multi-format cricketers in countries that also play significant volumes of test cricket. When travel, practice and league cricket are added to this volume the stress in the system becomes apparent.
- > Paul Stirling (26) and Rashid Khan (33) representing the most international days played in their respective countries highlight the challenges for new full members to gain international experience.
- > Bangladesh's Mahmudullah (76) represents a significant volume of cricket uplift to Bangladesh, establishing themselves in the top bracket of the game by volume.
- > Tim Paine (59) is low for Australia based on historic comparison due in part to player suspensions and team selection.



3

DOMESTIC
LEAGUE CRICKET

OVERVIEW

Historically this section has focused on T20 domestic league cricket. FICA has made the decision to 'drop' the T20 from the description as this section now needs to recognize new formats of short-form league cricket, including T10 and the future 'Hundred' competition.

The creation of T20 is a story of unintended consequences. It has given birth to a whole new landscape (the horizontal landscape – see FICA report 2016) of professional cricket and has led to the development of at least two new formats of professional cricket (T10 and Hundred).

'The leagues' are here to stay. They are popular with fans, they are viable career pathways for players and they established commercial products for boards.

FICA anticipates a period of consolidation over the coming years, with the establishment of a two-tier league system. 'The Major Leagues' with many of the world's leading players; and 'The Minor Leagues', those well-established leagues below the major leagues, but that provide high quality competition and employment for players from across the world.

The failure or demise of several league concepts and continued non-payment issues during the reporting period of this report serve to temper the previously anticipated explosion in domestic league cricket.



T20 LEAGUES STATISTICS

53%

of players surveyed would consider rejecting a national contract for an improved domestic league contract

THE INDIAN PREMIER LEAGUE

is still the most sought-after domestic league contract for the majority of players

541












the number of overseas player contracts in domestic league cricket

124

the number of players playing for 2 or more overseas domestic league teams

THE MAJOR LEAGUES ANNUAL CALENDAR

The 2018/19 calendar of major ICC sanctioned domestic leagues

COUNTRY	NOV 18	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC 19
 United Arab Emirates	UAE T10 LEAGUE 8 teams, 29 matches													
 Australia		BIG BASH LEAGUE 8 teams, 59 matches												
 New Zealand		NZ SUPER SMASH 6 teams, 32 matches												
 Bangladesh			BANGLADESH PREMIER LEAGUE 7 teams, 46 matches											
 Pakistan				PAKISTAN SUPER LEAGUE 6 teams, 34 matches										
 India					INDIAN PREMIER LEAGUE 8 teams, 60 matches									
 South Africa						CSA T20 CHALLENGE 6 teams, 33 games								
 England									VITALITY BLAST 18 teams, 133 games					
 Canada									GLOBAL T20 LEAGUE 6 teams, 22 games					
 Caribbean											CARIBBEAN PREMIER LEAGUE 6 teams, 34 matches			
 South Africa													MZANSI SUPER LEAGUE 6 teams, 32 matches	

COMMENTARY

- > The domestic leagues represent year-round playing opportunities with only some overlap in the calendar.
- > The IPL continues to operate in an 'unofficial' globally-recognised window, with payments paid from the BCCI to other national Boards assisting to secure this.
- > Since the previous report the calendar has expanded and includes new leagues, new formats an increase in the volume of fixtures and an increase in playing opportunities.
- > Not all ICC full member countries own / run domestic leagues.
- > Ownership models vary across the leagues with varying levels of engagement with player collective representatives.
- > There are no agreed employment minimum standards across the sanctioned cricket landscape, despite the ICC and its members regulating it at global level, and effectively preventing players from competing in un-sanctioned cricket.
- > During the report period, individual boards have continued to push for a global restriction on the number of leagues players can play in, regardless of contract status.



541

THE NUMBER OF OVERSEAS PLAYER CONTRACTS
ACROSS THE MAJOR DOMESTIC LEAGUES

TOTAL PLAYERS

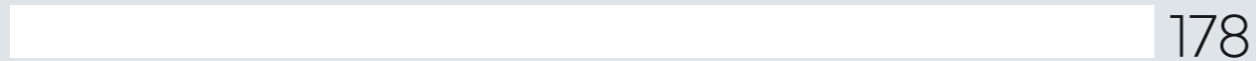
Afghanistan Premier League	88
Australian Big Bash	149
Bangladesh Premier League	136
Canada Global T20	91
England Vitality Blast	293
Indian Premier League	162
NZ Super Smash	106
Pakistan Super League	121
SA Mzansi Super League	102
UAE T10 league	121
Caribbean Premier League	101

OVERSEAS PLAYERS

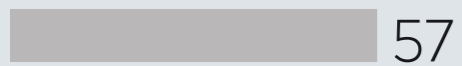
Afghanistan Premier League	32
Australian Big Bash	26
Bangladesh Premier League	56
Canada Global T20	68
England Vitality Blast	81
Indian Premier League	60
NZ Super Smash	14
Pakistan Super League	47
SA Mzansi Super League	16
UAE T10 league	110
Caribbean Premier League	31

NUMBER OF PLAYERS PLAYING IN MORE THAN ONE LEAGUE

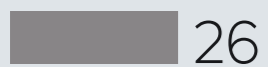
PLAYING FOR **1** OVERSEAS TEAM



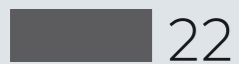
PLAYING FOR **2** OVERSEAS TEAMS



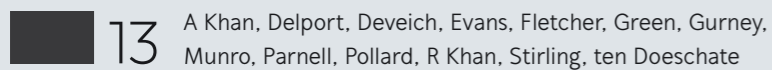
PLAYING FOR **3** OVERSEAS TEAMS



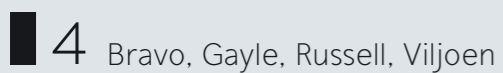
PLAYING FOR **4** OVERSEAS TEAMS



PLAYING FOR **5** OVERSEAS TEAMS



PLAYING FOR **6** OVERSEAS TEAMS



PLAYING FOR **7** OVERSEAS TEAMS



PLAYING FOR **8** OVERSEAS TEAMS

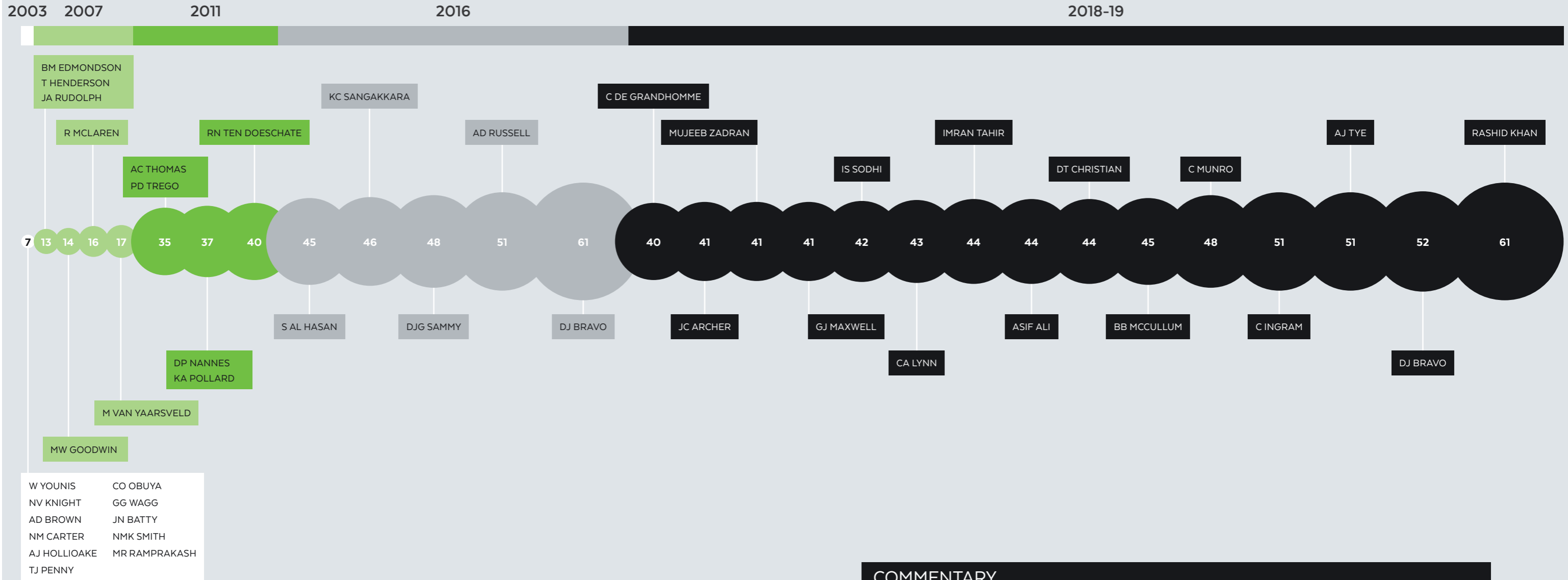


COMMENTARY

- > 541 overseas contract opportunities represents a huge increase of 210 from the 331 opportunities in the last report.
- > The volume of playing opportunities set alongside many of the names above highlight the career opportunities for players from 'smaller' cricket economies.
- > 302 different players played in overseas domestic leagues – effectively the volume of professional players from an established ICC full member country.
- > The individuals playing for 5 teams or more represent a potential new category of free-agent player 'The league specialists' – many of whom have limited international careers, including playing very little Test cricket, and are not within national contract structures.

DOMESTIC LEAGUE PLAYER WORKLOADS

This section illustrates the growth of domestic league cricket from a playing volume perspective. It identifies the players who played the most domestic league matches during each year highlighted



- W YOUNIS
- NV KNIGHT
- AD BROWN
- NM CARTER
- AJ HOLLIOAKE
- TJ PENNY
- CO OBUYA
- GG WAGG
- JN BATTY
- NMK SMITH
- MR RAMPRAKASH

COMMENTARY

- > That the player playing the most domestic league cricket days is Rashid Khan from Afghanistan demonstrates the ability for talented players from around the world to build a meaningful, viable career in overseas league cricket.
- > It is notable that no Indian player is in the list of players playing more than 40 days. This is a consequence of India restricting all its players from playing in any overseas leagues.
- > Many of the players in the list above for the current report period are still in their 'cricket prime' – a reflection of the parallel career choice offered by the leagues.

4 COUNTRY BY COUNTRY ANALYSIS





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 an overview of the variety of employment conditions for players worldwide. It is the intention of FICA to continue to conduct this analysis on a semi-regular 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 metrics which has been done via the collation of comprehensive employment data from both players' associations, player engagement and surveys 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
- 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

That Afghanistan can produce world class cricketers is not in doubt. Rashid Khan is unquestionably one of the most popular and recognisable cricketers in the game. His continued rise, and that of some of his other national team colleagues, demonstrates the power of the domestic leagues to allow cricketers from developing cricket countries to compete with the best in the world. However, on the international stage and domestically, Afghanistan cricket still faces significant challenges to match the levels of the other ICC full members, aside from Ireland. FICA is fundamentally committed to the development of the game and of a meritocratic pathway for all cricket countries but little has changed since our last report. Afghanistan having played only 4 Test

matches and far fewer ODI's than most other countries. Full member status may in fact be hindering their development as they struggle to create a meaningful and viable international calendar, especially against more established countries. FICA has limited insight into the employment conditions of players in Afghanistan due to a lack of a players' association or any direct relationship with the board. However, it is clear that professional cricketers in Afghanistan do not enjoy comparable benefits with their counterparts worldwide. Security and integrity issues have been a factor in the landscape in Afghanistan, with the latter having caused the postponement of the most recent Afghan Premier League.

PLAYER EMPLOYMENT ASSESSMENT

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

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



AUSTRALIA

PROFESSIONAL CRICKET OVERVIEW

Since the last report Australia has consolidated its position alongside the other two members of the 'big three' in India and England. The men's professional game in Australia is strong, financially secure and vibrant, and is supported by a long-term broadcast deal and a five year MOU agreement between the players and the board. Recommendations following a game-wide cultural review after the Cape Town test ball-tampering issue are in the process of being implemented and there is an increased sense of collaboration between the ACA and the board to

address the issues. The ACA continues to be one of the leading players' associations across sport worldwide, serving the needs of its members and the game. The players' retirement fund and grassroots cricket fund are examples of best practice for the rest of the game to aspire to. Mental health is a growing concern for the association with the number of players 'self-reporting' on a consistent upward trend. Scheduling issues are a continuous challenge for cricket in Australia with the various formats creating choice, and at times lack of clarity, for players and fans.

PLAYER EMPLOYMENT ASSESSMENT

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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
- ↑ DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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 ↑ ABOVE ■ AVERAGE ↓ BELOW



BANGLADESH

PROFESSIONAL CRICKET OVERVIEW

On the field, Bangladesh cricket continues its upward progress. Its national team which has always been talented, is now both competitive and significantly more consistent than in previous years. Bangladesh demonstrate the time and patience required to build cricket teams that can compete with the leading nations in the world. However, off the field recent times have been beset with significant issues between the players and the board. The players took bold and brave collective action to address issues around employment conditions and pay and more widely the treatment of cricketers in Bangladesh. That progress was made in response to the players' stand is commendable, but

FICA remains concerned that there are no formally documented collective resolutions. The limited function of the players' association and the environment in which it is trying to operate are also of concern. The support offered to players falls well short of best practice embodied by other FICA members. The Bangladesh Premier league is firmly established within the domestic league annual framework and it is a popular playing destination for a number of players from other countries. However, serious and unacceptable issues of non-payment of players, both domestic and overseas, remain, requiring significant engagement from FICA.

PLAYER EMPLOYMENT ASSESSMENT

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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↑ DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
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 ↑ ABOVE ■ AVERAGE ↓ BELOW



ENGLAND

PROFESSIONAL CRICKET OVERVIEW

Entering a new long-term broadcast agreement with the new Hundred competition at its heart ensures that England is unquestionably one of the wealthiest and dominant cricket countries in the game. Its leading players are some of the most well-remunerated cricketers in the world and cricket is a viable career for well over 400 professional cricketers. A new County Partnership agreement, negotiated by the PCA has addressed a number of issues around player employment conditions and minimum standards, including injury terms and conditions, post-contract terms, increased freedom of movement between counties and improved commercial rights. The ability to enforce these provisions will be critical. The PCA has also delivered a significant increase in the men's international retainers and a guaranteed freedom of movement. However, unlike many of its FICA counterparts, the PCA is still not party to a game-wide collective agreement between the players and their employers. Scheduling,

both domestically and internationally, continues to be a significant issue in English cricket and the new Hundred competition will do little to ease this, as it sets itself against other county and international fixtures. The England international players continue to face the highest workload of all international cricketers, however over the last two years more senior England players have been afforded the opportunity to play in overseas domestic leagues. The impact of Brexit is still to be fully worked through, although it is clear it will have a major influence on the playing status of Kolpak players and UK passport holders from Ireland and Scotland. The PCA continues to be a vibrant and wide-reaching organisation, delivering an extensive programme of support services to players and former players with an increased focus on areas including mental health, drive safety, sexual consent, alcohol and drugs abuse and gambling awareness.

PLAYER EMPLOYMENT ASSESSMENT

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- DOMESTIC CONTRACTS – employment benefits (insurance, pension etc)
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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
- DOMESTIC LEAGUE PLAYER EARNINGS – domestic players

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

INDIA

PROFESSIONAL CRICKET OVERVIEW

India is the game's superpower. Its revenues from both international cricket, its ICC distribution and the IPL dwarf the rest of the game. From this financial position, India exercises significant power and leverage at global and ICC level. The IPL is the dominant annual tournament in world cricket and continues to exist in its own 'informal' window. IPL contracts are a growing aspiration for cricketers worldwide. India's top players are some of the most highly remunerated cricketers in the game and are globally iconic. However, India's players are all restricted from playing in any other overseas domestic league and despite limited efforts to establish a viable players' association following the Lodha committee recommendations some five years ago, and subsequent Supreme Court rulings, there is no collective

agreed employment terms and conditions for cricketers in India. Indian professional cricketers equally do not have collectively agreed welfare support comparable to that afforded to their counterparts worldwide and no collective voice in the direction of the game. Given the wealth of the game in India and its cultural importance to the country, this is an issue that must be resolved with urgency. FICA strongly supports the establishment of a genuinely representative and independent players' association in India, and remains concerned that the initial efforts are focused on former players rather than independently representing the interests of current cricketers. As with both Australia and England, volume of cricket is a concern for India's top international players, especially those playing all formats.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ▲ DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
- DOMESTIC LEAGUE PLAYER EARNINGS – domestic players

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

IRELAND

PROFESSIONAL CRICKET OVERVIEW

Despite its full member status Irish cricket is significantly hampered by a lack of fixtures internationally and in turn the opportunity to develop both playing experience and much-needed revenue. As cricket is not a dominant sport in Ireland it remains economically fragile and its growth potential is compromised by the lack of a consistent international competition framework, a lack of facilities, and a limited domestic system. Despite the economic position the game in Ireland finds itself in, Irish cricket is making clear efforts to mirror global best practice where it can. The established Irish Cricketers Association is fully recognised by the board and, at the time of writing, is in negotiations for the first MOU agreement between the players and the board. It is hoped this MOU can lay secure foundations for the future of the game and the collective interests of the players. The association has made significant steps in negotiating healthcare provision for all contracted players,

improved terms and conditions for non-contracted players and improvements in selection processes for contract renewal. The creation and then subsequent postponement of the new Euro Slam T20 league has caused a number of player payment issues as well as highlighting the difficulty for developing cricket economies to create events that are commercially viable. This in turn highlights how difficult it is for smaller cricket countries to build economically strong domestic systems to support sporadic and inconsistent international revenues. This has an obvious consequence on the player talent development pathway, with both a lack of investment and the lack of viable career options for aspiring cricketers. The talent development of Ireland's leading players, who traditionally have sought employment in the English county system, is also under threat from Brexit and there is a lack of clarity about the future for these cricketers.*

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
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- DOMESTIC CONTRACTS – employment benefits (insurance, pension etc)
- DOMESTIC CONTRACTS – player-owned collective commercial rights entity
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
- DOMESTIC LEAGUE PLAYER EARNINGS – domestic players

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



NEW ZEALAND

PROFESSIONAL CRICKET OVERVIEW

New Zealand cricket, its players and players' association continue to be at the forefront of a progressive approach to cricketer employment within the realities of the global game. There is a genuine partnership and spirit of mutual respect between the board and the players' association, with the game in the middle of its current 4 year collective men's agreement. At the heart of this agreement is the recognition of New Zealand cricketers as independent contractors, free to ply their trade worldwide when not required in New Zealand. That the New Zealand national team remains consistently competitive whilst its players are many

of the most effective domestic league players is testament to a flexible approach in spite of a lack of resources in comparison to its larger competitors. The players' association has also taken a progressive approach to player commercial rights in relation to its national and domestic players, with the establishment of the Cricket Player's Property Trust. The cricketers in New Zealand continue to be the recipients of world class education, transition and welfare support with the association recently doubling the resource that directly engages with players.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
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- ↓ DOMESTIC LEAGUE PLAYER EARNINGS – domestic players

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



PAKISTAN

PROFESSIONAL CRICKET OVERVIEW

On the back of underlying security concerns, Pakistan, a cricket-obsessed nation, has been deprived of a consistent and viable cricketing calendar over a number of years. Positively, since the last FICA report there has been an increase in both international cricket and a percentage of the Pakistan Super League played within Pakistan. However, security remains an important issue and FICA is advised that there is still a need for extensive and bespoke security assessments and arrangements for all cricket in Pakistan. FICA continues to advise overseas players, traveling to Pakistan on this based on expert advice. Pakistan's players, both domestic and international still have no recognised collective representation or an established players'

association representing their interests. Consequently, the players have little voice in the direction of the game, have limited employment protections and none of the wider benefits and support of their contemporaries in many other countries. Whilst a recent relaxation on the restriction of Pakistan's players playing in other domestic leagues is welcome, the fact that this is not covered by a formal collective agreement across the professional landscape remains a concern. Although there is no formal players' representative body in Pakistan, FICA does have open dialogue with the Pakistan board, specifically around the Pakistan Super League.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- PLAYER CONTRIBUTION TO EMPLOYMENT REGULATIONS (doping, integrity, grievance)
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● POSITIVE ● ACCEPTABLE ● NEGATIVE ● UNKNOWN OR N/A
↑ ABOVE ■ AVERAGE ↓ BELOW



SCOTLAND

PROFESSIONAL CRICKET OVERVIEW

FICA is proud to include the Scottish Cricketers Association as one of its members, its only member from a non-ICC full member country. The progress made by the association, and its few dedicated individuals, demonstrates not only what can be delivered on behalf of players but also the commitment and resilience required to achieve progress. Whilst many areas of the players' employment rights have a long way to travel to match international best practice, the association and the board are to be commended for now being under a third collective MOU agreement and adopting an overall principal of stakeholder recognition of the players. The SCA is active, on behalf of its members, in key areas including remuneration, commercial rights, health insurance and expenses:

all fundamental in the development of foundational rights for players both now and in the future. Cricket in Scotland however, continues to struggle for significant international fixtures and revenue. Facilities, viable career earnings, volume of cricket and competition level are all familiar challenges to cricket countries at Scotland's level. The aspiration of full ICC member status must be maintained, but the struggles of Afghanistan and Ireland as new full members highlight that this aspiration is not a panacea for the development of the game. The failure of the Euro Slam T20 league has had the same negative consequences for the game and the players as witnessed by Ireland and FICA remains active in trying to resolve some of the outstanding issues.

PLAYER EMPLOYMENT ASSESSMENT

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- MOU BOARD RELATIONSHIP
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SOUTH AFRICA

PROFESSIONAL CRICKET OVERVIEW

Over recent years South Africa, like many other similar smaller cricket economies, including West Indies and New Zealand, has become a victim of the external challenges presented by the shifting landscape of the global cricket economy. The twin factors of the growth of the domestic leagues and the widening gap between India, Australia, England and the rest continue to challenge fundamental structures of these economies. The traditional vertical employment landscape for players, driven by international cricket is compromised, as players, seeking to optimise their career potential, find employment within the global league landscape or as permanent overseas players in other domestic cricket. This fragmentation and flight of talent has serious and wide-reaching structural and performance consequences for South Africa, who are undoubtedly the largest 'net-exporter' of cricket talent worldwide. However, this external challenge has been significantly exacerbated by a set of serious internal game challenges and mismanagement: the failure of the Global T20 league, the failure to honour

player commercial rights agreements in the Mzansi Super League, a decision to restructure domestic cricket contrary to the MOU agreement between the board and the players, significant issues of leadership and accountability at the top of the game, and the removal of the players' association from several game committees have led to a fundamental breakdown in trust and the relationship between the players and the game's administrators. The game in South Africa has also faced serious financial mismanagement, such that the entire viability of the game is under threat. That this culminated in the South African Cricketers Association being forced to pursue legal action through the courts is hugely damaging for the game in South Africa. Against this unsavoury backdrop, the association continues to focus on its members and improve its offering to them, specifically in the areas of player learning, transition and financial support services. The association also continues to be a lead contributor to FICA and a voice in the global direction of the game.

PLAYER EMPLOYMENT ASSESSMENT

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- MOU BOARD RELATIONSHIP
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SRI LANKA

PROFESSIONAL CRICKET OVERVIEW

Sri Lanka continues to face many of the issues that challenge the smaller ICC full member countries, whilst its players continue to face collective and personal opposition to the growth and development of an independent and politically neutral players' association. Sri Lankan cricket has also been subject to significant issues of corruption across the game, creating an uncertain environment in which cricketers are trying to build meaningful careers. Sri Lanka's national and domestic cricketers do not receive either remuneration or employment rights that would compare with other countries of similar standing internationally. Whilst there

has been some progress regarding freedom of movement for Sri Lankan cricketers, this is not covered by a formal collective agreement and therefore becomes subject to personal influence and inconsistency. Whilst a players' association exists in Sri Lanka, and is a member of FICA, FICA recognises the challenges it faces in establishing itself in line with association best practice and minimum standards. Players in Sri Lanka consequently have limited access to the types of welfare and personal support programmes afforded to their contemporaries in other ICC full member countries.

PLAYER EMPLOYMENT ASSESSMENT

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WEST INDIES

PROFESSIONAL CRICKET OVERVIEW

West Indies continues to produce outstanding cricketers and many of its players have been some of the most sought-after signings in the domestic leagues worldwide. There have consistently been three or four players in the top ten of the FICA T20 player index since its inception. That this is the case, highlights the continuing challenge that West Indies faces in holding its players in its own domestic and international teams in the face of a global calendar of league opportunities. Since the last FICA report, there has been a softening in approach towards leading West Indies players, allowing those that play a significant volume of cricket in the leagues to also represent the West Indies internationally, especially at ICC events. Dialogue continues between the board and the association on mapping out a way forward. West Indies cricket faces the similar challenges of other cricket countries of a

similar economic size. Investment and cash flow present difficult challenges for the game as a whole. However, the West Indian players association enjoys an increasingly professional relationship with the board, currently governed by a new collectively-bargained agreement, and they continue to work together to address contract and payment issues in the game. The association itself is well-established and respected. It has made significant gains on behalf of the collective of the players and continues to enhance its welfare and personal development support for all cricketers in West Indies. The privately-owned Caribbean Premier League continues to find its position in the global league calendar varying from year to year, highlighting the scheduling challenges across the game. FICA continues to work collaboratively and professionally with the CPL.

PLAYER EMPLOYMENT ASSESSMENT

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

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



ZIMBABWE

PROFESSIONAL CRICKET OVERVIEW

Zimbabwean cricket is a long way from its competitive high point of the 1990's and early 2000's. Zimbabwe struggles as an ICC full member and was significantly banned from the ICC for three months in 2019 in response to government interference and corruption charges. Now reinstated as a full member, Zimbabwe struggle with the lack of international competition against other full member countries and finds itself locked in a cycle of playing the smallest full members sporadically. After various iterations of a players' association, currently

a new association exists, but has limited engagement with FICA. There have been numerous issues of late or non-payment of fees due to players, with players having to resort to third-party intervention for resolution. Zimbabwean cricketers lack any meaningful welfare or career support and have little or no formally collectively recognised employment rights. The professional game in Zimbabwe lacks viable funding and career pathways in Zimbabwe are uncertain and often not viable.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
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- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
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- DOMESTIC CONTRACTS – employment benefits (insurance, pension etc)
- DOMESTIC CONTRACTS – player-owned collective commercial rights entity
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ DOMESTIC LEAGUE PLAYER EARNINGS – marquee players
- ↓ DOMESTIC LEAGUE PLAYER EARNINGS – domestic players

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



5

2019 FICA MEN'S PLAYER SURVEY RESULTS

FICA's global player surveys are conducted consistently to ensure that FICA has an understanding of player sentiment on important issues globally, and on a country by country basis. In 2019 FICA received 277 men's player responses from current international and professional players across all FICA countries. This section highlights some of the key findings.



REPRESENTATION & VOICE

Summary

GAME FUTURE

77% are very optimistic / optimistic about the future of the game

SOLIDARITY

86% say solidarity between them and their association is strong

BOARD RELATIONSHIP

36% say their player relationship with the board is poor / very poor

VOICE

44% believe they don't have a clear voice in the future of the game

ISSUES FACING THE GAME

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

- 1 Scheduling
- 2 Politics in cricket
- 3 Funding in the smaller cricket economies

“

CRICKET IN OUR COUNTRY CONTINUES TO STRUGGLE

with a lack of funding compared to the big three countries. We have a lack of facilities, poor communication from the board and a bit of bullying at times.

44%

OF PLAYERS DO NOT BELIEVE THEY HAVE A CLEAR SAY ON PLAYER ISSUES IN THE GAME

EMPLOYMENT RIGHTS

Summary

LACK OF CONTRACTS

only **5%** of respondents are uncontracted

NUMBER OF CONTRACTS

44% have 2 or more cricket contracts

LENGTH OF CONTRACTS

69% have contracts of 1 year or less in duration

EMPLOYMENT SECURITY

53% feel insecure / very insecure in their cricket employment

FREEDOM V SECURITY

81% favour contract security over playing in different competitions

NON PAYMENT

32% have had issues with non-payment of contracts

CLUB V COUNTRY CONTRACTS

53% would consider rejecting their national contract in favour of bigger domestic league contracts

INTIMIDATION

16% have felt bullied or intimidated by their employer

53%

OF PLAYERS WOULD CONSIDER REJECTING THEIR NATIONAL CONTRACT IN FAVOUR OF BIGGER DOMESTIC LEAGUE CONTRACTS

“

THERE ARE TOO MANY LATE PAYMENTS / NON-PAYMENTS IN LEAGUES

which is causing stress during and after tournaments – there is zero security on player payments.



CRICKET STRUCTURE

Summary

LIMIT ON T20 LEAGUE CONTRACTS

83% believe there should be no restriction on the number of leagues that un-contracted players can play in

OVERSEAS PLAYERS:

83% believe there should be a restriction on the number of overseas players in domestic tournaments

PLAYER DEVELOPMENT FEES

72% do not believe their board should get a 'player development fee' for players playing in overseas leagues

INDIAN PLAYERS

81% would like to see Indian players playing in overseas T20 leagues

TEST CRICKET VOLUME

58% say there is not enough Test cricket

ODI CRICKET VOLUME

56% say there is the right amount of ODI cricket

T20I CRICKET VOLUME

55% say there is enough T20I cricket

DOMESTIC T20 CRICKET VOLUME

49% say there is the right amount Domestic T20 cricket

TEST CRICKET IS MOST IMPORTANT

82% rank Test cricket as most important

DAY / NIGHT TEST CRICKET

55% do not believe a day / night Test should be mandatory in a Test tour

4 DAY TEST CRICKET

76% are against changing Test cricket to mandatory 4 days

TEST CHAMPIONSHIP

82% support promotion and relegation in the Test championship

RED BALL

54% believe that the same ball manufacturer should be used for all Test matches worldwide

OVERRATES

65% believe that Test match overrates have to be improved

OVERRATE FINES

only **13%** believe that captains should be fined for slow overrates

PITCHES

41% rated pitches worldwide as average or poor

INJURY SUBSTITUTES

53% believe that substitutes should be introduced for all genuine on-field injuries

PRIMACY OF ICC CWC

86% of players rank the ICC CWC as the most important global event

WORLD CUP TEAMS

55% believe the world cup should include more than 10 teams

WHITE BALL

80% believe that two white balls per innings has been a positive for the game

82%

BELIEVE TEST CRICKET TO BE THE MOST IMPORTANT FORMAT

“

THERE NEEDS TO BE AN AWARENESS OF WHAT IMPACTS ON ALL CRICKETING COUNTRIES GLOBALLY. The 'too much cricket being played' slogan is not true for all countries... Decreasing international cricket could potential kill cricket in some of the smaller countries.



WELFARE

Summary

PERSONAL SUPPORT	75% feel they do have enough personal and wellbeing support
MENTAL HEALTH	78% feel they have sufficient to good mental health support
MEDICAL SUPPORT	84% think that medical support provided is good or very good
MEDICAL PROVISION	25% of players rate their playing medical support as poor or very poor
IN SEASON RECOVERY	30% think they do not get adequate rest and recovery during the season

75%

OF PLAYERS FEEL THEY HAVE ACCESS TO GOOD PERSONAL DEVELOPMENT AND CAREER SUPPORT

“

MORE ONGOING SUPPORT IS NEEDED FROM EXPERTS WHO REALLY UNDERSTAND THE RIGHTS OF BEING A PROFESSIONAL ATHLETE...

Balance and support for player welfare is important including in contracting processes at a domestic level.

FICA MEMBERS



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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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