



FICA

FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



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



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FOR PLAYERS FROM 'SMALLER' CRICKET COUNTRIES IT IS OFTEN A CHALLENGE TO BE HEARD.

PRINCIPLES OF EQUITY AND FAIRNESS SHOULD BE NON-NEGOTIABLE THOUGH AND AS PLAYERS WE LOOK FORWARD TO PLAYING OUR PART IN CONTINUING TO DRIVE PROGRESS IN OUR COUNTRIES AND AT GLOBAL LEVEL.

*Priyanaz Chatterji
(Scotland)*



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IT HAS BEEN GREAT TO WATCH THE GROWTH OF THE WOMEN'S GAME AND WE URGE CRICKET'S ADMINISTRATORS AROUND THE WORLD TO FOCUS ON PROVIDING EQUAL OPPORTUNITY FOR ALL.

*Vikram Solanki
(FICA President)*

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MORE INVESTMENT IN QUALITY COACHES AND IN FULL-TIME ATHLETES IS NEEDED TO IMPROVE THE DEPTH AND STANDARD OF THE GAME.

Current International

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WE BELIEVE THAT PLAYERS HAVE A SIGNIFICANT AMOUNT TO CONTRIBUTE IN TERMS OF THE DIRECTION OF TRAVEL FOR THE GAME, UNDERSTANDING OF THE NUANCES OF THE WAY IT'S PLAYED, AND OF THE TERMS AND CONDITIONS FACING PLAYERS AROUND THE WORLD.

WE LOOK TO THE ICC AND GAME'S LEADERS TO WORK WITH US, THROUGH OUR REPRESENTATIVES, TO ENSURE THIS HAPPENS.

*Heather Knight & Alyssa Healy
(Australia & England)*



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WOMEN'S CRICKET HAS MADE SIGNIFICANT GAINS WHICH WERE DISPLAYED AT THE RECENT T20 WORLD CUP FINAL.

PLAYERS, ADMINISTRATORS AND NATIONAL BOARDS AROUND THE WORLD NEED TO CONTINUE TO WORK TOGETHER AND INVEST HEAVILY IN BUILDING ON THIS TO CAPITALISE ON THE HARD WORK OF THOSE WHO HAVE LAID THE PLATFORM, CREATE A NEW NORMAL, AND TO ENSURE THE WOMEN'S GAME ISN'T EVER AN AFTER THOUGHT...

LET'S KEEP WORKING TOGETHER TO ENSURE THE WOMEN'S GAME USES THE PLATFORM IT HAS CREATED TO GO TO THE NEXT LEVEL.

Lisa Sthalekar (FICA Director)



OUR ASPIRATION FOR PLAYERS AND THE GAME

TOM MOFFAT, FICA CEO

OUR ASPIRATION

FICA's aspiration is for women's cricket to be thriving across all cricket countries, enabling all female cricket players to build viable careers and be the best players they can be.

A thriving women's game will have the required investment, scheduling, support and promotion to be well-attended, commercially viable and played at a high performance standard. In order to be the 'best players they can be' we know that players, as with employees in other industries, require strong levels of financial security and emotional wellbeing. Addressing the historical underinvestment in the women's game compared to the men's, and embedding gender equity principles in the game from the top down and across countries is also central to achieving this ambition. This report sets out FICA's view on many of the key areas and metrics that need to be focused on by those running the game in order to achieve this. We set this out in the form of a professionalisation maturity curve, developed in conjunction with gender equity experts, to demonstrate the path forwards based on different starting points.

A QUESTION OF PRIORITY

The global game is the sum of many moving parts and each cricket country is interdependent on others. As an international sport, there is a clear requirement for key stakeholders in cricket to work together to achieve the best outcomes. Whilst this report covers the period pre Covid-19, at the time of writing we are in the midst of a global pandemic that has presented significant challenges around the world, including to cricket. We have seen various postponements of tours and events in light of the pandemic, many of which have been necessary based on health and safety. We continue to urge the game's decision makers to collaborate on, invest in, and prioritise the women's game at this time more than ever, and to ensure there is renewed and ongoing focus on the women's game at this time.



PLAYERS

The current group of players are committed to driving the game forward in their own countries and globally. Our game is blessed with strong player leaders and those running the game must continue to listen to them, and engage them on fundamental issues, including through their representatives.

THESE REPORTS

This is FICA's second Women's Global Employment Report. FICA will continue to complete these reports on a regular basis as a stocktake of the status quo around the world, and as a core part of FICA's work to both contribute to the global cricket landscape and game and to advocate for the players who make it successful and vibrant. We want the game to reach its potential and we want all professional players to be treated fairly and equitably. There is a long way to go to achieve that. There is a lot of excellent work that has been done around the world, but the game can do more and it needs strong global leadership from the top to ensure it fulfils its potential.

WHERE TO NEXT?

ALYSSA HEALY AND HEATHER KNIGHT

Seeing a packed house at the MCG in advance of the T20 World Cup final earlier this year was a thing of beauty. That event gave us all a glimpse of what the women's game can be when it is invested in, promoted and prioritized. We can't stop there though.

At the time of writing this we are both in Australia at the WBBL, which is now a fantastic standalone event separate from the men's event. The growth and development of this league and of the women's game around the world has been an important step. The domestic leagues and international cricket are going to be an important part of the future of the game, and in creating viable careers for more of the best female athletes. We have seen the second IPL Challenge held this year, and the (almost) commencement of the women's Hundred in the UK.

Whilst all of these developments are positive, as players we want to see a clear global structure for the game that gives everyone an easy-to-follow calendar for players and fans. We know that players from some of the smaller cricket countries (and the bigger ones) are starved of cricket and playing opportunities. There is no reason for there to be scheduling overlap between international cricket and domestic leagues around the world, and we would like to see the women's game learn from some of the issues in the men's game. Scheduling windows are an obvious way to ensure a clear structure and to prevent overlap with scheduling.

MORE ACTION

As players, we understand that cricket countries around the world are in very different financial positions. Having said that, there needs to be equal commitment from all countries to addressing barriers, and promoting and investing in the women's game if we are to achieve gender equity on the global stage and in individual cricket countries.

At global level, we think there is an opportunity for the ICC to prioritise increased and targeted investment in the game around the world, not just in global events. This could include for example more centralized funds to assist the professionalisation of the game in more countries and to ensure more cricket can be played.

CAREER VIABILITY

Providing an aspirational career path for more young girls in more countries must be the game's aim. On behalf of the current crop of players around the world, we understand our responsibility and we want to play our part in taking the game to the next level and providing a platform for the future growth and success of the game around the world.

We believe that players have a significant amount to contribute in terms of the direction of travel for the game, understanding of the nuances of the way it's played, and of the terms and conditions facing players around the world. We look to the ICC and game's leaders to work with us, through our representatives, to ensure this happens. Despite the good work and positive steps forward to date, there is still much more that needs to be done to drive the game forward.



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 VISION

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

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

WHY THIS REPORT?

This is the second FICA Women's Professional Cricket Global Employment Report and it covers the cricket seasons across the world during 2018 and 2019. It 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. 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

TO ASSIST THE GAME TO ACHIEVE GENDER EQUITY FICA HAS ALSO:

BUILT ON FICA'S 2017/18 REPORT

...mapping key factors across a four stage professionalisation maturity curve of amateur, fledging professional, progressive professional and established professional, creating a clear pathway for the global game and countries to follow in pursuit of gender equity and professionalisation of the women's game

Developed in conjunction with gender equity experts, the model captures key factors that impact the success of women's cricket and the performance of women cricket players such as management mindsets, employment terms, game structures, marketing and promotion, remuneration and access to and quality of support staff

TO INSPIRE AND SUPPORT PROGRESS AGAINST ITS ASPIRATION FICA WILL CONTINUE TO:

ASSESS AND BENCHMARK

...each country's performance against the gender equity model metrics, sharing lessons learned, celebrating achievements and highlighting issues and opportunities for improvement

WORK WITH STAKEHOLDERS

...to agree targets against priority factors, whilst continuing to advocate for progress and making proposals in line with our ambition



FIVE KEY FINDINGS

Since our last report there has been some progress with regards to the development of the women's game generally, and ensuring professional cricket is a viable career option for athletes. However a limited number of changes have been made from a global perspective. Here are five key findings from our 2020 Women's Global Employment report.

IMPERFECT DATA ACKNOWLEDGEMENT

FICA acknowledges that there is a time lag on some of the statistical data in this report and that it does not have access to full data sets from across the game and specifically in countries where no players' association exists or where the players' association has limited access to player data. It is FICA's intention to build its data capacity to ensure the most accurate picture of the cricket employment market can be represented.

1. THE PACE OF CHANGE IS SLOW

Whilst a handful of FICA member nations have made some progress since FICA's 2018 report, the wider outlook of the global women's game hasn't significantly changed. Roughly the same number of professional contracts – around 119 in total – are available worldwide, whilst the players themselves continue to identify recurring issues which are holding back women's cricket. Several major cricket countries still have no discernible professional structure whilst others continue to almost exclusively focus resource on elite-level international players. We are not seeing the depth of investment needed to create a sustainable structure for women's cricket which will enable the game to thrive for generations to come.

2. GENDER EQUITY IS THE NAME OF THE GAME

Gender equity remains one of the most important issues in the game as identified by the players themselves. The majority of players feel that improvements to remuneration, facilities and coaching are needed in order for them to experience the same level of opportunity as their male counterparts. A significant pay gap exists in every country between male and female professional cricketers, and FICA research suggests less than 20% of governance board members worldwide are female.

3. PROFESSIONAL STRUCTURES MUST IMPROVE

The pathways to professional international cricket remain unclear in many countries, with leagues in Australia, England and New Zealand offering the only semi-professional domestic contracts worldwide during the report period. 88% of current players feel that improving domestic cricket structures is very important when it comes to safeguarding the future of the sport. No country included in this report has improved on its overall FICA categorization since the 2018 report, with Australia remaining the sole 'progressive professional' nation.

4. CAREER VIABILITY IS CRUCIAL

The overwhelming majority of players, including many internationals, are forced to search for a supplementary income to support their cricket careers. Pursuing a full-time career in women's cricket remains a privilege afforded to very few, as a result of the lack of stable, long-term contracts on offer throughout the game. Investment is needed across the sport to ensure that professional women's cricket is made more accessible.

5. THERE IS HOPE FOR THE FUTURE

There is an overwhelming feeling that women's cricket is moving in the right direction, with 91% of survey respondents indicating that they feel optimistic about the future of the game. During the report period the success of the 2018 ICC Women's World T20 (and 2020 event, outside of the report period) built on the momentum gained by the previous year's World Cup, and it is evident that public interest in the game exists. The challenge for governing bodies around the world is to harness that exposure in order to overcome the obstacles that currently stand in the way of the women's game.

FURTHER FINDINGS

REPRESENTATION

FEMALE VOICES NEED TO BE HEARD

Over half of players do not think women's players in their country have a clear say on issues within the game. There remains a striking lack of female representation on decision-making boards around the globe, whilst many players still do not have access to the benefits of a formal players' association. FICA is aware of, and continues to highlight, systematic barriers to their formation in certain countries.

STRUCTURE

FLIGHT OF TALENT

Many players identified the worrying number of players who opt to leave the game as a key issue currently facing the game. Players often play cricket alongside their studies before going onto pursue professional careers elsewhere. This could manifest itself in a general lower standard of play as a consequence of a lack of competition for places, as well as an increasing ability gap between the top players and the rest.

AN EXCLUSIVE SPORT

The women's game at the elite level is still an extremely small sport with a very small pool of players worldwide. FICA puts the number of full-time

professionals worldwide at just 119 (compared to over 400 professional male cricketers in England and Wales alone), whilst during the report period there were a small number of semi-professional contracts available in just three countries: Australia, England and New Zealand.

INTERNATIONAL ABILITY GAP

Australia, England and India have dominated recent major global tournaments, with all three reaching the semi-finals of both the 2017 ICC Women's Cricket World Cup as well as the 2018 ICC Women's World Twenty20 during the report period (and 2020 event, outside of the report period). There is a growing concern that the ability gap between the countries with the most resources and those with the least is becoming too great, and that this will lead to a lack of healthy competition in the future.

DOMESTIC ABILITY GAP

As a result of a general lack of domestic pathways and career viability, with many players leaving the game at a young age, there is not enough competition for places in elite level women's cricket. To improve the quality of the international game, investment is needed at a domestic level, with over half of players citing a concern

at a lack of scheduled domestic 50-over and T20 cricket.

MORE CRICKET IS NEEDED

The need for more scheduling of women's cricket extends into the international arena. Although there has been a slight increase in the number of scheduled days of women's cricket since our last report, 93% of survey respondents stated that scheduling more cricket was important in order to improve competition and increase exposure of the game. In 2018/19, some full-time professionals were involved in as few as 23 days of scheduled international cricket, whilst their male counterparts were involved in as many as 92.

ODI'S ARE ALL-IMPORTANT

In the absence of regular Test cricket, and despite the continued emergence of T20, 63% of players view ODI's as the most important format of the game. In 2018/19, only 39 women's ODI's took place (compared to 128 men's) – that equates to just 21% of the scheduled women's international cricket for that year.

THE T20 FORMAT PRESENTS UNPRECEDENTED OPPORTUNITY

2018/19 was a huge year for women's T20 cricket, with both the

Asia Cup and ICC Women's World Twenty20, as well as the qualifiers for both tournaments, dominating the international schedule. Domestic T20 competitions including the WBBL and KSL continue to provide the best competition outside of women's international cricket, and both tournaments are benefiting from increased broadcasting exposure.

MULTI-SPORT GAMES

There is overwhelming support for the inclusion of women's cricket in the summer Olympics, with 81% of survey respondents highlighting this as something they would like to see in the near future. Along with cricket's recent inclusion in the Commonwealth Games, and provided it fits in a well-structured global calendar, involvement in the Olympic Games would provide much-needed exposure as well as a boost to the amount of scheduled international women's cricket on offer.

BOOM OR BUST

The women's game continues to see 'cluster scheduling,' with periods of back-to-back cricket and scheduling overlap between international cricket and domestic leagues providing a challenge from both a calendar and player workload perspective. At other times there is a complete lack of volume of scheduled international and domestic cricket, a problem

the players want to see rectified through the development of a clear and coherent global scheduling calendar providing consistent playing opportunities for more countries.

EMPLOYMENT

JOB SECURITY IS PARAMOUNT

Two-thirds of players feel insecure in their cricketing employment, whilst a further 81% would favour contract and job security over playing in different competitions. This anxiety is caused by limited, short-term and insecure contracts, with 82% of women cricketers currently on contracts that are one year or less in duration.

TRUST BETWEEN PLAYERS AND ADMINISTRATORS IS KEY

For women's cricket to grow sustainably, it is crucial that positive relationships are forged between the players, their associations and governing bodies around the globe. A number of players have cited the lack of support from their respective boards as one of the biggest issues facing the game, and women's cricket is seen by many as just a 'box-ticking exercise' for the game's administrators. A quarter of players have felt bullied or intimidated by their employer. This mirrors issues in

the men's game and is unacceptable.

WELFARE

THE VALUE OF POSITIVE MENTAL HEALTH

The topic of mental health in elite level sport has increasingly come to the fore in recent times, with many cricketers starting to open up more about their own personal battles. Nearly half of players feel they don't have enough access to mental health support, whilst those in countries with no formal players' association often have no access whatsoever.

FEMALE SPECIFIC CONSIDERATIONS

Whilst players rightly continue to call for equity between the men's and women's game, there is still a need to ensure that female specific considerations are taken into account when it comes to developing the women's game. More female representation is needed on boards and coaching staffs around the world, and players have cited concerns about feeling uncomfortable around the support staff they are provided with.

RECOMMENDATIONS

WE ARE AT A CRITICAL MOMENT FOR THE SPORT

During the process of collating and publishing this report, we have seen an un-precedented global pandemic, which appears to have disproportionately impacted women's sport around the world.

It is now paramount that boards around the world, led by the ICC at global level, reaffirm their commitment to prioritizing and investing in international and domestic women's cricket structures. This is critical to safeguarding the future of the game for years to come, as well as to avoid losing out on the considerable progress which has been made in recent times. With that in mind, FICA has produced eight recommendations for game administrators worldwide.

1. VOLUME OF CRICKET

Ensure 'tagged' funding is utilised to increase the volume of cricket across more countries

2. STRUCTURE CLARITY

Develop and agree clear global scheduling windows at ICC level to prevent overlap, including between domestic leagues and international cricket

3. GENDER EQUITY FRAMEWORKS

Urgently convene a dedicated global multi-stakeholder expert group at ICC level, including FICA, to develop and publish step plans for achieving gender equity at global level and across countries, and track progress against them

4. CENTRALISED FUNDING

Develop and agree clear and transparent 'tagged' funding streams at ICC level to assist to expedite professionalism and to strengthen the foundations of women's game and gender equity ambitions

5. REPRESENTATION

Develop and agree clear targets for women's representation on all relevant boards, committees and panels at global and domestic level

6. MINIMUM STANDARDS

Urgently develop and agree mandatory global minimum standards at ICC level including in critical areas such as:

- HEALTH AND SAFETY
- PLAYER WELFARE
- CONTRACTS AND CONTRACT ENFORCEMENT
- MATERNITY AND FAMILY CARING PROVISION
- BULLYING AND INTIMIDATION

7. DIALOGUE

Ensure clear channels of ongoing and meaningful engagement and dialogue between governing bodies and players' associations at global and domestic level

8. PROTECT PEOPLE

Ensure proactive protection of players' fundamental rights at ICC level, including through removing systematic barriers to players' associations and committing to internationally recognised human rights frameworks

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GENDER EQUITY IN CRICKET

GENDER EQUITY

Gender equity will be achieved when all professional players have equal opportunity to build viable careers and be the best cricketer they can be. This relates to all factors that impact player performance. The key metrics FICA will be continuing to use to measure the game against this aspiration are set out in the professionalisation maturity curve below, with top performing men's cricket countries used as a benchmark in certain areas where appropriate.

NOTE: Embedding gender equity in cricket does not necessarily mean the women's game needs to be, or even aspire to be, a carbon copy of the men's game. In fact, the view from many players is that they do not want the women's game "to be" the men's game and there is an opportunity for it to continue to evolve via its own pathway. For this reason, direct comparisons to the men's game can provide some guide to where inequities exist, particularly in the context of investment, but these comparisons are not always appropriate, for example in the context of game formats.

GENDER EQUITY AND INVESTMENT, PAY & PRIZE MONEY MODELS

Pay equity will be achieved when male and female players receive the same total remuneration for work of equal or comparable value.

Value is a function of time, effort, commercial value and social license to operate that recognizes the historical underinvestment in women's cricket. Total remuneration should consider all monetary and non-monetary benefits and the same principles should be behind pay/remuneration and prize money.

An example of some of the relevant factors that have been identified in quantifying 'value' are:

MEN'S	WOMEN'S
+ Pre-existing commercial value	+ Reputational value for cricket
+ Established game	+ Growth game
+ Core audience	+ Unlocking and attracting new audiences
+ Volume of cricket including Tests	- No or limited Test playing opportunity
+ Established professional status	- Lack of volume of cricket
	- Historical underinvestment/denial of pro status
	- Historical societal undervaluing of women and women's sport
	- Gender bias, women held to different behavioural standards



IDENTIFIED BARRIERS/IMPEDIMENTS TO ACHIEVING GENDER EQUITY IN CRICKET

POLITICAL

Lack of common goals and minimum standards exacerbated by lack of a genuine global governing body and individual countries acting unilaterally.

ECONOMIC

Vastly different size of cricket economies across countries, impacting on ability to invest and spend, exacerbating inequality.

CULTURAL

Different cultural attitudes to gender equity and women across cricket playing countries.

PLAYER APATHY

An attitude of 'gratefulness', which diminishes women's rights to fair and equal opportunity.

TOKENISM

Significant energy and focus on things that "look good", such as prize money announcements, without sufficient focus and investment in building genuinely sustainable and equitable foundations.

PROFESSIONALISATION MATURITY CURVE

In FICA's 2018 Women's Global Employment Report, across cricket playing countries, three stages of professionalisation of the women's game were identified. This report builds on and expands these distinctions, adding further metrics across other areas identified as fundamental to professionalisation and achieving gender equity, for both the players and the game. A fourth, aspirational category of "Established Professional" has also been added.



PLAYERS

Player Status

- Players report feeling 'fully' professional as cricketers

Player Representation

Access to best practice:

- Workplace representation/players' association

Player Development/Welfare Support

Access to best practice:

- Personal development and welfare support programs
- Retirement and hardship funds

Employment Terms and Conditions

Access to best practice:

- Secure and multi-year employment/contract structures
- Insurance, injury compensation, medical treatment, OHS/safe workplace provision
- Travel standards, per diem
- Maternity and family caring provision
- Protection in respect to family and caring responsibilities

ESTABLISHED PROFESSIONAL

All players and/or provision or access on par with top performing men's cricket economies

PROGRESSIVE PROFESSIONAL

Majority of players and/or significant provision or access

FLEDGLING PROFESSIONAL

Only some players and/or only limited provision or access

AMATEUR

No players and/or no provision or access

NOTE:

- Whilst the metrics in this report have been prepared with a view to expediting progress in the women's game, many of them are also relevant to all players and the game generally, including the men's game in smaller and developing cricket economies.
- FICA will be aiming to assist players' associations, and decision makers, to work through these stages of

professionalisation by drawing on global best practice, sharing information, celebrating achievements, and continuing to highlight where there is a lack of focus or underinvestment.

- FICA intends to continue to evolve and expand on the metrics set out in this report to ensure they are both relevant and clearly measurable.

PROFESSIONALISATION MATURITY CURVE

THE GAME

Management Mindset, Attitudes

- Players report feeling valued equally to men's players
- Players report having an equal voice in the game
- Administrators have clearly articulated the case for gender equity and published plans for achieving progress

Game Structures

Access to:

- A clear professional pathway from amateur to professional
- Optimal volume of cricket (training and playing) for 12 months of the year

Staff/Coaching/Facilities

Access to highest standard:

- Support and coaching staff
- Umpires
- Training and playing facilities

Marketing and Promotion

- Marketing and promotion of the game & players
- Visibility of the game and players (including broadcast exposure)
- Boards, Players' Associations, players actively advocate for women's players

ESTABLISHED PROFESSIONAL

All players and/or provision or access on par with top performing men's cricket economies

PROGRESSIVE PROFESSIONAL

Majority of players and/or significant provision or access

FLEDGLING PROFESSIONAL

Only some players and/or only limited provision or access

AMATEUR

No players and/or no provision or access

INVESTMENT, PAY & PRIZE MONEY

Overall Financial Investment

ESTABLISHED PROFESSIONAL

A clearly defined model with equal base rate of investment and pay with adjustment loading reflecting 'value' (women's total average remuneration > 30% of men's)

PROGRESSIVE PROFESSIONAL

Equal base rate of investment and pay with adjustment loading reflecting 'value' (women's total average remuneration < 30% of men's)

FLEDGLING PROFESSIONAL

Some significant investment and pay but at 'random' levels

AMATEUR

Limited or no investment and pay or reimbursement level only

Player Salary/Pay

Prize Money



1

COUNTRY BY COUNTRY ANALYSIS



INTRODUCTION

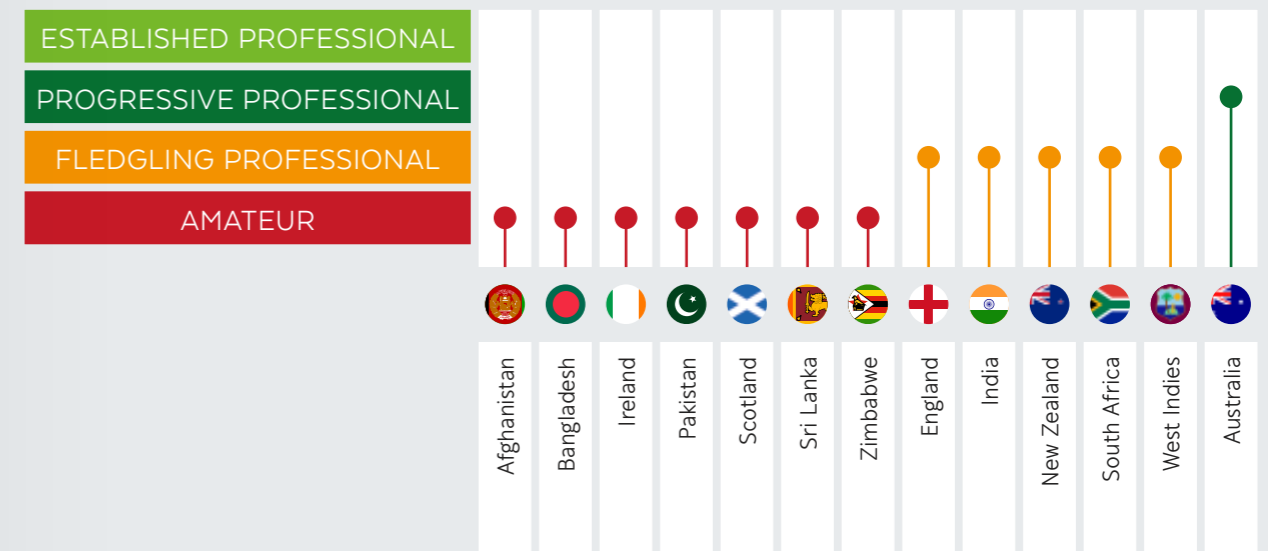
This section of the FICA Women's Professional Cricket Global Employment Report provides an overall snapshot of the professional and elite employment and playing landscapes in the main individual cricket countries worldwide during the 2018/19 report period. It builds on the analysis presented in our previous report.

This section of the report highlights the main features of current women's cricket structures, as well as the unique challenges faced by each country. The country-by-country analysis has been provided through individual country assessments, provided either by the local player association or senior players. At the end of each individual country analysis FICA has categorized each country into one of four overall structural categories, relating to the employment landscape in that country, based on the metrics identified in the professionalisation maturity curve set out above.

The categories are:

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur

NOTE: This analysis is based on the 2018/19 report period. Accordingly several more recent positive developments across countries will fall within the next report period.





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 within Afghan women's cricket.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



AUSTRALIA

Australia remains the global leader of the women's game. There are 238 professional and semi-professional contract opportunities across the international and domestic game. Those players retain access to the benefits introduced by the ground-breaking five-year MOU agreed by the Australian Cricketers' Association, which started in 2017. Although there have been no significant changes to employment terms and conditions since our last report, that means that female Australian cricketers still enjoy significantly higher levels of employment security and remuneration than their peers. The country's 14 contracted international players (with provision for 15 annually) all sit within a salary range that means there is no need for players to find supplementary incomes or to pursue second careers. In addition, international players retain access to ACA education and welfare support programmes and, as a result, enjoy a healthy relationship with the game that is reflected in their performance on the pitch. During the report period the national team won its fourth

ICC Women's World Twenty20 after comprehensively defeating England by eight wickets in the final in Antigua in November 2018, a precursor to the team's more recent success in the Australian edition of the event. On a domestic level, Australia is streets ahead of other countries when it comes to professionalism. The Women's Big Bash League (WBBL) is the world's pre-eminent female T20 tournament, offering players lucrative short-term contracts for its duration, whilst the 50-over Women's National Cricket League (WCNL) provides a healthy level of competition played on good pitches with players enjoying access to excellent facilities nationwide. Both the WBBL and WCNL provide remuneration, such that players who appear in both tournaments need not necessarily find a supplementary income to support their careers in professional cricket. However, the country will remain in the 'Progressive Professional' category until more key metrics in the domestic female game is are par with that of the men's game.

Professionalisation Maturity Curve Category

PROGRESSIVE PROFESSIONAL

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



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 within Bangladesh's women's cricket.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



ENGLAND

Despite ongoing player concerns regarding a growing ability gap between the international and domestic game, women's cricket in England has the most established structure and benefits from the highest general standard of professionalism in the world outside of Australia. The national side followed up its memorable home 2017 ICC Women's World Cup victory in with an appearance in the final of the ICC Women's World Twenty20 just over a year later, although they were defeated in the final in Antigua by Australia. National team structures and salaries have continued to strengthen for fully contracted players during the report period. The national squad qualifies for membership of the Professional Cricketers' Association (PCA), meaning they enjoy certain employment benefits akin to those of their international and domestic male equivalents, however welfare support is still provided by the England and Wales Cricket Board (ECB) rather than the PCA's team of Personal Development Managers (PDMs), meaning female cricketers in England and Wales lag behind their male

counterparts in terms of welfare and support. National players have expressed concerns over a growing ability gap between the international and domestic women's game. During the report period, the seven-week Kia Super League (KSL) tournament was the only semi-professional structure below the national team, but it's 90 contracted players were often forced to find a supplementary income to be able to participate in the competition. However, the ECB and the PCA have made strides forward in this area since FICA's last report, establishing the new Hundred competition, which should go some way to bridging the gap between the domestic and international game. In addition, eight new regional centres of excellence have been negotiated with five professional players per centre, each with a reasonable salary. The benefits of these developments have not yet been felt, however, with the inaugural Hundred delayed until at least 2021 due to the Covid-19 pandemic and the regional centres set to be introduced in late 2020.

Professionalisation Maturity Curve Category

FLEDGLING PROFESSIONAL

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur

INDIA

India followed up its appearance in the 2017 ICC Women's Cricket World Cup final with a semi-final outing at the ICC Women's World Twenty20 the next year, cementing its place as one of the strongest countries on-field in the women's game. The Indian general public are increasingly accepting of female sport in general and off the field, in 2018/19 the top players in India received increases in their annual contracts to become amongst the better paid women's cricketers in the world. However, 11 of the international squad still receive central contracts with very little monetary value, meaning a significant proportion of the Indian women's national team are likely forced to search for supplementary income elsewhere. To make a stark comparison to the remuneration of men's cricketers in India, the lowest paid male international player reportedly earns twice what the top 'Grade A' women's players take home in a year, and ten times their 'Grade C' equivalents. Domestic players still don't benefit from professional contracts, though match fees for participating in India's centralized domestic structure have increased significantly in recent

times. However, 85% of domestic cricketers state that the fees they earn from those fixtures are not enough to represent a regular income¹. For domestic women's cricket in India to become a viable option as a full-time career, the establishment of a women's IPL has been mooted, though this idea remains in its nascent stages with only 'exhibition' style games taking place to date. The development of both international and domestic players in India is hampered by the ongoing lack of a formal players' association representing current players, meaning players are unrepresented when it comes to negotiating contracts with BCCI. Players also have no access to any structured form of personal development and welfare programme or employment benefits offered by other players' associations around the world, including those with comparable resource such as Australia and England. The establishment of a players' association would aid women cricketers in the world's leading cricket economy to thrive for generations to come, both on and off the pitch.

Professionalisation Maturity Curve Category

FLEDGLING PROFESSIONAL

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

¹ 'An Equal Hue: The Way Forward for the Women in Blue' S Pradhan, K Keshav and S Patnaik (2020), p63

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur

IRELAND

Although there is general optimism for the future of the women's game in Ireland amongst the player group, 85% of women cricketers in Ireland still rate the relationship between players and CI as poor, and 79% feel they don't have a say on player issues within the Irish game. Significantly, during the report period, the country's first ever part-time women's contracts were introduced, with six international players on a limited annual retainer, it remains clear though that the most important next step for CI is to improve the structure of women's domestic cricket in the country and define the pathways into the international squad. The Super 3s Series is the only domestic women's competition of note, and sees three sides competing mostly in and around the Dublin area with little women's cricket being played away from the capital. For the domestic Irish game to expand, however, players identify that significant improvements to practice facilities are needed as existing club facilities are already saturated. There is also a common consensus amongst Irish players that more cricket needs to be scheduled at

both a domestic and international level. Ireland were only involved in 16 days of scheduled cricket in 2018/19 – under half the figure for established nations such as India (37) and South Africa (35), and significantly fewer than other developing cricketing nations such as Bangladesh (31) and Sri Lanka (23). This is a result of numerous factors, including resourcing and the structure of the game and its economics globally. The majority of Irish women cricketers believe that support for the recently formed Irish Cricketers' Association (ICA) is strong and the ICA continues to make strides forward in negotiating the country's first women's contracts, creating links with Sport NI and Sport Ireland on player welfare, and laying the foundations for a 24/7 confidential helpline for players.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



NEW ZEALAND

Women's cricket in New Zealand continues to punch above its weight, with international players receiving benefits similar to those enjoyed by individuals in countries with more resources. Effective from August 2019, a new Women's Master Agreement, negotiated between New Zealand Cricket and the NZCPA, will see domestic women cricketers in the country become part of that framework for the very first time – a significant development given that there is an overwhelming feeling amongst New Zealand's players that improving domestic structures is vital to the future of the women's game. Fifty four domestic women's contracts have subsequently been introduced in addition to eight development contracts which aim to bridge the gap between the domestic and international game. Despite this development, the only full-time professionals in New Zealand women's cricket remain the international squad, which has increased in number from 15 to 17 and a significant remuneration boost under the new terms. From a wellbeing perspective, those players continue

to receive a structured package of health, insurance and pension benefits, as well as pregnancy provisions and ongoing access to the NZPCA's team of Personal Development Managers (PDMs). Travel entitlements are also of crucial importance, given that the freedom to play in overseas T20 competitions remains an ongoing need due to New Zealand's low domestic pay brackets. Players who do participate in such tournaments receive good coverage, with the Australian WBBL being broadcast in New Zealand with a number of NZ players featuring. Despite these positives, there is work to be done to ensure that the voices of women cricketers in New Zealand are heard. Half of survey respondents from the country rated the relationship between the players and their governing body as 'poor' whilst 75% don't think that women cricketers in New Zealand have a clear say on player issues within the game. At a governance level, NZC has five women members on its board of nine (including President Debbie Hockley).

Professionalisation Maturity Curve Category

FLEDGLING PROFESSIONAL

PLAYERS

- PLAYER STATUS
- PLAYER REPRESENTATION
- PLAYER DEVELOPMENT/WELFARE SUPPORT
- EMPLOYMENT TERMS AND CONDITIONS

THE GAME

- MANAGEMENT MINDSET, ATTITUDES
- GAME STRUCTURES
- STAFF/COACHING/FACILITIES
- MARKETING AND PROMOTION

INVESTMENT PAY AND PRIZE MONEY

- OVERALL FINANCIAL INVESTMENT
- PLAYER SALARY/PAY
- PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



PAKISTAN

During the report period women's cricket in Pakistan showed slow development with limited investment and resulting lack of facilities and formalized structures needed to keep pace with the world's leading cricketing nations. Pakistan recently cut its international women's squad from 20 players down to 10, announcing more attractive and incentive-based contracts for its 10 elite cricketers. Similar to the Indian structure, those players are placed into three pay-grade categories. As a consequence of this move, the remainder of the international Pakistan squad are part-time, meaning cricket still doesn't present itself as a viable career option for them. Contracted players have received an increase in their daily allowances whilst on duty at home and abroad, and players receive medical cover but still lack other significant employment benefits including pensions and structured welfare and education support analogous to top performing countries. Pakistan's elite cricketers competed in a strong volume of international fixtures in 2018/19 – 26 scheduled days in all – and

benefit from access to good quality pitches as well as the country's national training academy. Domestically during the report period, Pakistan's structure consisted of the Departmental T20 Women's Championship as well as the 50-over PCB Triangular Women's Tournament, providing a semblance of a pathway to the international squad, albeit these competitions only consist of four and three teams respectively and remained amateur during the report period. Those teams cannot commit to cricket full-time due to the lack of remuneration. In comparison to their male counterparts, many of whom are global stars, the women's game in Pakistan is marginalized, though the lack of respondents to the FICA player survey makes it difficult to ascertain exactly what the players themselves, as a collective, regard as the biggest issues facing the game. It is hoped that the return of elite level cricket to Pakistan following a 10-year hiatus will increase exposure of the women's game and lead to structural improvements in the near future.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS

- PLAYER STATUS
- PLAYER REPRESENTATION
- PLAYER DEVELOPMENT/WELFARE SUPPORT
- EMPLOYMENT TERMS AND CONDITIONS

THE GAME

- MANAGEMENT MINDSET, ATTITUDES
- GAME STRUCTURES
- STAFF/COACHING/FACILITIES
- MARKETING AND PROMOTION

INVESTMENT PAY AND PRIZE MONEY

- OVERALL FINANCIAL INVESTMENT
- PLAYER SALARY/PAY
- PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



SCOTLAND

Included in the FICA Women's Global Employment Report for the first time, the women's game in Scotland is still very much in the early stages of its development. At a regional level, Scottish women's cricket features two amateur sides – Eagles and Stormers – who compete in the annual Cricket Scotland Women's Regional Championship. Whilst players appearing in the tournament have their travel expenses covered, there are no match fees available meaning the domestic game is currently amateur. The structure still requires significant development, with training and coaching not yet at the frequency or quality needed. Pathways into the international squad are limited as a result of only 22 first team spots being available underneath the top level. Although still effectively amateur, international squad players benefit from a part-time support staff and receive a modest match fee for international appearances. Players receive travel expenses for training and games, and daily expenses when on tour, but it is not enough for cricket to be a viable career option for players

in Scotland, and all players therefore have careers outside of the game. Scotland were involved in an extremely limited number of scheduled games during the 2018/19 report period and more international fixtures are clearly needed. Frequency of training and regular access to high quality coaching are also key issues. There is plenty of work still to be done to progress the women's game in Scotland.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



SOUTH AFRICA

The introduction of a four-year MOU agreement between Cricket South Africa (CSA) and the South African Cricketers' Association (SACA) in 2018 led to significant material benefits for South Africa's women cricketers during the report period. Under the agreement, the women's retainer pool has almost doubled, meaning the entire women's international squad consider themselves as professional cricketers. Further benefits of the new MOU include pension contributions, insurances, commercial rights payments, as well as access to Player Plus Online, an online player learning hub which gives players access to interactive online educational material. The software supplements the work of SACA's Personal Development Managers (PDMs) in this area, leading 86% of South African survey respondents to state that they feel they have enough support in the area of personal development and wellbeing, though 21% believe that more work needs to be done in the area of mental health support. Access to facilities, coaching and team support has led

to on-pitch success for South Africa's talented pool of international players and established household names who help to bring exposure to the South African women's game and consequently make the international squad the pre-eminent women's sports team in the country. The domestic system provides pathways to the international squad, but remains amateur and therefore doesn't represent a viable career opportunity – further investment is needed in this area to help take the women's game in South Africa to the next level. The leadership crisis in recent times at CSA has been a barrier to the progression of women's cricket in South Africa, with players citing a lack of leadership and skill amongst the board's decision makers. Frustration at the lack of development in the women's game in South Africa is reflected in the fact that over half of the country's players would prefer to be paid more as a free agent than to appear for their national side.

Professionalisation Maturity Curve Category

FLEDGLING PROFESSIONAL

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



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 within Sri Lankan women's cricket.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



WEST INDIES

On the pitch, women's cricket in the West Indies continues to hold its own as established stars form the backbone of a competitive side. Those established names and the remainder of the 15-strong international squad benefit from West Indies Players' Association (WIPA) negotiated contracts which enable them to forge viable careers as professional cricketers. However, like the men's side, women's cricket in the West Indies continues to be held back by game economics and a subsequent lack of investment. In 2018, the women's international side competed in just 21 scheduled days of cricket, significantly fewer than comparable nations and only five more than Ireland, a country which has just six professional women cricketers. A limited West Indian women's domestic structure consists of just

two amateur tournaments in the form of the WICB Women's Super50 and the WICB Women's Twenty20 Blaze, both of which give six teams the opportunity to play in a maximum of five fixtures. As a result, the gap between domestic and international cricket in the West Indies continues to widen and pathways from the amateur game to elite level sport remain uncertain. Public interest in women's cricket in the Caribbean exists, as exemplified by the crowds drawn to the 2018 ICC Women's World Twenty20, hosted between Guyana, Saint Lucia and Antigua. It remains to be seen, however, whether women's cricket in the West Indies will reap the financial rewards it needs on the back of the fortnight-long tournament.

Professionalisation Maturity Curve Category

FLEDGLING PROFESSIONAL

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY

- Established Professional
- Progressive Professional
- Fledgling Professional
- Amateur



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 Zimbabwe. It is FICA's understanding that no female players in Zimbabwe would be considered full-time professionals and that no professional structures exist within Zimbabwean women's cricket.

Professionalisation Maturity Curve Category

AMATEUR

PLAYERS	THE GAME	INVESTMENT PAY AND PRIZE MONEY
<ul style="list-style-type: none"> ● PLAYER STATUS ● PLAYER REPRESENTATION ● PLAYER DEVELOPMENT/WELFARE SUPPORT ● EMPLOYMENT TERMS AND CONDITIONS 	<ul style="list-style-type: none"> ● MANAGEMENT MINDSET, ATTITUDES ● GAME STRUCTURES ● STAFF/COACHING/FACILITIES ● MARKETING AND PROMOTION 	<ul style="list-style-type: none"> ● OVERALL FINANCIAL INVESTMENT ● PLAYER SALARY/PAY ● PRIZE MONEY

KEY	
●	Established Professional
●	Progressive Professional
●	Fledgling Professional
●	Amateur



2 PLAYING & EMPLOYMENT LANDSCAPE

OVERVIEW

This section provides an overview of a set of key game-wide statistics from women's cricket around the globe.

Data has been supplied by Cricket Archive as well as the worldwide players' associations, and has been compiled by FICA for the purposes of this report.

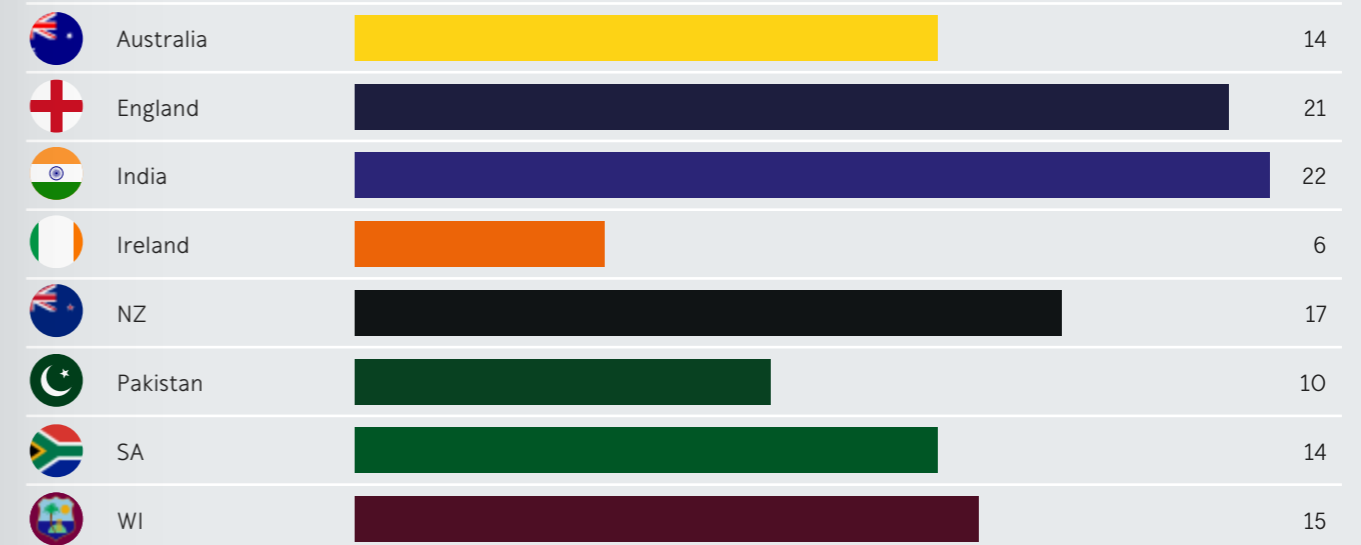
The findings build on the benchmark provided by the data set from our 2018 report, and intends to give a clear picture of the current state of the women's game.

Please note the time lag between the collection of the following data and the collating of this report. All data is from the 2018/19 seasons.

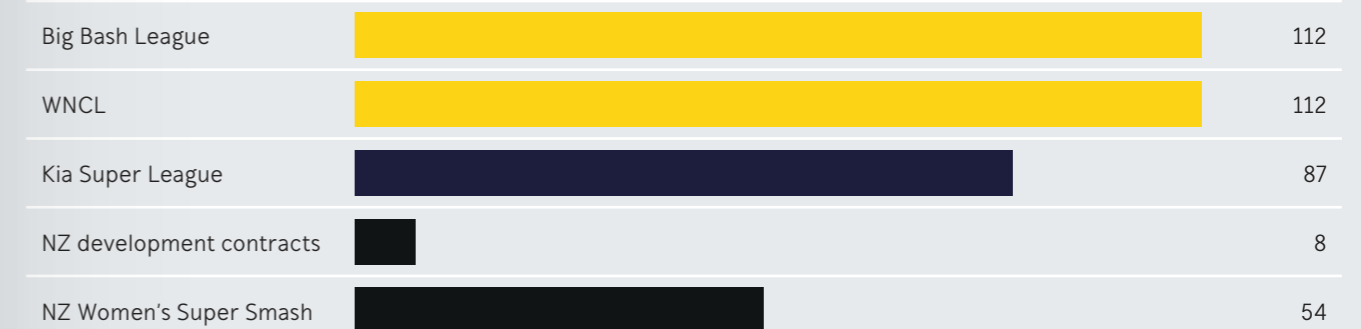


119 FULL PROFESSIONALS WORLDWIDE DOWN FROM 120 IN 2017

ALL NATIONAL TEAM PERMANENT CONTRACTS AWARDED IN 2019



373 SEMI-PRO CONTRACTS AVAILABLE WORLDWIDE UP FROM 199 IN 2017





3

INTERNATIONAL CRICKET
DATA & DOMESTIC
LEAGUES DATA

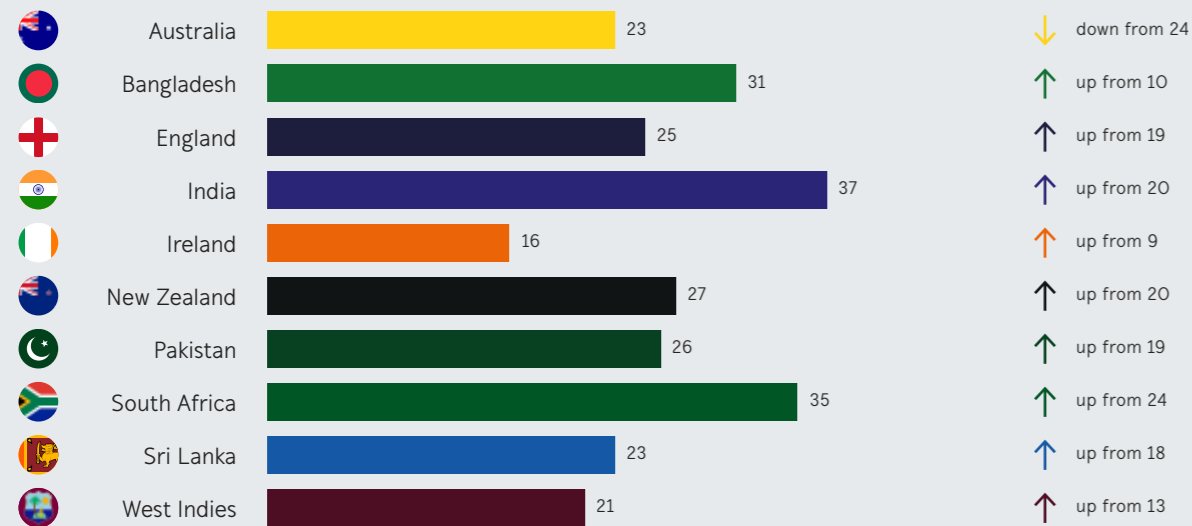
INTERNATIONAL CRICKET VOLUME

186 TOTAL INTERNATIONAL CRICKET FIXTURES
UP FROM 85 IN 2017 - OVER DOUBLE



SCHEDULED DAYS OF INTERNATIONAL CRICKET PER COUNTRY

Multiple formats



SCHEDULED DAYS OF T20I ONLY



COMMENTARY

- > 2018 saw the Women's Twenty20 Asia Cup (June) and the ICC Women's World Twenty20 (November) plus qualifiers which accounts for an increase of 19 teams competing in official fixtures over 2017
- > The same reasoning accounts for the greater than normal number of T20I's v ODI's
- > There were no Test Matches played in 2018 due to no Ashes series taking place

INTERNATIONAL CRICKET MOST ACTIVE PLAYERS BY COUNTRY

AUSTRALIA

23 DAYS

2017 highest: 24 days (A Healy, E Villani)



A Healy



E Villani



E Perry



A Gardner

IRELAND

16 DAYS

2017 highest: 9 days (G Lewis, M Waldron)



L Delany



S Kavanagh



G Lewis

SRI LANKA

22 DAYS

2017 highest: 18 days (A Jayangani, I Ranaweera, S Weerakkody)



H Siriwardene

BANGLADESH

30 DAYS

2017 highest: 10 days (multiple)



R Ahmed



N Sutlana

NEW ZEALAND

26 DAYS

2017 highest: 19 days (S Bates, K Martin, A Satterthwaite)



M Green



A Satterthwaite

WEST INDIES

19 DAYS

2017 highest: 13 days (multiple)



S Connell



D Dottin



H Matthews



S Taylor

ENGLAND

24 DAYS

2017 highest: 19 days (multiple)



T Beaumont

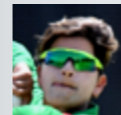


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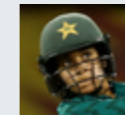
PAKISTAN

25 DAYS

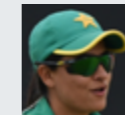
2017 highest: 19 days (N Khan, S Mir)



N Dar



J Khan



S Mir

INDIA

37 DAYS

2017 highest: 20 days (H Kaur, D Sharma)



H Kaur



S Mandhana



P Yadav

SOUTH AFRICA

34 DAYS

2017 highest: 23 days (M du Preez, M Kapp)



L Lee

COMMENTARY

- > Every team saw an increase except Australia, with Bangladesh tripling the number of days played by their most active players, and India and Ireland almost doubling
- > Associate countries are not listed due to the volume of players who played every day for those countries






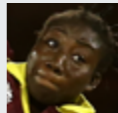
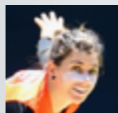

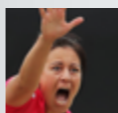

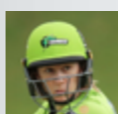



DOMESTIC CRICKET STRUCTURES BY COUNTRY

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

Country	Tournament	Teams	Fixtures	Level
AUSTRALIA	Women's Big Bash League	8 teams	16 fixtures	Semi-Pro
	Women's National Cricket League	7 teams	7 fixtures	Semi-Pro
BANGLADESH	Dhaka Women's Premier League	10 teams	–	Amateur
ENGLAND	Kia Super League	6 teams	12 fixtures	Semi-Pro
INDIA	Women's T20 Challenger Trophy	3 teams	5 fixtures	Amateur
	Women's OD Challenger Trophy	3 teams	3 fixtures	Amateur
	Women's T20 League	38 teams	11 fixtures	Amateur
	Women's OD League	36 teams	11 fixtures	Amateur
IRELAND	Toyota Super 3s Series	3 teams	10 fixtures	Amateur
NEW ZEALAND	Hallyburton Johnstone Shield	6 teams	11 fixtures	Amateur
	Women's Super Smash	6 teams	11 fixtures	Amateur
PAKISTAN	Departmental T20 Women's Championship	4 teams	7 fixtures	Amateur
	PCB Triangular OD Women's Tournament	3 teams	5 fixtures	Amateur
SOUTH AFRICA	CSA Women's Provincial T20	16 teams	4 fixtures	Amateur
	CSA Women's Provincial OD	16 teams	10 fixtures	Amateur
SRI LANKA	Sri Lanka Women's Division One	8 teams	5 fixtures	Amateur
	Sri Lanka Women's Super Provincial	4 teams	4 fixtures	Amateur
WEST INDIES	WICB Women's Super50	6 teams	5 fixtures	Amateur
	WICB Women's Twenty20 Blaze	6 teams	5 fixtures	Amateur

DOMESTIC T20 PLAYERS MATCH DAYS

Includes only professional and semi-professional contract tournaments

Player	Match Days	Player	Match Days
 R PRIEST	45	 S MCGLASHAN	38
 S BATES	36	 S DEVINE	36
 A SATTERTHWAITE	35	 S TAYLOR	34
 N BOLTON	31	 E VILLANI	31
 M KAPP	28	 K CROSS	27
 R HAYNES	27	 D KIMMINCE	27
 L LEE	27	 B MOONEY	27

COMMENTARY

> Significant increase on 2017 – every player listed here played more than the player with the highest workload in our last report (S Bates, 26)



4 WOMEN'S 2019 PLAYER SURVEY DATA

This section of the FICA Women's Professional Cricket Global Employment Report presents the results of the 2019 FICA players' online electronic survey.

The survey was distributed to all professional contracted cricketers within the FICA countries as well as a number of players in other countries where players' associations do not exist (including India). It was completed by 117 respondents including 83 current internationals.

Covering a spread of topics encompassing all of FICA's main principles, the survey consisted of 43 individual questions.

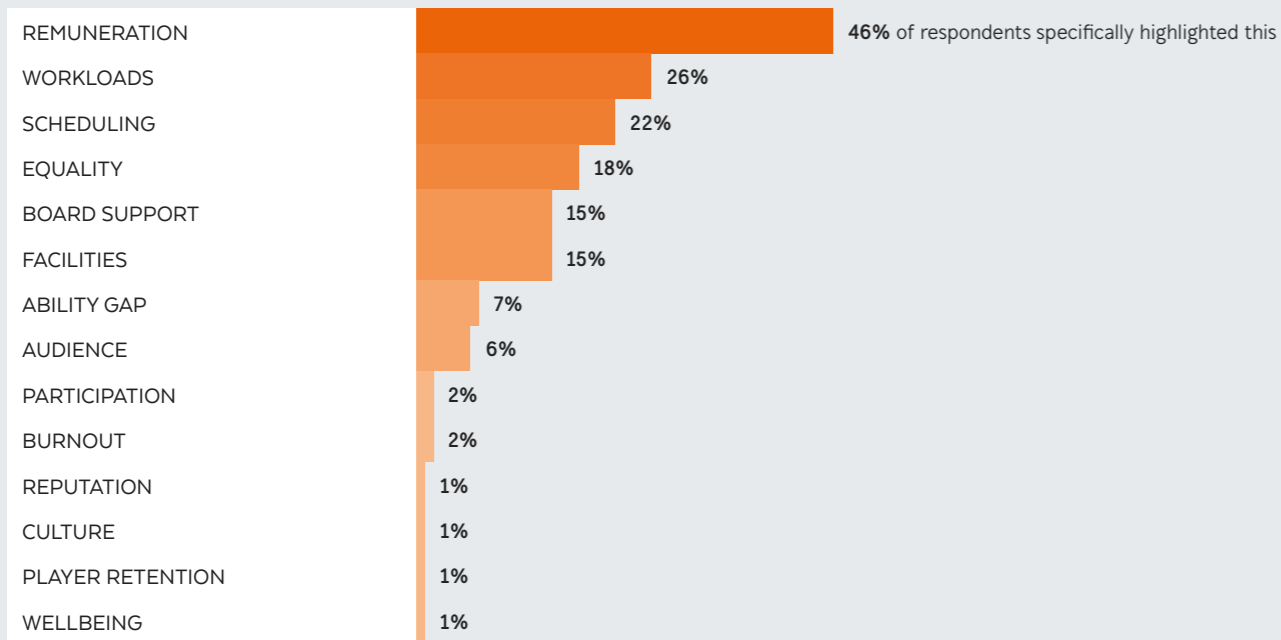
With the questions focused around key issues within the women's game such as administration, employment concerns and the playing landscape, players were also given the opportunity to anonymously express their views on topics of their choosing.

REPRESENTATION & VOICE

Summary

GAME FUTURE	91% are very optimistic/optimistic about the future of the game
VOICE	54% do not think players in their country have a clear say on player issues
PLAYER SUPPORT	81% say players' support for their players' association is strong

Issues facing the game



LACK OF BOARD SUPPORT

“ Women’s cricket has grown worldwide but our board are investing very limited money to improve the standard in our country.

LOSING PLAYERS

“ Not all girls can play professionally at provincial level because there are no contracts for them, so a lot of girls are lost because they need to go to work.

GLOBAL EQUALITY

“ Everyone outside the top eight is being left behind and the gap is getting bigger and bigger.

REPRESENTATION

“ Competent women need to be in leadership positions.

54%
OF WOMEN’S
PLAYERS DO NOT
BELIEVE THAT
THEY HAVE A
CLEAR SAY ON
PLAYER ISSUES

EMPLOYMENT RIGHTS

Summary

AGENT	83% do not have an agent
LACK OF CONTRACTS	17% are uncontracted, with a further 27% on short-term domestic contracts
NUMBER OF CONTRACTS	45% have had one or less contracts per year
LENGTH OF CONTRACTS	82% have contracts that are one year or less in duration
EMPLOYMENT SECURITY	66% feel very insecure/insecure in their cricket employment
EMPLOYMENT SECURITY 2	81% favour contract and job security over playing in different competitions
NON-PAYMENT	37% have had issues with non-payment of contracts
CLUB V COUNTRY CONTRACTS	44% would reject a national contract to be paid considerably more as a free agent
BULLYING AND INTIMIDATION	25% have felt bullied or intimidated by their employer

NO OBJECTION CERTIFICATES

“ My board tried to insist on me playing a tour for them in another country, despite the fact that I have never had a contract with them, instead of playing for my domestic side who I was on the second year of a paid contract with.

BULLYING

“ Because of issues with previous coaches, we have felt that we cannot raise complaints or issues with current coaching staff, which means that we don’t have a voice about the way cricket is being run in our country.

UNEVEN PLAYING FIELD

“ Only the three large boards seem to have enough funds to significantly resource a good women’s programme.

PERSONAL DEVELOPMENT

“ Players need to be better looked after following their careers, since we do not earn enough during our career to survive post-retirement.

66%
OF PLAYERS FEEL
INSECURE IN
THEIR CRICKET
EMPLOYMENT

CRICKET STRUCTURE

Summary

VOLUME OF ODI CRICKET	51% say there is not enough ODI cricket
VOLUME OF T20I CRICKET	38% say there is not enough T20I cricket
VOLUME OF DOMESTIC T20 CRICKET	50% say there is not enough domestic T20 cricket
ODI CRICKET IS MOST IMPORTANT	63% rank ODI's as the most important form of cricket
IMPORTANCE OF ICC WCC	59% rank the ICC Women's World Cup as the most important ICC event
QUALITY OF PITCHES	41% rate the quality of pitches worldwide as average/poor
PITCH CONSISTENCY	66% think the ICC should control how pitches are made in international cricket
PRIZE MONEY	84% think women's prize money should be increased independently of men's prize money
FAIR REWARDS	72% don't think their governing body should receive appearance-based fees for developing them as a player

QUALITY PITCHES

“ We need high-quality pitches produced regardless of where we are playing.

“ Pitch reports should be done by – or reported to – an independent person, to prevent poor pitches being rated as good by the home team.

UNDER-SCHEDULING

“ An increase in scheduled games and payment to female players would be of huge significance to the game. It is a must-do.

INVESTMENT OPPORTUNITY

“ More investment in quality coaches and in full-time athletes is needed to improve the depth and standard of the game.

41%
OF PLAYERS THINK
THE PITCHES THAT
THEY PLAY ON
ARE AVERAGE
OR POOR

WELFARE, EDUCATION AND CAREER TRANSITION

Summary

PERSONAL SUPPORT	31% don't think they have enough access to personal development and wellbeing support
MEDICAL PROVISION	20% think medical support is poor or very poor
REST AND RECUPERATION	47% think they don't get enough rest and recovery between games during the season
MENTAL HEALTH	43% don't feel like they have enough access to mental health support

WELLBEING

“ The overall wellbeing of an athlete needs to be the focus – financially, emotionally, physically and mentally.

SUPPORT

“ We have limited choice as to who we are able to seek help from. The psychologist provided might not be the person we can connect with.

AVAILABILITY

“ Support needs to be made more accessible and maybe framed in a different way to ensure it is used by players more often.

WORKING ENVIRONMENT

“ The lack of communication really takes its toll on individuals. I think this is half the battle.

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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