



FICA

FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



FICA MEN'S PROFESSIONAL CRICKET GLOBAL EMPLOYMENT REPORT **2022**



“

THREE FORMATS ARE JUST UNSUSTAINABLE FOR ME NOW

- I FEEL THAT MY BODY IS LETTING ME DOWN BECAUSE OF THE SCHEDULE AND WHAT IS EXPECTED OF US.

Ben Stokes
England



“

PLAYERS ARE HUMANS WITH LIVES AND FAMILIES AS WELL AND I HOPE THAT MORE PEOPLE IN CRICKET ARE WILLING TO STAND UP FOR WHAT IS RIGHT.

Javed Ahmadi
Former Afghanistan cricketer and refugee

“

IF I DON'T PLAY ANY INTERNATIONAL CRICKET, THEN THAT MIGHT BE A COUPLE OF LEAGUES A YEAR AND 10 MONTHS AT HOME RATHER THAN THE OTHER WAY AROUND.

Trent Boult
New Zealand



“

THERE IS NO PLACE FOR BULLYING AND INTIMIDATION IN OUR SPORT.

Paul van Meekeren
Netherlands



“

WE NEED ALL CRICKET NATIONS STRONG. NOT JUST PLAYING WISE BUT ALSO FINANCIALLY SO THOSE NATIONS CAN PRODUCE LOCAL TALENT TO PLAY INTERNATIONAL CRICKET.

Current South African International Player

“

ALL PLAYERS SHOULD HAVE THEIR RIGHTS PROTECTED - FICA AIMS TO WORK IN PARTNERSHIP WITH ADMINISTRATORS TO MAKE OUR GAME EVEN BETTER.

Lisa Sthalekar
FICA President

THE PLAYERS' VIEW

There are many positive aspects to being a professional cricketer. However, professional cricket is a complex environment, and there are a number of issues, or potential issues, that FICA, guided by players, continues to urge the game to collaboratively address. Some of the key issues highlighted by players and expanded upon in this report include:

VIEWS ON THE GAME

*SCHEDULING FRAMEWORK

79% believe there should be minimum / maximum thresholds for how much international cricket is scheduled

*CO-EXISTENCE

63% believe there should be ring-fenced windows to enable international and domestic cricket to co-exist

*FLIGHT OF TALENT CONCERN

49% would consider rejecting a central contract if they were paid more to play in domestic leagues

*TEST STILL VALUED

74% still rank Test cricket as the most important format, although this has reduced from 82% in the 2018/19 FICA survey

*50 OVER WC STILL PINNACLE ICC EVENT

54% still consider the 50 over World Cup as the pinnacle ICC event, although this has reduced significantly from 86% in the 2018/19 FICA survey

*selected data from FICA 2022 Global Player Survey, ~400 responses across 11 countries, majority international players



The cricketer, during the term of this Contract, shall refrain from affiliating with or obtaining membership of any political, professional, welfare associations, organisation or any entity related to cricket, cricketers, or even otherwise, except with (National Governing Body) written permission.

ICC FULL MEMBER PLAYER CONTRACT CLAUSE

I'm hearing some players talking about a player association and matters which are not related to this series..I will not tolerate nor support this if I hear these discussions herewith. Please take this as fair warning unless you wanna kiss your place in the team goodbye.

ICC ASSOCIATE MEMBER SENIOR ADMINISTRATOR

KEY EMPLOYMENT CONCERNS

*DENIAL OF RIGHT TO ORGANISE

13% have been made to feel uncomfortable by their National Governing Body / club for being a member of a players' association**

*JOB INSECURITY

69% have less than 12 months to run on their current contract, while over half feel insecure or very insecure about their employment as a cricketer

*NATIONAL GOVERNING BODY RELATIONSHIP

46% rate their relationship with their National Governing Body as poor or very poor, with 16% having felt bullied, intimidated or threatened by their governing body / club / league

*DISCRIMINATION

14% have been discriminated against based on race, with two-thirds believing they did not have adequate support provided afterwards

*LATE / NON-PAYMENT

16% have had issues getting paid under a cricket contract – a reduction from the last report period but still an unacceptable amount

**players have the rights to freedom of association, to organise, and to collectively bargain, under international law

BACKGROUND

FICA's Global Employment Reports have been produced biennially since 2018 and are intended to provide a snapshot of the employment conditions facing players around the world, and key trends in the global game, in context. They are a collaboration between FICA, its member associations, and other key stakeholders in the game and we thank those who have contributed. FICA always endeavours to advocate for positive change for players and the global game from a position of understanding and knowledge. Player decisions continue to shape the direction of the game and their views should be considered at all levels of the game.

PLAYERS

FICA represents a global collective of players at various levels of professionalisation. Being a professional cricketer brings many positives, it is also a short term and precarious career path and for all players, no matter where they're from, there are common challenges.

As with most industries globally, the COVID-19 pandemic presented significant challenges in cricket. Some of the collaboration in the game during the report period has been noteworthy, and the hard work of players, administrators and support staff, many of whom faced significant periods away from home in strict bio-security environments in order to 'keep the show on the road' must be acknowledged.

Most of the best players in the world continue to face a choice as to where they play due to the structure of the game. The trend of premature 'flight of talent' towards the 'hybrid' and 'free agency' markets, highlighted again in this report, has continued on the back of push and pull factors. For many players from smaller cricket countries,

the lack of access to quality fixtures as a barrier to revenue generation and growth of the game in their countries was also exacerbated during the pandemic.

The report period has also unfortunately seen unacceptable issues with racism and discrimination highlighted across several countries. There is a significant amount of work ongoing to address these issues, and it's clear that cricket has a long way to go to ensure that it is a safe and inclusive sport for all. FICA and its member associations are committed to progressing their work and contributions to this as part of our ongoing advocacy in the human rights space.

THE GAME

We have recently seen the release of the men's and women's Future Tours Programme (FTP) for the next four years, which include an increase in the overall volume of ICC Events and bilateral international cricket. There are a number of notable positives in both FTP's, however FICA remains concerned about the sustainability of filling up the calendar with cricket, without clearly delineated or agreed global windows that acknowledge how each of the game's three major global landscapes interplay with each other (ICC Events / bilateral international cricket / domestic leagues), and no real framework around how countries can schedule.

The majority of the value in each of the three major, revenue generating cricket landscapes, is generated through a small number of players, and those players can only be in so many places at once. Whilst FICA does not have all the answers, and acknowledges the challenges associated with scheduling, we continue to advocate for:

- a balanced global structure for the game that enables the international cricket and leagues landscapes to co-exist;
- recognition of domestic leagues in the game's global structure; and
- a clear framework around bilateral international cricket scheduling.

Pleasingly, it's clear there is increasing revenue in the game and the sale of ICC broadcast and digital rights for the next four years have reportedly been sold into India for a record amount. We have also recently seen the value of IPL and other rights in the game grow significantly. Coming out of an eight year ICC Event cycle that has perpetuated the 'haves and have nots' in cricket, with all major men's ICC events being held in just three countries, and a significant amount of revenue generating bilateral international cricket scheduled between those same countries as well, a key challenge for the game will be to ensure that revenue, and fixturing, is distributed in a way that ensures the game is well placed to sustainably grow in more than just a few countries.

The trend towards private ownership models has also accelerated during the report period, with the creation of the SA20 League and the International League T20 in the UAE providing recent examples. It's also increasingly clear that many private franchise owners have 'horizontal' ownership strategies, with ownership across a number of leagues. Whilst it's a positive and testament to cricket's success that it continues to attract third party interest, this trend continues to challenge traditional governance models and brings to the game a new set of stakeholders with a different set of priorities in a global landscape that is already fragmented.

PLAYERS' ASSOCIATIONS

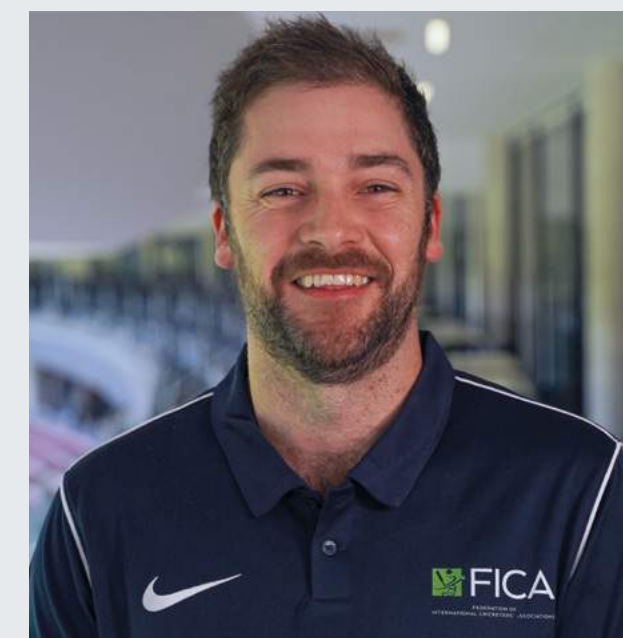
FICA's member associations continue to play a critical role in the game around the world. FICA is proud to welcome the Netherlands into its Employment Reports for the first time following the establishment of the Dutch Cricketers' Association in 2020, following the Irish and Scottish players' associations in previous years.

Our member associations have increasingly continued to work together on a significant number of global issues through FICA during the report period. One of these that will impact the player employment and commercial landscapes, has been the establishment of FICA Global

Player Rights Ltd, which now houses FICA players' commercial / image rights for the next cycle of ICC Events, and in certain other contexts. This model has been built on best practice and with a view to adding value to the global game and stakeholders.

Since our last report there have been some more positive steps towards a more collaborative, partnership based ICC / FICA relationship and we look forward to the progression of this to ensure that cricket aligns with best practice globally. FICA however remains concerned about the significant opposition to the formation of players' associations, and intimidation of players, in several countries and this report highlights some examples of that. The rights to freedom of association, and to organise and collectively bargain, are protected in international law, and cricket should be proactively creating a safe space for all players to exercise these and other fundamental rights.

TOM MOFFAT
FICA CEO



OUR PURPOSE

FICA IS THE WORLD PLAYERS' BODY IN CRICKET

FICA is a democratic player-driven organisation that brings together the world's 'organised' 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.

WE CARE ABOUT

PLAYERS

Serving players' collective interests globally

THE GAME

Positively influencing the direction of the global game

MEMBER PLAYERS' ASSOCIATIONS

Strengthening and growing

REPORT METHODOLOGY

This is the third FICA Men's Professional Cricket Global Employment Report. It aims to provide an accurate and balanced assessment of the men's global employment market and the landscape in which professional players around the world are looking to build successful and meaningful careers. The report covers game statistics and quantitative data from 1 January 2020 to 1 January 2022 in addition to commentary and qualitative data based on the most recently available information through to 1 September 2022.

This report includes data from various credible sources globally, including:

FICA'S 2022 GLOBAL PLAYER SURVEY

~400 responses from across 11 countries, majority internationals, including both qualitative and quantitative questions

FICA'S 2022 MEMBER PLAYERS' ASSOCIATION SURVEY

Provides an overview of contractual and key employment structures and arrangements by country

CRICKET ARCHIVE

The world's most comprehensive cricket database

DIRECT PLAYER ENGAGEMENT

FICA has engaged directly with players around the world and its Player Advisory Groups

IMPERFECT DATA ACKNOWLEDGMENT

FICA acknowledges that it does not have access to full data sets from across the game and specifically in countries where no players' association exists, or where the players' association has limited access to player data



THIS 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

KEY FINDINGS

PLAYERS

Vertical / horizontal tension continues

The growing trend towards hybrid employment (players playing both international and overseas domestic league cricket) and free agency (no national central contract) is becoming more prominent with premature flight of talent from international cricket still an issue on the back of game economics, and in the absence of a clear global structure for the game that includes the domestic leagues landscape.

Employment challenges still need to be addressed

Professional cricket remains a short term and precarious career path with a number of players around the world facing issues of restraint, late or non-payment, bullying and harassment.

Cricket needs to do better on discrimination

The report period drew out a number of historical issues of racism and discrimination in the game. It is clear the game needs to come together at global and domestic levels to ensure that cricket is a safe, inclusive sport for all and is operating in line with international human rights frameworks.

Biosecurity and welfare issues

In order to keep the game going during the pandemic, players and support staff faced significant periods of isolation in biosecurity bubble environments with concerning welfare issues flowing from this. This highlights the need for strong support and welfare structures around the game in all countries.

THE GAME

Something has to give

While the pandemic provided somewhat of a reprieve, the recent Future Tours Programme announced contains more bilateral international cricket, more ICC events and larger informal windows for some domestic leagues cricket than ever before. However, there remains no clear global structure for the game and how these structures can co-exist.

Solution to haves and have-nots?

Scheduling skew towards bigger countries has continued during the report period. There has never been more money in the game, with significant increases in reported media rights sales. A key challenge for the game is ensuring revenue and scheduling is distributed efficiently to ensure to the sustainable growth of the global game.

Private ownership = more stakeholders with different priorities

The continued growth of the leagues landscape and private ownership models within it have brought positives but also a new set of stakeholders that challenge traditional governance and economic models, adding to the fragmentation in the game.

Disproportionate pandemic impact in development markets

COVID significantly impacted the game and its finances in all countries. More established countries prioritised revenue generating cricket to meet commercial partner needs and enable bounce-back while more vulnerable countries suffered a significant reduction in volume of cricket.

PLAYERS' ASSOCIATIONS

Continued denial of right to organise

The report period has highlighted continued significant opposition to players exercising their right to form a players' association in several countries. Cricket should be providing a safe space for this to happen in all parts of the world, and at global level.

International players get organised

Players from FICA affiliated countries have licenced certain image / commercial rights to FICA Global Player Rights Ltd to add value to the global game in line with best practice models in cricket and other sports.

Global player voice progress

FICA is cautiously optimistic about recent progress in its relationship with the ICC, however cricket remains behind global best practice in partnering with players collectively at international level.

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MEN'S PROFESSIONAL CRICKET PLAYING & EMPLOYMENT LANDSCAPE

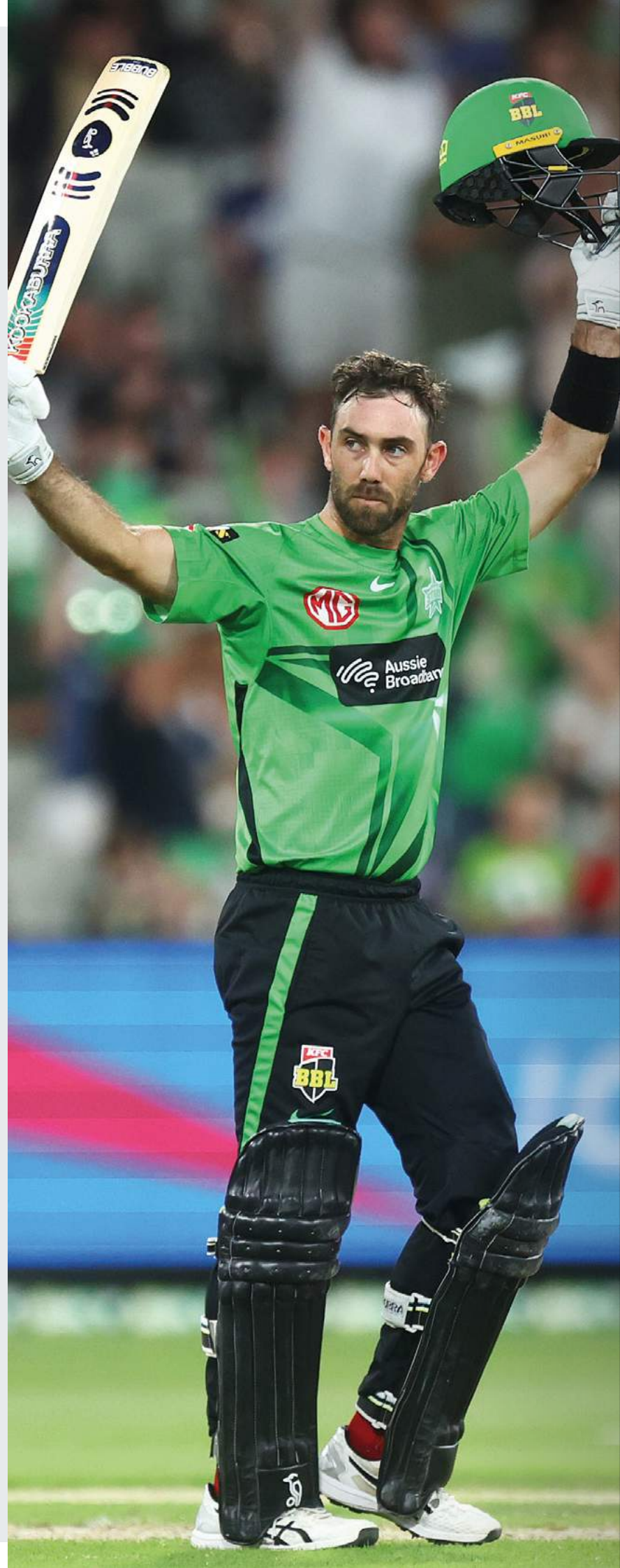


OVERVIEW

During the 2021 calendar year there were 3,669 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 recognised players' associations. This section analyses the employment landscape in which those cricketers are looking to build meaningful and rewarding careers. Whilst on a global scale, 3,669 players does not represent a significantly large professional workforce, the research highlights that cricket, more than any other comparable sport, engages its players via a complex myriad of employment and contractual structures. Not only is there huge disparity and variety in the terms and conditions under which players play, the employment landscape in which they operate continues to shift and change.

FICA has previously highlighted the growing tension between the international cricket and domestic leagues landscapes, with multiple employment pathways open to players. Whilst historically the professional player employment pathway was a vertical one, working upwards in their own country towards international honours / central contracts, increasingly, the horizontal employment pathway has expanded, with the opportunity to ply their trade playing in multiple domestic leagues as an overseas player, either in addition to, or instead of their home contract. This report period has seen the continuation of the trend of premature 'flight of talent' towards domestic leagues, which FICA believes is driven by push and pull factors including:





























- Game economics – i.e. the ability for players to earn more in domestic leagues on a time / wage ratio basis as compared to international cricket, increasingly even for players in bigger countries; and
- Scheduling overlap and / or unsustainable scheduling.



3,669

MEN'S PROFESSIONAL | FIRST CLASS | LIST A | MAJOR DOMESTIC LEAGUE CRICKETERS IN THE 14 COUNTRIES COVERED BY THIS REPORT DURING 2021

MEN'S PROFESSIONAL | FIRST CLASS | LIST A | T20

	Afghanistan		127
	Australia		180
	Bangladesh		219
	England		380*
	India		1041
	Ireland		58
	Netherlands		27
	New Zealand		126
	Pakistan		216
	Scotland		21
	South Africa		406
	Sri Lanka		616
	West Indies		127
	Zimbabwe		125

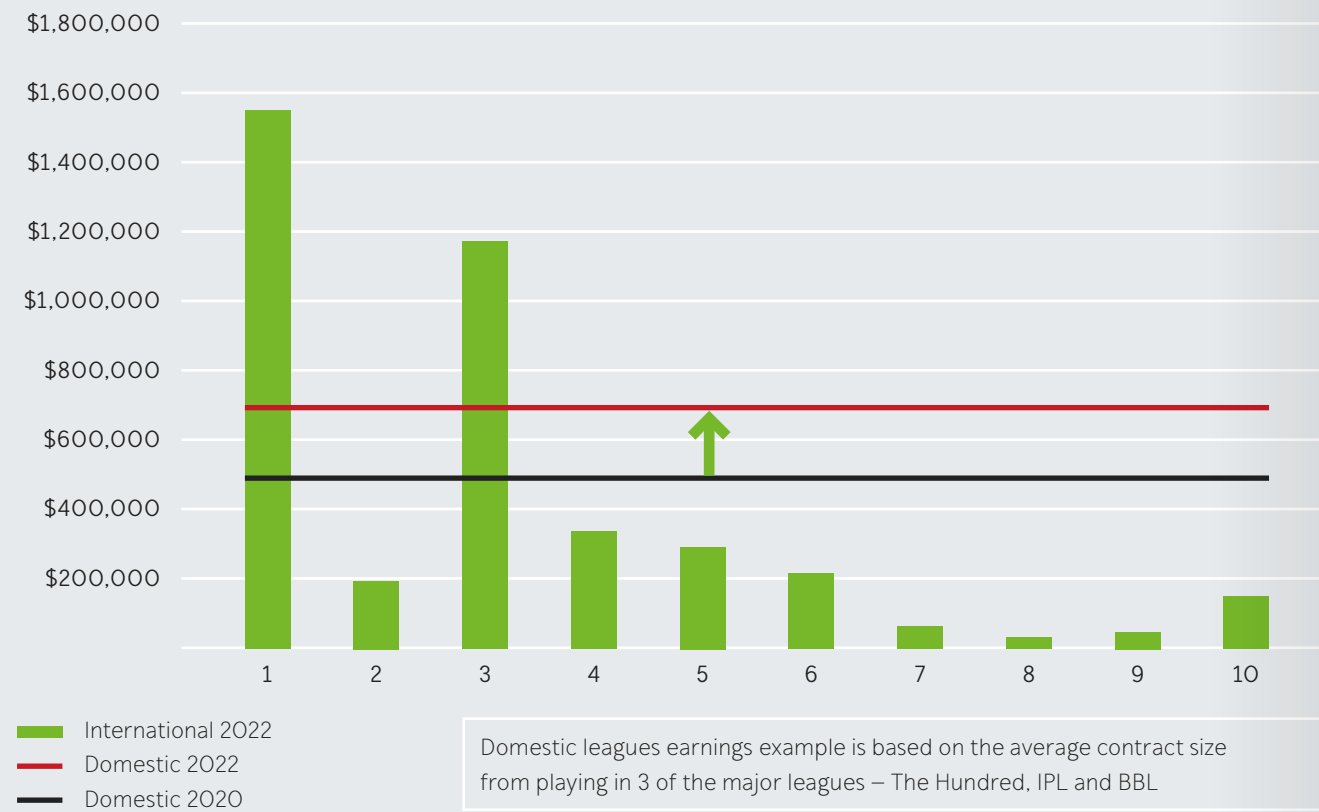
COMMENTARY

- > The number of pro players highlighted in this report represents a ~10% decline from FICA's previous report two years ago, which illustrates the impact of the COVID pandemic, as well as instability or reductions in some countries
- > **Definition:** Players from each country with known contracting structures, who have played in a men's international or domestic List A, First Class or T20 match. Players are categorised by international country of representation/origin/eligibility. In some instances, this is different to the location of the players professional contract(s)
- > *The Professional Cricketers' Association in England and Wales had 461 registered players in 2021, however, to avoid double counting, a number of these players have been listed above only in their international country i.e. the Netherlands, Scotland, Ireland

INTERNATIONAL VS DOMESTIC LEAGUES MEDIAN PLAYER EARNINGS (USD)

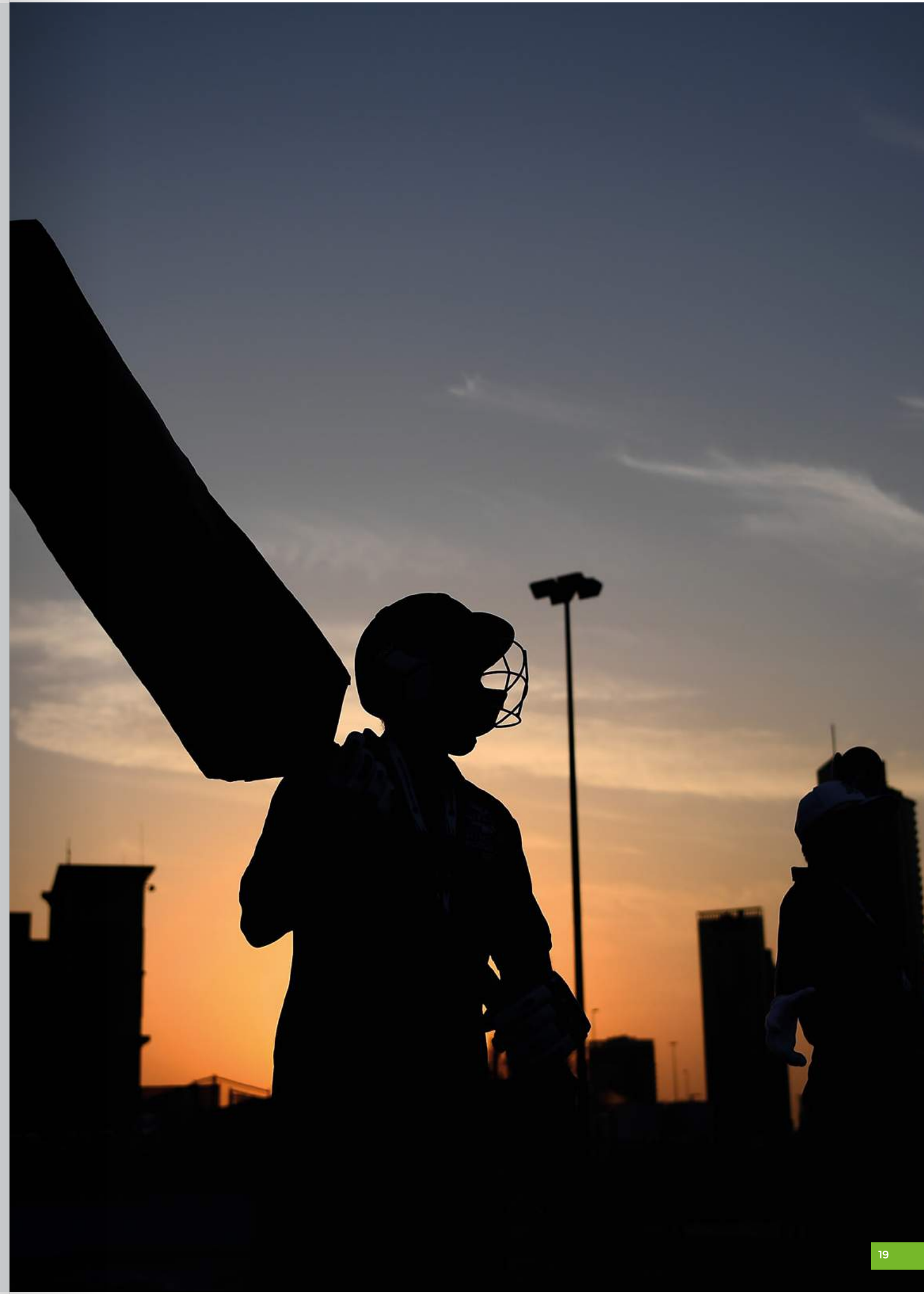
FICA consistently tracks global player earnings data globally. The following provides a de-sensitised snapshot of average annual earnings data, using some assumptions across both the international cricket and domestic leagues landscapes for 10 of the countries covered in this report.

INTERNATIONAL VS DOMESTIC MEDIAN PLAYER EARNINGS (USD)



COMMENTARY

- > Professional cricket is increasingly a multi-contract, multi-employer system
- > The gap between domestic earnings and international earnings has increased further since FICA's last report and exceeds international earnings in all bar two countries
- > When combined with an increasingly crowded global playing schedule, and scheduling overlap between domestic leagues and international cricket, tension is created with many of the best players in the world incentivised to prioritise domestic leagues and forgo international fixtures and/or central contracts
- > This is further amplified by the workload of domestic leagues being generally half that of international cricket on a time / wage basis – i.e. "twice the pay for half the work"
- > Whilst this trend is not limited to 'profile players' some pertinent recent examples include Trent Boult rejecting a NZC central contract, Ben Stokes retiring from ODIs and Quinton de Kock retiring from Test cricket at the age of 29
- > This trend looks set to continue with the creation of more domestic leagues, and IPL media rights reportedly selling for over 6 billion USD for the next 5 years

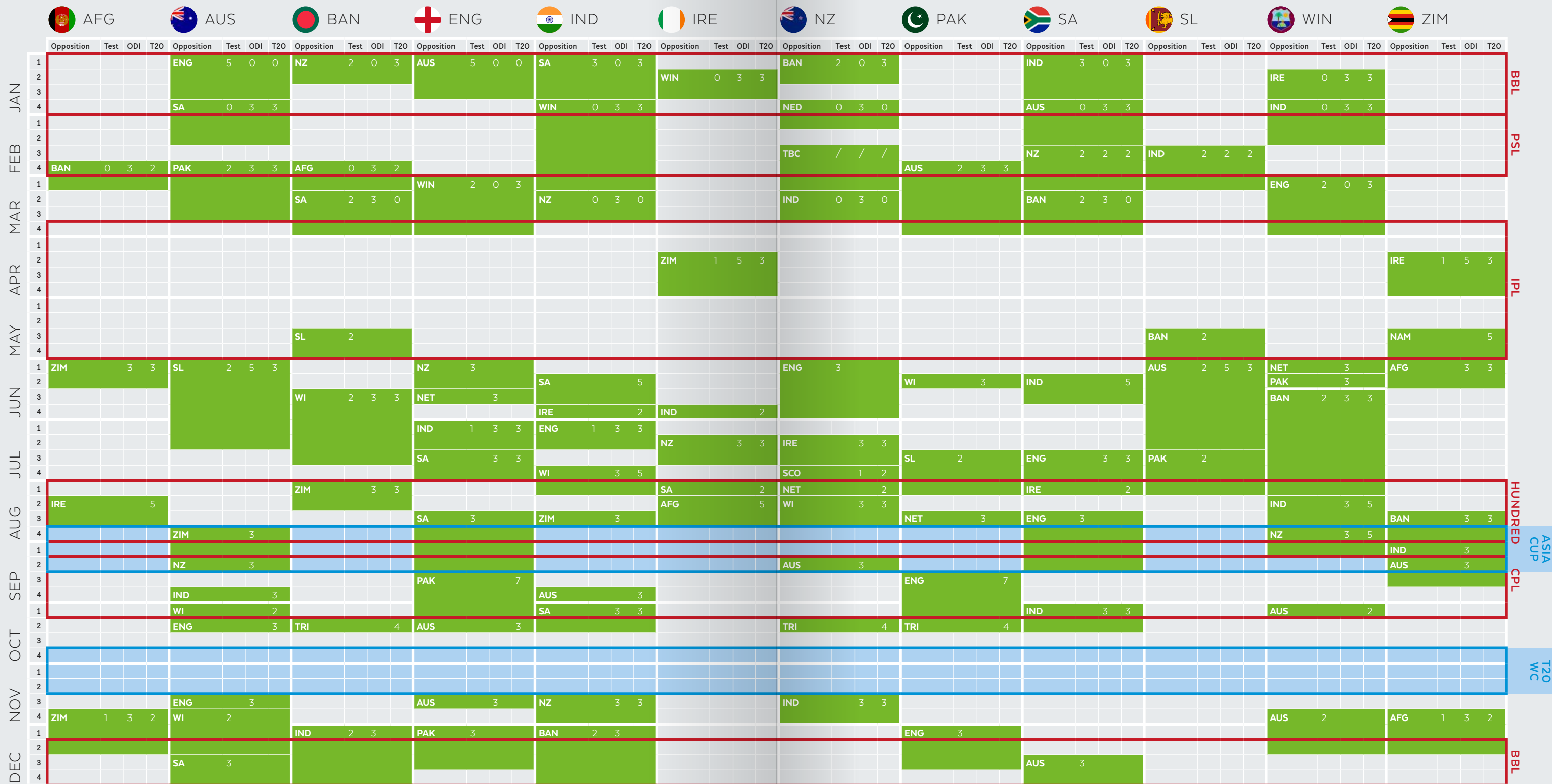


INTERNATIONAL VS DOMESTIC LEAGUES SCHEDULING OVERLAP

Five of the major domestic leagues (BBL, PSL, IPL, Hundred, CPL) are illustrated below, demonstrating the significant clashes with bilateral international cricket throughout the 2022 calendar year. This is set on top of the Men's Future Tour Programme for international cricket across ICC full member countries, which includes the Asia Cup and ICC T20 World Cup.

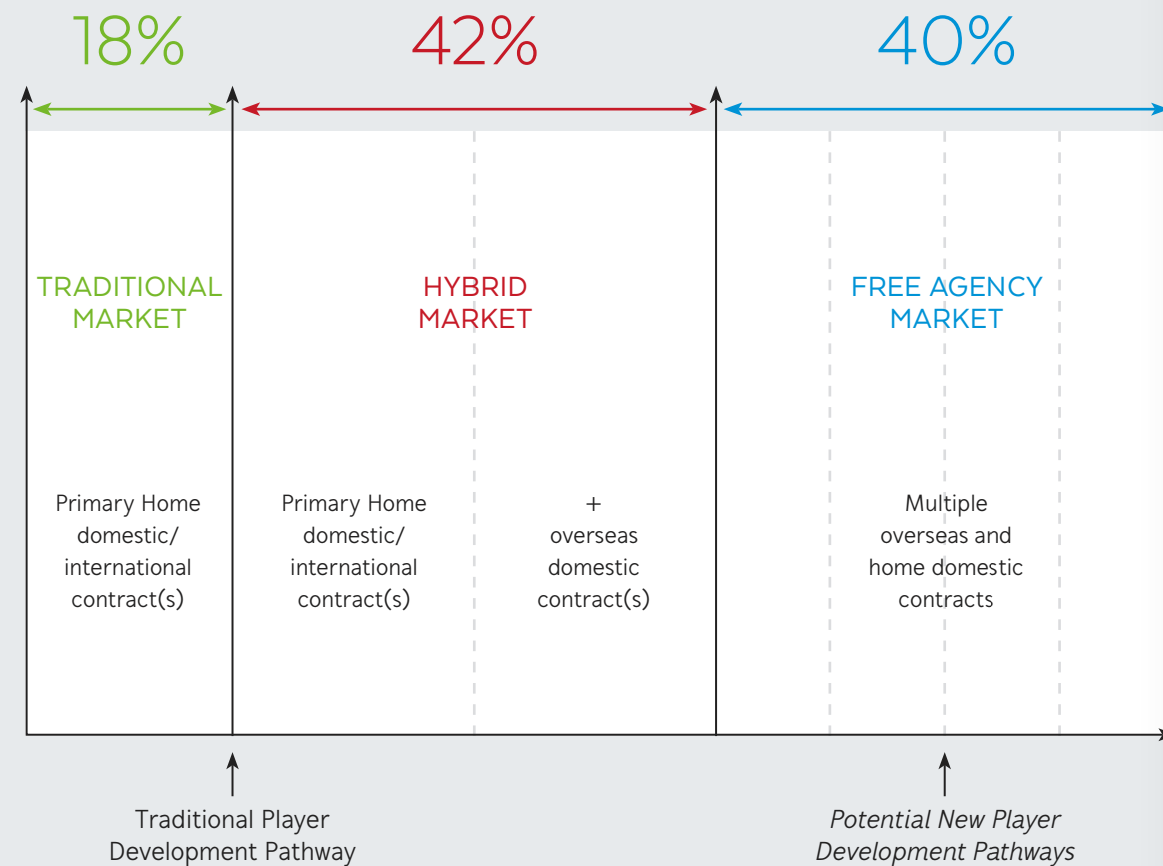
COMMENTARY

- > Without clearly defined scheduling windows, scheduling overlap continues to result in a conflict between international cricket and the domestic leagues landscapes
- > The illustration clearly demonstrates the informal scheduling window the IPL continues to have, with the largest cricketing countries reluctant to schedule bilateral cricket during this period



THE SHIFTING PROFESSIONAL CRICKET EMPLOYMENT LANDSCAPE

In previous Employment Reports, FICA has highlighted three distinct player employment pathways for players based on their contractual status, reflected in the graph below. FICA has plotted the current percentage of players within each pathway, using players currently ranked in the top 100 of the T20 Player Index as the sample group.



COMMENTARY

- > The growing trend is for players to move towards hybrid or free agent status, with 82% of the top 100 players from the T20 Player Index now in this category
- > 40% of the top T20 players in the world now do not have a central contract with a top nine cricket country
- > Most of the best players in the world are now in the hybrid / free agency markets. The percentages plotted above only reflect central / nationally contracted players featuring within the top 100 of the T20 Player Index
- > Almost all of the 18% 'traditional market' players are from India, highlighting the restraints placed on these players preventing participation in overseas domestic leagues
- > Whilst using only the T20 format as a snapshot skews the data, it is an increasingly relevant indicator as the vast majority of the best players in the world play the format





ICC WORLD TEST CHAMPIONSHIP FINAL 2022

2 INTERNATIONAL
CRICKET



CHAMPIONS

OVERVIEW

It remains FICA's view that international cricket, and its continued viability, is of significant importance to the global game. Revenues from international cricket, including the ICC Events, are the financial lifeblood of most national cricket economies worldwide and remain the core revenue stream for funding professional cricket. Whilst a significant amount of bilateral international cricket around the world is loss making, it continues to generate significant revenue in a few countries and remains an important part of qualification for ICC Events and in protecting the history of the game.

The 2023-2027 Future Tours Programme indicates a 10% increase in bilateral international cricket, along with a significant increase in the number of ICC Events when compared to the previous events cycle. In an already congested calendar and with the ever-expanding domestic leagues landscape, it remains to be seen how sustainable this level of scheduling is.

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



KEY INTERNATIONAL CRICKET STATISTICS

485

Total international fixtures in 2021, up from 290 in 2020 but down from 522 in 2019

80

Days of international cricket for Mohammed Rizwan – the most by any one player in 2021

81.5

Average number of scheduled days of international cricket for countries 1-9¹

21.5

Average number of days of scheduled international cricket for countries 10-20²

20

Number of ICC Events in the next 8 year cycle – up from 14 in previous 8 year cycle

3x

ICC annual revenue looks set to increase significantly after reports the media rights for the next 4 years of ICC events were sold for over 3 billion USD for the Indian region alone

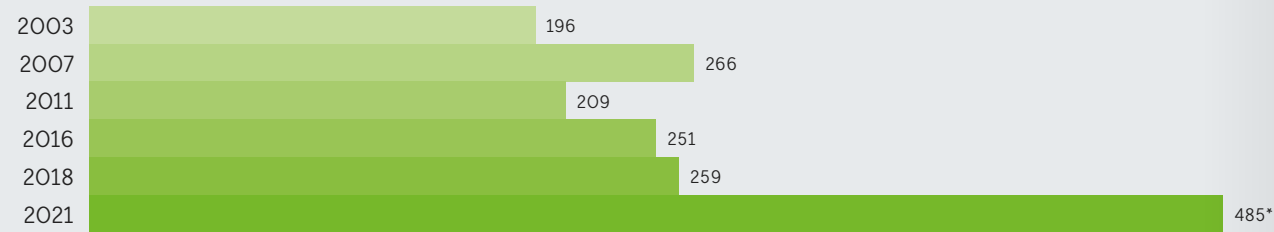
¹ The top 9 countries include Australia, Bangladesh, England, India, New Zealand, Pakistan, South Africa, Sri Lanka, West Indies – these countries receive the largest percentage of ICC revenue distributions and play the highest volume of international cricket

² These are the remaining ICC ODI ranked countries

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 2021

TOTAL MATCHES

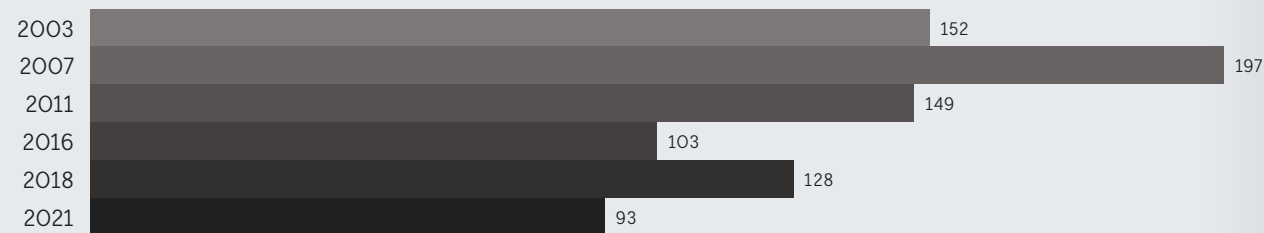


*T20 International definition was expanded in 2019 to include all countries

TOTAL TEST MATCHES



TOTAL ODIS

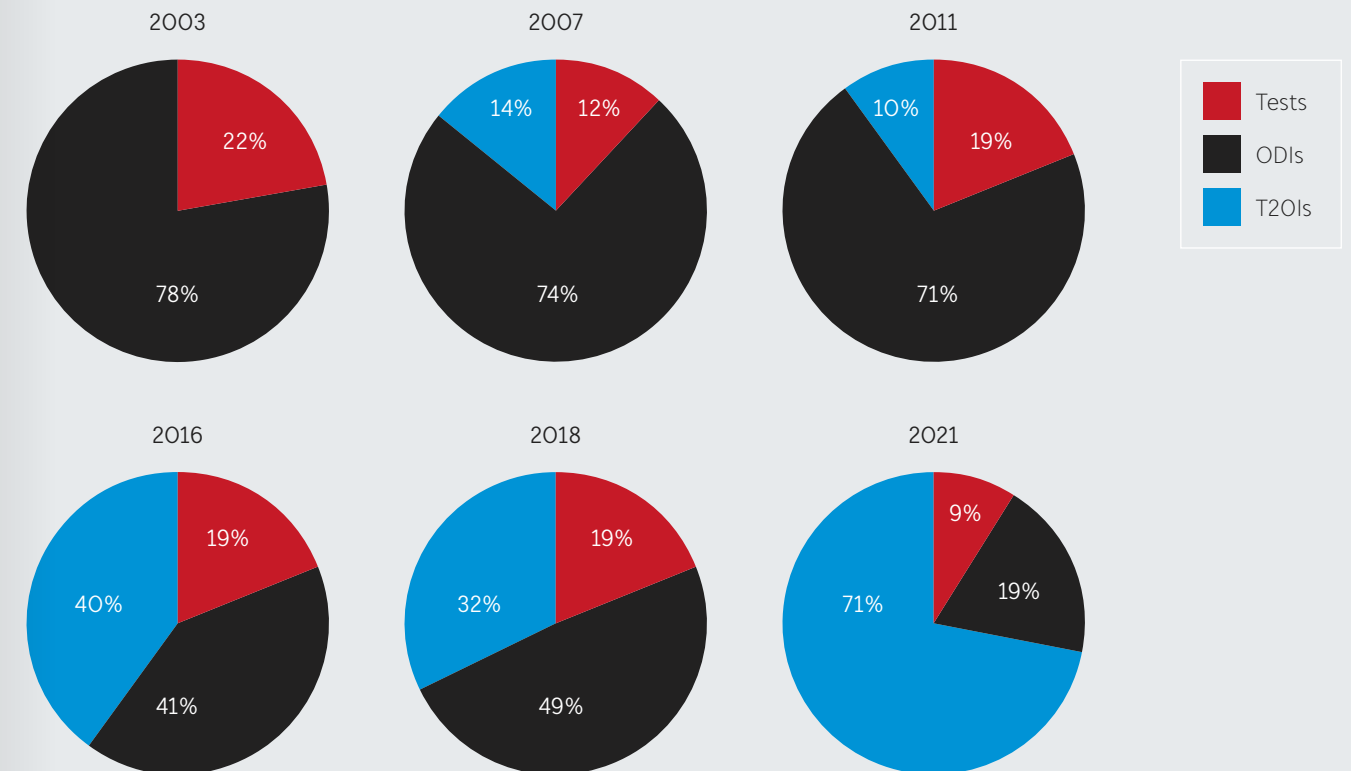


TOTAL T20IS



*T20 International definition was expanded in 2019 to include all countries

PERCENTAGES PLAYED BY FORMAT

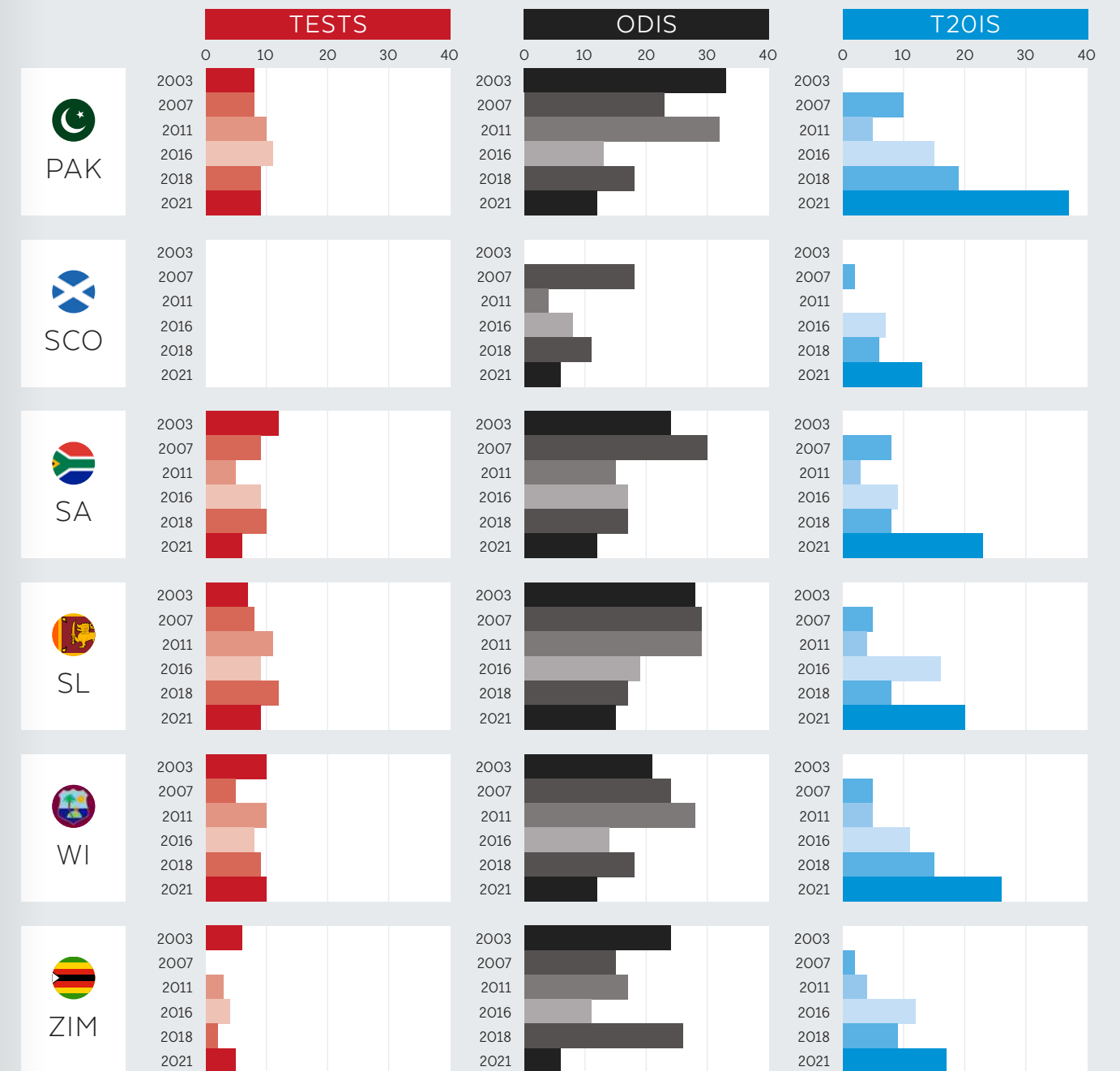
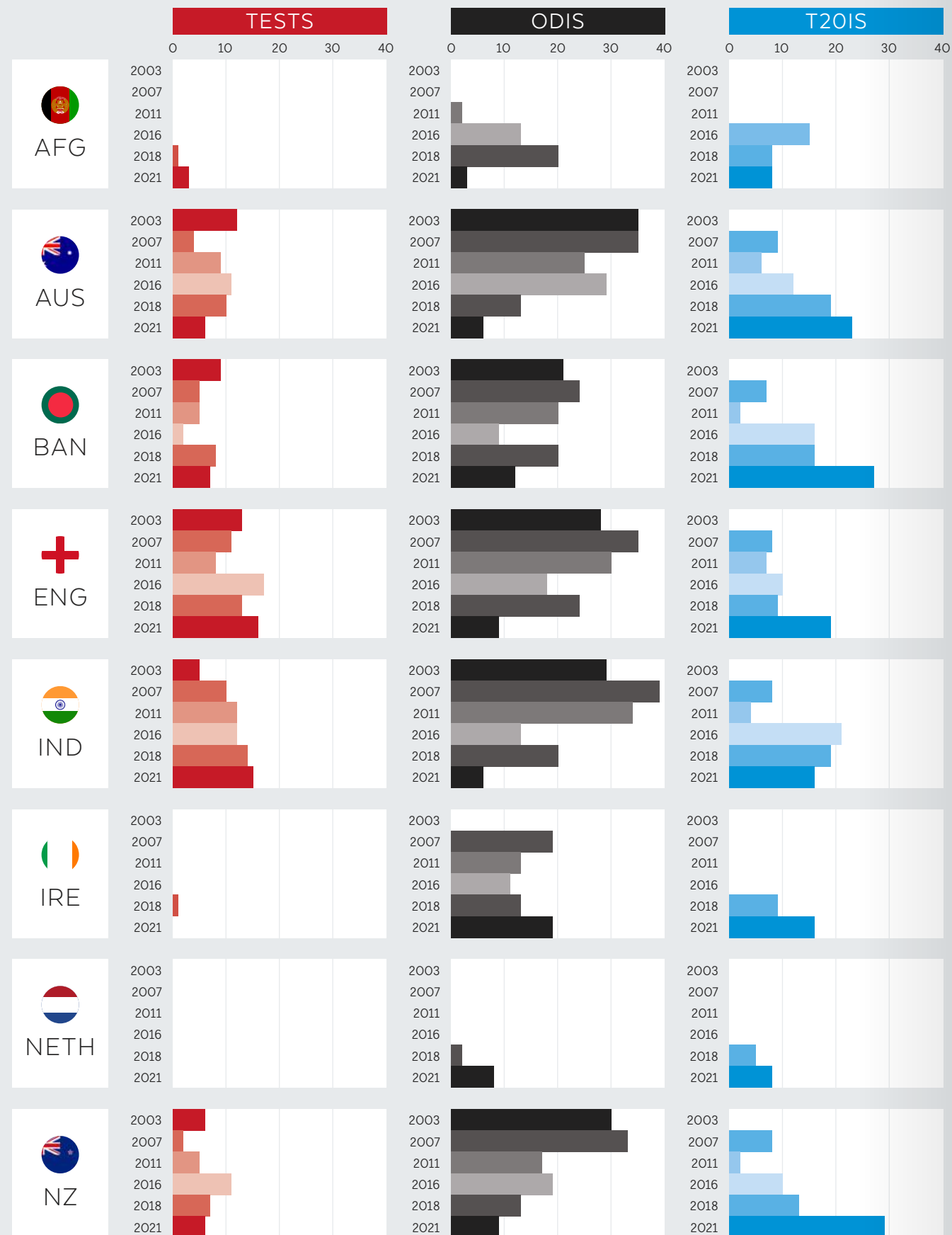


COMMENTARY

- > 485 fixtures represent a significant increase from previous years, which is mainly the result of an expanded T20 International Cricket definition to now include all countries
- > For top nine countries, the number of Test matches has trended slightly down since 2018, while the number of white-ball fixtures has trended slightly up, albeit with an annual swing between ODI and T20I being driven by alignment to and preparation for the format of upcoming ICC event at that point of time
- > At 71.3% of all international fixtures T20I cricket has asserted itself as the most-played format of international cricket

VOLUME OF INTERNATIONAL CRICKET BY COUNTRY

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



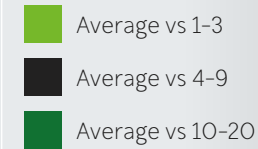
COMMENTARY

- > Pakistan played the most fixtures (58), with the majority of these T20Is
- > Countries generally prioritised T20Is over ODIs in the lead up to the November 2021 T20 World Cup
- > England and India played the most Tests and most days of cricket in total – consistent with previous years
- > ICC Full member countries Afghanistan, Zimbabwe and Ireland played only 14, 28 and 35 international fixtures respectively – highlighting the challenges for smaller or developing cricket countries in securing fixtures
- > ICC Associate member countries Scotland and the Netherlands played just 19 and 16 fixtures

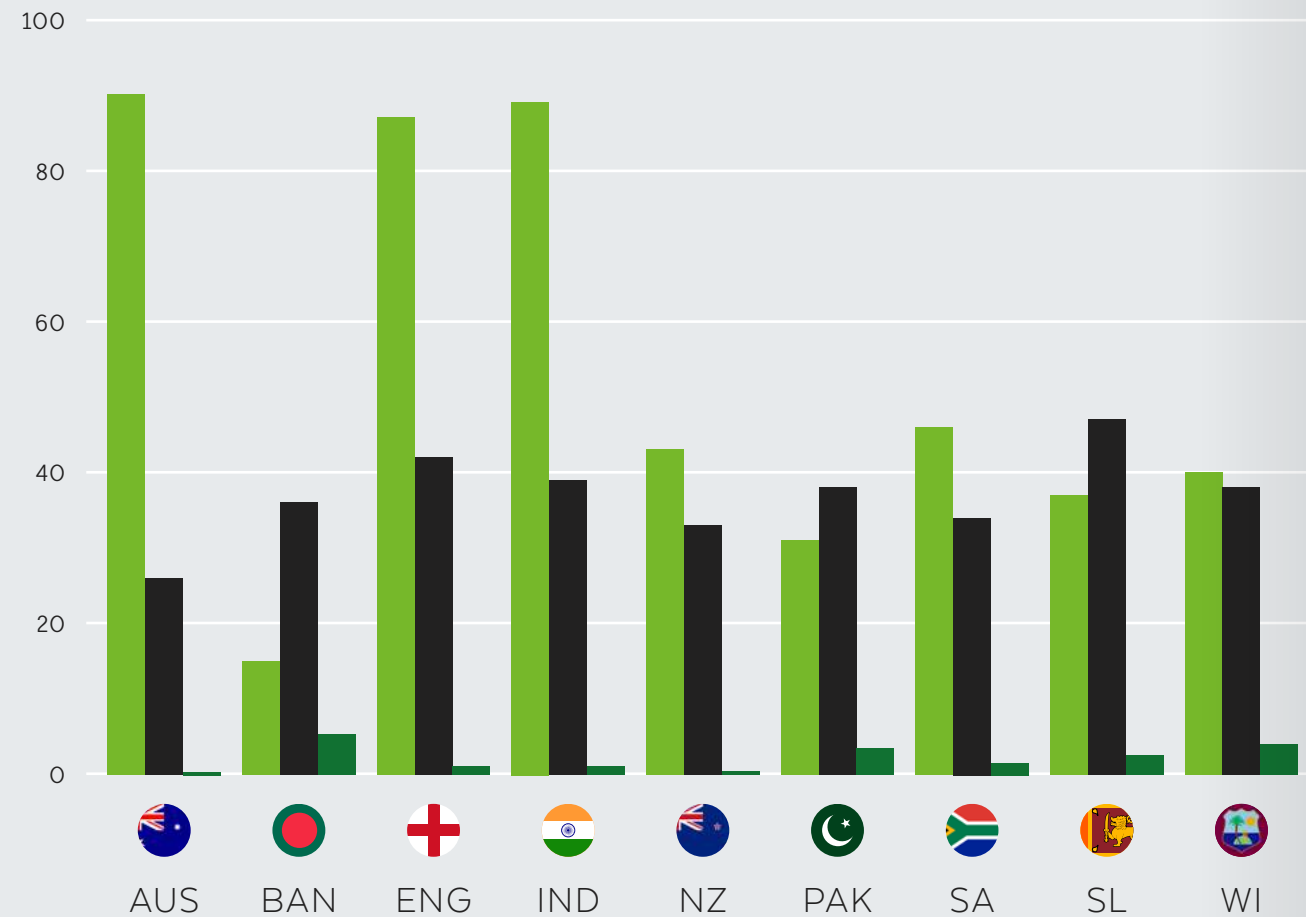
BILATERAL INTERNATIONAL CRICKET SCHEDULING SKEW

The below graph reflects the average days of international cricket played by the top nine countries against the following groups of opponents during the five-year period 2017-2021

- Teams 1-3 (Australia, England and India)
- Teams 4-9 (Bangladesh, New Zealand, Pakistan, South Africa, Sri Lanka, West Indies)
- Teams 10-20 (remaining ICC ODI ranked countries)



AVERAGE DAYS OF INTERNATIONAL CRICKET VS 1-3, 4-9, 10-20 (2017-21)



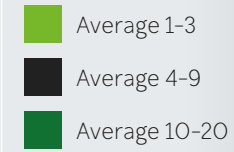
COMMENTARY

- > Australia, England and India averaged almost 90 scheduled days of cricket against each other between 2017 and 2021, compared to 36 on average against the 4-9 countries, and almost no cricket against the 10-20 countries
- > This has the dual effect of limiting the 4-9 countries the commercial and developmental benefits that playing cricket against the biggest three countries provides, while at the same time amplifying these benefits within the bigger countries – increasing the gap between the haves and the have-nots

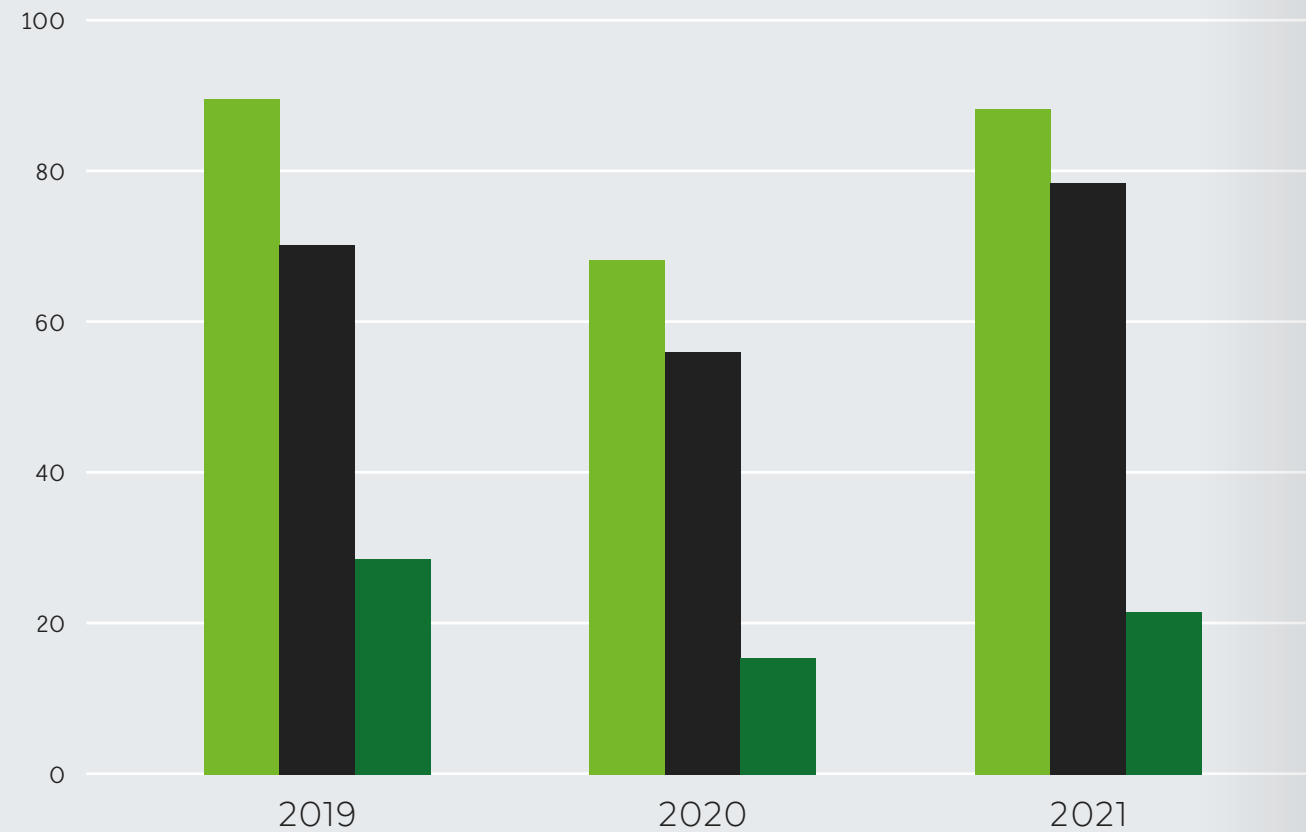


THE COVID EFFECT

The COVID pandemic saw an additional focus on revenue generating activities. The result of this was the larger countries (1-3 and 4-9) maintained a similar volume of cricket during the report period, whereas the developing countries (10-20) saw significant reductions in the volume of cricket played.



AVERAGE DAYS OF CRICKET 1-9 / 10-20 COMPARISON



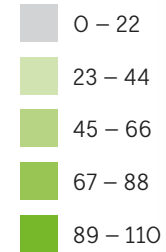
COMMENTARY

- > The COVID effect was felt most by the developing 10-20 cricketing countries, with the volume of cricket halving in 2020 before returning to just 75% of previous levels in 2021
- > Both the 1-3 and 4-9 countries bounced back relatively well in terms of volume of cricket played – 2021 in particular saw a significant increase meaning on average during the two-year period these countries played only slightly less cricket than pre-COVID years
- > The ICC maintained distributions during this period which reduced the commercial impact somewhat, although anecdotally a number of countries were stretched close to breaking point during this time
- > Commercial challenges resulted in a focus on core, revenue generating activities, and the loss of fixtures in 2020 led to a large catch up in 2021 and 2022 including to meet broadcaster obligations
- > 58% of players felt tour / event protocols such as bio-secure bubbles negatively impacted their wellbeing



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.



Afghanistan		
2003	N/A	
2007	N/A	
2011	KS Samiullah	2
2016	M Shahzad / R Khan	27
2018	Rashid Khan	33
2021	A Stanikzai	19

Australia		
2003	ML Hayden	92
2007	ML Hayden	60
2011	BJ Haddin	71
2016	SPD Smith	89
2018	Tim Paine	59
2021	M Starc	41

Bangladesh		
2003	A Kapali	66
2007	M Ashraful	54
2011	M Rahim / S Al Hasan	47
2016	S Rahman / S Al Hasan	35
2018	Mahmudullah	76
2021	L Das	63

England		
2003	ME Trescothick	90
2007	PD Collingwood	96
2011	GP Swann	68
2016	MM Ali / J Root	109
2018	Joe Root	92
2021	Joe Root	78

India		
2003	V Sehwag	52
2007	MS Dhoni	85
2011	MS Dhoni	87
2016	V Kohli	85
2018	Virat Kohli	89
2021	R Pant	75

Ireland		
2003	N/A	
2007	NJ O'Brien / WK McCallan	19
2011	KJ O'Brien / WTS Porterfield	12
2016	WTS Porterfield	17
2018	Paul Stirling	26
2021	Paul Stirling	30

Netherlands		
2003	N/A	
2007	N/A	
2011	N/A	
2016	N/A	
2018	N/A	
2021	P Seelaar	14

New Zealand		
2003	DL Vettori	55
2007	BB McCullum	51
2011	LRPL Taylor / BB McCullum	44
2016	KS Williamson	78
2018	KS Williamson	58
2021	T Southee	42

Pakistan		
2003	M Yousuf	63
2007	K Akmal	70
2011	M Hafeez	87
2016	S Ahmed	81
2018	Sarfraz Ahmed	82
2021	M Rizwan	80

Scotland		
2003	N/A	
2007	RR Watson	19
2011	CS MacLeod / RD Berrington	4
2016	MH Cross / RD Berrington	14
2018	George Munsey	17
2021	M Cross	19

South Africa		
2003	M Ntini / M Boucher	83
2007	AB de Villiers	86
2011	H Amla	43
2016	K Radaba	68
2018	Kaigiso Rabada	66
2021	A Markram	56

Sri Lanka		
2003	K Sangakkara / M Atapattu	61
2007	DPMD Jayawardene	77
2011	K Sangakkara	86
2016	LD Chandimal	65
2018	BKG Mendis	83
2021	P Chamee	54

West Indies		
2003	BC Lara	71
2007	D Ramdin	53
2011	DJG Sammy	82
2016	MN Samuels	61
2018	Shai Hope	71
2021	J Holder	59

Zimbabwe		
2003	HH Streak	52
2007	E Chigumbura	19
2011	BRM Taylor	36
2016	AG Cremer	40
2018	Hamilton Masakadza	44
2021	D Tiripano	30

COMMENTARY

- > The numbers above highlight the huge volume of cricket disparity across countries, with a clear gap between the top nine and the rest
- > Mohammad Rizwan (80), Joe Root (78) and Rishabh Pant (75) 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 with sustainability issues arising
- > Paul Stirling (30) and A Stanikzai (19) representing the most international days played in their respective countries highlights the challenges for new full members to gain international experience
- > Pieter Seelaar (14) and Matthew Cross (19) demonstrate a similar lack of exposure to international cricket for associate countries
- > Mitchell Starc (41) is low for Australia based on historic comparison due in part to limited Test cricket in 2021



3 DOMESTIC LEAGUES CRICKET

OVERVIEW

The domestic leagues landscape continues to grow in prominence. The popularity of the game and its increasing footprint has translated into record commercial outcomes and an ever increasing importance in the cricket calendar. The IPL remains at the forefront of this landscape and of particular note is the recent five-year IPL media rights sale for a reported 6.2 billion USD and the purchase of a new franchise for 964 million USD.

Private ownership (of both leagues, and franchises within them) is becoming increasingly prominent in cricket, and it is increasingly clear that several franchise owners have horizontal ownership strategies, owning teams across a number of different leagues. It remains to be seen if this strategy includes centrally contracting players across multiple leagues

The report period has also seen the growth or development of several new formats of professional cricket with The Hundred now two seasons into its establishment, and The Sixty/T10 format emerging across West Indies and the UAE.

Whilst the most recent FTP still does not formally include the domestic leagues in the game's global structure, FICA anticipates a period of consolidation of all leagues into three or four specific windows throughout the annual calendar, with multiple leagues competing for talent in a similar vein to established football leagues. January 2023 looks set to be the start of this with the BBL, CSA, ILT20 and BPL set to compete head-to-head for the first time.

The demise of several league concepts and continued late and non-payment issues, along with the lack of established player welfare structures in this landscape remain a concern.



KEY DOMESTIC LEAGUES STATISTICS

49% of players would consider rejecting a national contract for a bigger domestic contract

482 the number of overseas player contracts (out of 1641 total contracts) in major domestic league cricket in 2021

84 the number of players playing for 2 or more overseas domestic league teams in 2021

6.2bn the reported price in USD the IPL media rights (broadcast and digital) were sold for between 2023-2027

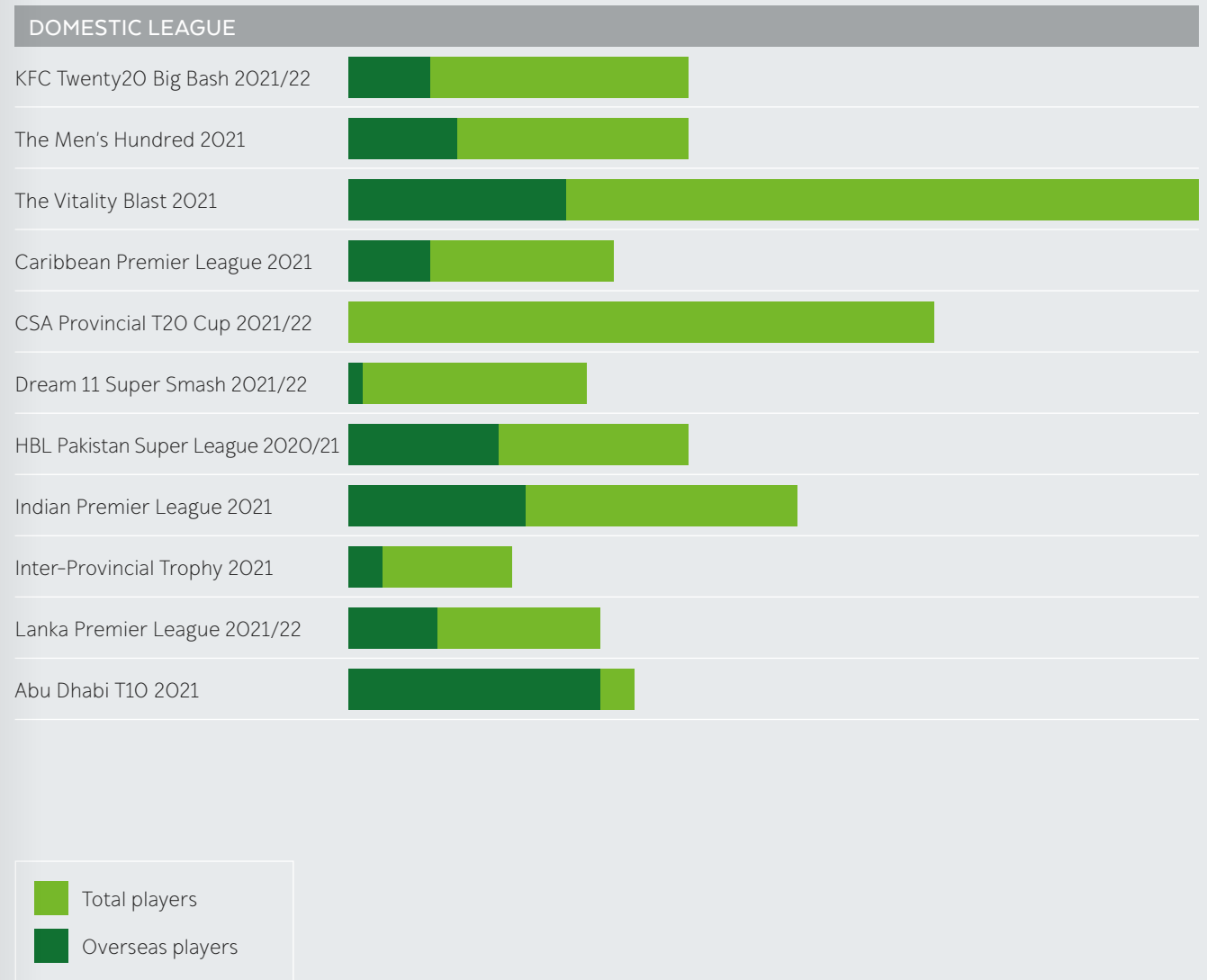
63% of players believe there should be specific scheduling windows in the international calendar

82% the percentage of players in the top 100 of the T20 Player Index who are now in the free agent or hybrid employment category



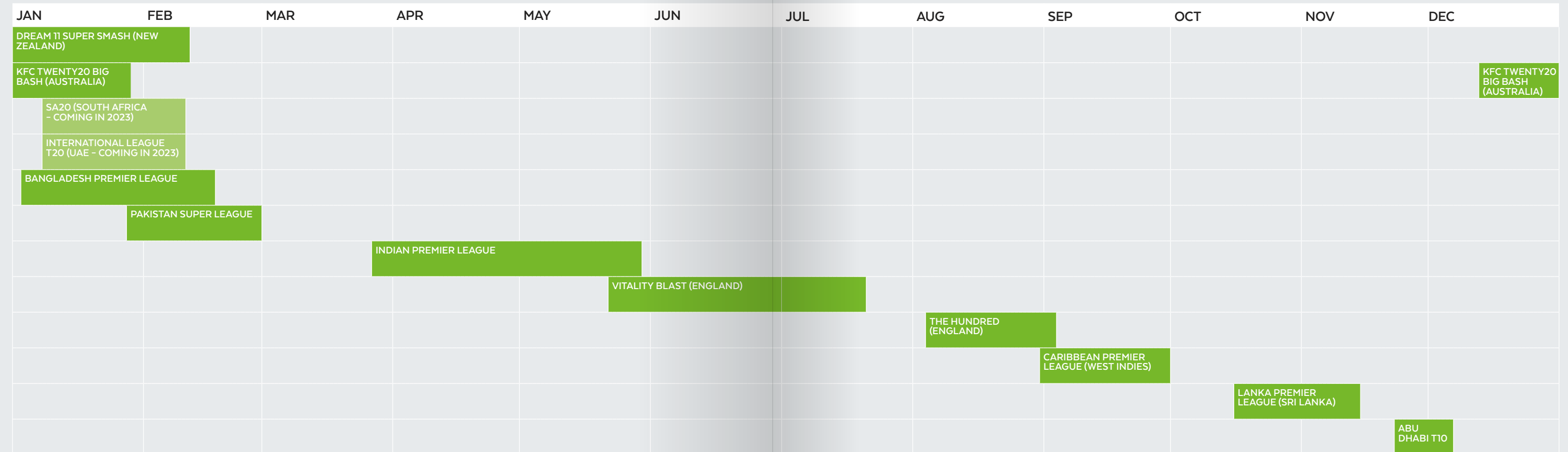
482

THE NUMBER OF OVERSEAS PLAYER CONTRACTS
ACROSS THE MAJOR DOMESTIC LEAGUES



THE 2022 CALENDAR OF MAJOR DOMESTIC LEAGUES

The 2022 calendar of major ICC sanctioned domestic leagues



SELECTED LEAGUES THAT HAVE COMMON PRIVATE OWNERSHIP

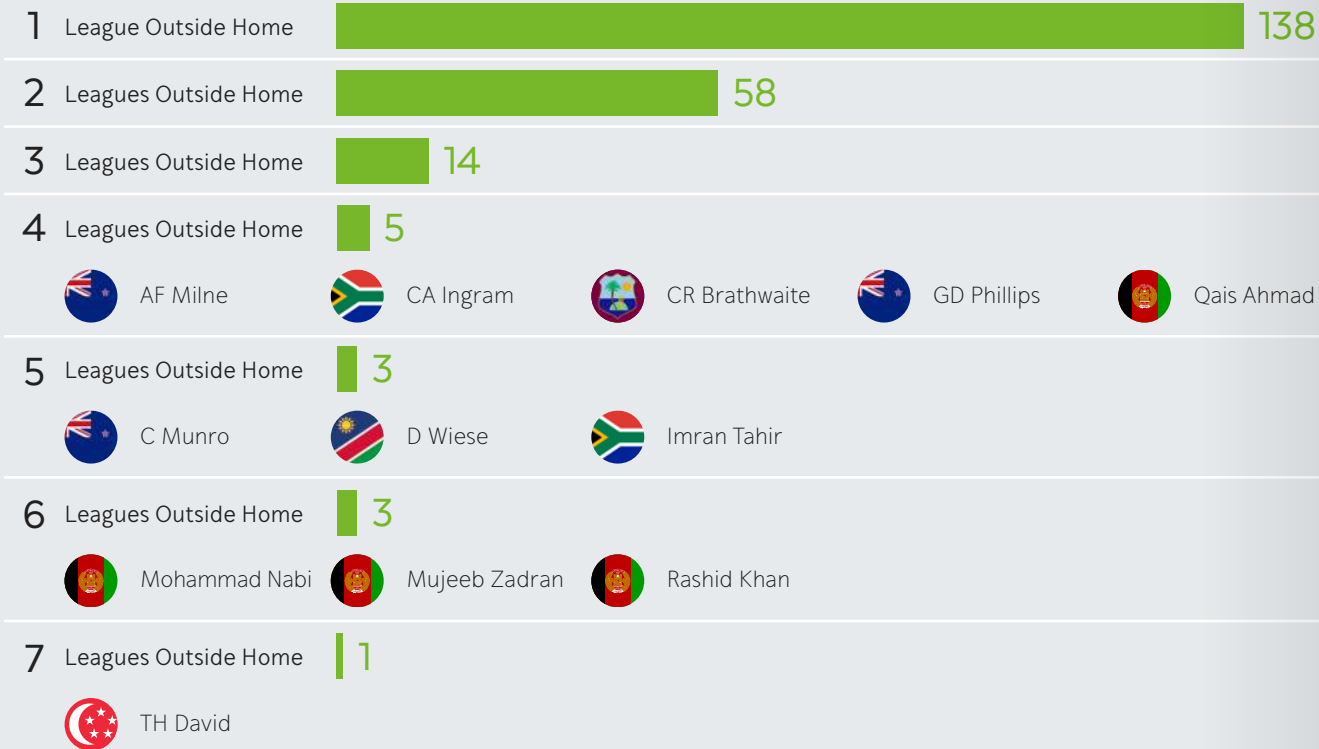
Indian Premier League	SA20	UAE International League T20	Caribbean Premier League
Delhi Capitals	Pretoria Capitals	Dubai Capitals	
Lucknow Super Giants	Durban's Super Giants	Gulf Giants	
Mumbai Indians	MI Cape Town	MI Emirates	
Rajasthan Royals	Paarl Royals		Barbados Royals
Kolkata Knight Riders		Abu Dhabi Knight Riders	Trinbago Knight Riders
Punjab Kings			Saint Lucia Kings
Sunrisers Hyderabad	Sunrisers Eastern Cape		
Chennai Super Kings	Joburg Super Kings		

COMMENTARY

- > The domestic leagues have previously represented year-round playing opportunities with only some overlap in the calendar – this looks set to change from January 2023 with a number of leagues competing during the same period
- > 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, while some associate countries (USA and UAE in particular) are currently making significant investment into creating their own prominent league
- > During the report period there has been an acceleration of the same entities buying ownership stakes in franchises across different domestic leagues. FICA expects more players may be contracted across each of these franchises in the future
- > Ownership models vary across leagues with differing 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 several individual boards threatened to withhold No Objection Certificates (NOC's) to prevent players from competing in domestic leagues, regardless of their contract status

NUMBER OF PLAYERS PLAYING IN MORE THAN ONE DOMESTIC LEAGUE

NUMBER OF PLAYERS PLAYING IN MORE THAN ONE DOMESTIC LEAGUE AS AN OVERSEAS PLAYER IN 2021



COMMENTARY

- > The volume of playing opportunities set alongside many of the names above highlight the career opportunities for players from 'smaller' cricket economies
- > The individuals playing for 3 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, with their primary focus being in the Domestic Leagues landscape
- > Domestic leagues covered include the major sanctioned leagues referenced above

DOMESTIC LEAGUES PLAYER WORKLOADS

Most domestic league cricket matches played in 2021



COMMENTARY

- > The days of cricket have been relatively consistent across the top 10 for the past five years other than a pandemic related dip during 2020
- > Afghanistan's Rashid Khan played the second most domestic league cricket days, demonstrating 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 its players from playing in 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 and the Netherlands, who both have a FICA-member Player Association. It provides an overview of the variety of employment conditions for players worldwide. Each overview provides a:

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 and benchmarking metrics based on the collation of comprehensive employment data from both players' associations, player engagement and surveys and other credible sources.

The assessment has been presented for this document using a "traffic light" system:

- positive employment market situation
- acceptable employment market situation or progress being made
- negative employment market situation or no provision

PLAYER REMUNERATION ASSESSMENT

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

Political instability combined with the COVID pandemic stalled much of cricket's progress in Afghanistan during the report period. The Taliban offensive in August 2021 resulted in a number of cricketers fleeing the country to seek asylum. Several groups provided support to people in need during this time and the significant impact of this period on the women's game and players will be expanded upon in FICA's women's employment report. Afghanistan's overall volume of international cricket has halved during this the report period.

Domestic leagues are currently on hold and the country is yet to host an international fixture. FICA has limited insight into the employment conditions of players in Afghanistan, due to the lack of an official players' association combined with little direct contact

with the Afghanistan Cricket Board. However, it is evident that Afghan players do not enjoy many of the rights and benefits on a par with their counterparts worldwide – a position that hasn't changed since our previous report.

Despite this, Afghanistan continues to produce world-class players, and can count the likes of Mohammad Nabi, Mujeeb Ur Rahman Zadran and, at the time of writing, the T20 Player Index world number one player, Rashid Khan amongst its ranks. While these players have featured predominantly in domestic T20 leagues, they can also look forward to an expanded 2023-2027 bilateral international cricket schedule which includes ODI and IT20 series against New Zealand, Pakistan and West Indies and Test Matches against Australia, India, New Zealand and Sri Lanka.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ↓ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



AUSTRALIA

PROFESSIONAL CRICKET OVERVIEW

Despite facing a number of challenges throughout the COVID-affected 2020/21 and 2021/22 seasons, the men's professional game in Australia remains strong with notable results at international level during the report period, including an historic T20 World Cup win followed by a rise to #1 in the ICC Test Rankings.

The players continue to be remunerated well above average on a global scale, and are represented by the Australian Cricketers' Association (ACA) which is one of the strongest players' associations within the sport. Player wellbeing remains a priority for the association, particularly following the isolating biosecurity bubble environments of the past two seasons. The ACA's GamePlan Programme invested heavily into player development and wellbeing over the reporting period.

Cricket Australia (CA) faced challenges during this period with State border restrictions and concerns around the quality of the Big Bash League (BBL), which includes facing litigation from a major

broadcast partner. CA has also come through a period of turnover of board members and executives.

The ACA and Cricket Australia has executed several joint-venture commercial opportunities over the reporting period, including an NFT project and a documentary sold to Amazon.

The ACA and CA have commenced negotiations for a new long-term MOU, after negotiating a new one-year MOU for 2022-23.

Australian cricket continues to benefit in the short term from the Future Tours Programme, with a significant number of men's bilateral international cricket days being played against England or India. Scheduling remains a challenge for cricket in Australia with the various formats; particularly during the December January period when Cricket Australia traditionally schedules its men's Test Cricket and BBL.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ▲ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- ▲ DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



BANGLADESH

PROFESSIONAL CRICKET OVERVIEW

Bangladesh continues to evolve as a cricketing nation and its consistent upward trajectory means it is well-placed to become a dominant country in the future. As the most popular sport in an economically burgeoning country of 165 million people, the potential is clear to see.

Whilst professional cricketers in Bangladesh have access to a formalised players' association in the Cricketers' Welfare Association of Bangladesh (CWAB), the organisation does not benefit from any permanent source of funding and its functions remain limited. However, since our last report the CWAB has supported almost 500 former professional cricketers through the COVID-19 pandemic, with financial assistance coming partly from international and first-class players. Relations with the governing body, the Bangladesh Cricket Board (BCB), have slightly improved since the players took collective action to

address issues around their employment conditions prior to our last report, but significant progress can still be made in this area.

On the field, the national team has continued its progress into an established cricketing force, and is led by star names including Shakib Al Hasan, Tamim Iqbal and Mustafizur Rahman. Domestically, the Bangladesh Premier League (BPL) returned in early 2022 for the first time since 2020 due to the COVID pandemic. Along with the Dhaka Premier Cricket League it continues to be a major earning platform for players in Bangladesh and is also able to attract established T20 stars from around the globe. However, there is work to be done to develop the domestic first-class cricket foundation in Bangladesh, with only 90 players currently contracted across eight teams, and no central formalised salary or match fee structure in place.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
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- DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



ENGLAND

PROFESSIONAL CRICKET OVERVIEW

Alongside Australia and India, England continues to be one of the driving forces of cricket worldwide. Both domestic and international players in England remain supported and well-remunerated across a deep employment market of almost 500 professional men's players.

The Professional Cricketers' Association (PCA) offers players comprehensive support, including a Personal Development and Welfare Programme, centrally negotiated international and domestic contracts plus individual contractual and legal advice, and a collectively negotiated pension and private health scheme. Players also have access to the Futures Fund upon retirement as well as the Professional Cricketers' Trust and mental health support programme, both during and after a player's career. There has also been the recruitment of an independent legal panel, offering support and expertise in a wide range of legal issues.

Cricket in England has faced significant challenges since FICA's previous report, however, with the game brought into the national spotlight after multiple players came forward to highlight their experiences of racism and

discrimination within the game. Since then, the PCA have recruited a Director of EDI, developed an EDI Working Group alongside implementing an EDI education programme and have been involved in the development of a game-wide 12-point plan to tackle discrimination in English cricket.

England players have the busiest schedule of all international cricketers, highlighted by Test captain Ben Stokes' recent decision to retire from the ODI format due to excessive workload.

The domestic structure is set to evolve following the introduction of a fourth competition in The Hundred, with the first-class County Championship pushed out to the margins of the season. However, the PCA is part of a High-Performance Review that is looking to address this.

The ECB has recently extended its broadcast partnership with Sky Sports until the end of 2028, with the PCA now working on securing employment terms, funding and conditions for its players via both the CPA and Team England Player Partnership MOU for 2025 onwards.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ▲ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- ▲ DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



INDIA

PROFESSIONAL CRICKET OVERVIEW

India continues to be the dominant superpower in global cricket, surpassing all other ICC members in terms of revenue and influence at global level. The BCCI holds significant leverage over all countries due to the extreme value of the Indian teams' overseas tours and their subsequent ability to influence when, where and how long these tours will be, following de-regulation of the Future Tours Programme several years ago. Country voting on key matters at ICC meetings generally aligns with India's preference, with India receiving a revenue distribution from the ICC which is greater than any other country.

The Indian Cricketers' Association was established a number of years ago and represents and lobbies for past players, however, India still has no formalised players' association for current players, meaning their collective interests are not represented formally in the game. On a percentage of board revenue basis, Indian players are allocated a smaller slice of a very large pie, when compared to analogous countries. Players in India remain restricted from competing in overseas domestic leagues.

On the field, the Indian team continues to excel in all three formats, with many players both national heroes and global icons.

Domestically, the IPL is the pinnacle tournament, both financially and competitively. The original T20 franchise tournament has an expanding informal window in the international cricket calendar, and recently reportedly sold its media rights for over \$6bn USD, making the IPL the second most lucrative sporting competition in the world (behind the NFL) on a per match basis. It remains to be seen how much of this revenue is shared with players, but current salary caps indicate this is likely to continue to be significantly less other analogous sporting leagues. The IPL unquestionably provides fantastic opportunities for emerging Indian cricketers, and is aspirational for overseas players alike. However, the continuing trend indicates there is a real possibility that the IPL will become THE game (à la NFL, MLB) and continue to expand over the next decade.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
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- DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ▲ *DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ▲ *DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

*High in quantum, but low in terms of percentage of revenue, estimated <10% of overall revenue generated

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



IRELAND

PROFESSIONAL CRICKET OVERVIEW

Ireland's strong progress as a cricketing nation over the past 15 years has experienced challenges following its elevation to full member and Test playing status.

This has been in part due to lack of international fixtures, which has seen Ireland play half as much cricket as other full members during the report period. This was partly offset by a bumper 2022 schedule which included matches against England, South Africa and New Zealand.

The underpinning domestic infrastructure provides another challenge, with a lack of cricket and access to quality facilities an ongoing frustration. However, the biggest frustration for players has been the lack of multi-day domestic cricket and in turn this has been reflected in the fixtures, having only played two Tests since Test status was gained.

The Irish Cricketers' Association (ICA) continues to make efforts to support players and mirror global best practice. The organisation is limited by its financial arrangements, as it is currently only supported by residual funds from a Cricket Ireland (CI) contribution, licensing revenue and a planned sponsorship campaign. Though the ICA has made a success of supporting players in partnership with other player associations in Ireland to this point, additional revenue would enable the hiring of a dedicated Personal Development Manager, for example, which would be a significant step towards supporting player welfare in line with best practice.

MOU negotiations are ongoing between CI and the ICA, and to line up with best practice around the world, FICA looks forward to seeing a partnership finalised between the players and the governing body.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
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- DOMESTIC CONTRACTS – collectively bargained
- DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- *DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- *DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

*Euro T20 Slam has been postponed and is not factored in

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

NETHERLANDS

PROFESSIONAL CRICKET OVERVIEW

FICA is proud to include the Netherlands in its global employment report for the first time, after the Dutch Cricketers' Association (DCA) was established in 2020. This in itself is a testament to the progress that Dutch cricket has made in recent times and qualification for the 2022 ICC Men's T20 World Cup illustrates that the Netherlands is becoming more consistent in the international arena.

Such progress is limited, however, by the fact that only five salaried players are currently contracted on a full-time basis by the Royal Dutch Cricket Association (KNCB). The KNCB have come through a period of instability at Board and Executive level, and it's clear there is significant room for improvement in the relationship between the KNCB and both players and clubs, to enable progress and an ability to resolve issues proactively, in partnership.

There has been significant frustration with the lack of a genuine sponsor for the KNCB since 2015 – over two-thirds of the governing body's current income is sourced via ICC contributions. The KNCB is not helped by a lack of participation in cricket at a local level in the Netherlands, with football and hockey being by far the most popular sports in the country. As a result, there is no formal domestic structure in place, with amateur clubs underpinning the national side. Like the Irish Cricketers' Association, the DCA continues to make strong efforts to support players, but the organisation is limited by a small annual turnover, funded solely by membership fees, and remains predominantly a volunteer based organisation.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ↓ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- ↓ DOMESTIC CONTRACTS – average player earnings
- *FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ *DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ *DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

*Euro T20 Slam has been postponed and is not factored in

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



NEW ZEALAND

PROFESSIONAL CRICKET OVERVIEW

New Zealand Cricket continues to demonstrate how a governing body and players' association can work cooperatively for the benefit of all parties, with the New Zealand Cricket Players Association (NZCPA) proactively consulted on all things affecting its members.

One of the underlying principles of cricket in New Zealand is that all players should be classed as contractors rather than employees, and are therefore free to ply their trade globally. Defined windows are put in place to enable men's cricketers to play in tournaments including the IPL, with no interference from NZC.

As is the case for many players around the world, workload and COVID fatigue has been cited as a major player issue for New Zealand's 116 contracted men's cricketers since FICA's last report, though the NZCPA has taken steps to address this in the form of wellness and wellbeing programmes. The NZCPA also supports its members through a wider personal development programme including career planning services.

the Cricketers' Trust hardship fund and an agent accreditation scheme, all of which will be enhanced by the upcoming expansion of their personal development team from five to six.

The health of New Zealand cricket's governance and administrative functions enables their players to realise their full potential on the field. Despite the country's relatively small size and population, the men's team continues to excel in all three formats, highlighted by their victory over India in the inaugural World Test Championship final in 2021, as well as featuring in the most recent T20 and 50-over World Cup Finals. However, even a strong partnership with inbuilt flexibility has not been enough to stop the trend of 'flight of talent' away from international cricket that the structure of the game is driving, with Trent Boult's exploration of free agency a pertinent recent example. This highlights the impact of macro economic and scheduling issues on all countries, even those with strong and flexible models.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



PAKISTAN

PROFESSIONAL CRICKET OVERVIEW

The return of bilateral international cricket to Pakistan has been one of the game's success stories of recent years. Since FICA's last report, the likes of Australia and South Africa have visited Pakistan's shores to compete in Test series, entertaining a cricket-obsessed public who had long been deprived of a consistent international calendar due to security concerns. Pakistan has also become a viable destination for overseas T20 stars due to the success of the franchise-based Pakistan Super League (PSL), which saw over 50 international cricketers competing in 2022. However, the PSL does face some scheduling challenges, with the neighbouring IPL recently expanding to overlap with the tournament's traditional February-March window, on top of an

existing clash with the Bangladesh Premier League. The introduction of the Pakistan Junior League, an international six-team under 19 T20 tournament, is another new initiative scheduled in October 2022. Security remains an important issue alongside these developments, and extensive, bespoke arrangements continue to be implemented around these events.

The lack of a formalised players' association in Pakistan means that players have no collective representation at executive level, and therefore have no voice in the direction of the game, and miss out on many of the employment protections, and support afforded to many of their international counterparts.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ↓ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



SCOTLAND

PROFESSIONAL CRICKET OVERVIEW

Included in FICA's global employment report for the second time, cricket in Scotland continues to evolve at a steady rate. Since our last report, notable progress has been made in the area of player remuneration. A significant increase to the Player Payment Pool means all professional contracts now reach minimum wage for a 24-year-old in the United Kingdom. The Scottish Cricketers' Association (SCA) has been able to effectively negotiate such developments with Cricket Scotland (CS) through its MOU, initially established in 2017, and progress continues to be made through the commitment and resilience of a small number of individuals. However, the SCA is still run exclusively by volunteers, which continues to limit the level of support it is able to offer.

Scotland's recent progress as a cricketing nation during the report period has also faced significant challenges following a report into racism in the Scottish game, the findings of which were published in July 2022. The report detailed a significant number

of examples of institutional racism in Scotland, the effects of which will be felt across Scottish cricket for years to come following the departure of the entire CS Board on the back of the release of the report.

Cricket in Scotland remains almost exclusively reliant on funding from the ICC and Sport Scotland to operate and there remain significant challenges in generating commercial income and capitalising on Scotland's excellent performance at the 2021 T20 World Cup, where they reached the Super 12 stage before being knocked out.

Scottish cricket faces the usual challenges associated with a country of Scotland's size in the game, namely a lack of volume of professional contracts, facilities, and the lack of access to volume of competitive cricket against bigger countries, although a backlog of men's international fixtures caused by the pandemic is currently being worked through.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- ↓ NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- ↓ DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ *DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ *DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

*Euro T20 Slam has been postponed and is not factored in

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



SOUTH AFRICA

PROFESSIONAL CRICKET OVERVIEW

South African cricket, which in recent years has faced significant challenges as a result of turmoil at Cricket South Africa (CSA), has recently been given a boost by the announcement of a new T20 league which is set to begin in early 2023. The competition, which features six teams all owned by existing IPL franchises, has raised \$150 million USD and could prove to be a financial game-changer for cricket in South Africa.

The tournament follows the previous failed attempt to create the Global T20 League, and is South Africa's answer to the proliferation of global T20 franchise leagues. Despite the potential and positives, the league will likely add further strain on the country's window for bilateral international cricket, with international players being made available for it. It remains to be seen what effect the league will have on player retention in general, with many of South Africa's most talented players historically opting to forge a career path abroad.

Creating a pathway for young South African players to advance through the domestic structure and compete for their country at the highest level remains the administrators' biggest challenge. Some effort has gone towards this in the form of a recent domestic restructure to create two professional divisions in combination with the new T20 league.

Though relations between CSA and the South African Cricketers' Association (SACA) have recently improved at an operational level, the relationship has faced significant strain in recent years. A new MOU is currently being negotiated between CSA and SACA, which will enable the latter to continue providing members with services related to player learning, hardship and financial support. SACA's 23-strong executive staff, including 13 regional Player Development Managers, remain committed to the welfare of their members, and are a lead contributor to FICA on global game issues.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
- NATIONAL CONTRACTS – collectively bargained
- NATIONAL CONTRACTS – average player earnings
- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
- DOMESTIC CONTRACTS – average player earnings
- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- ↓ *DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ *DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

*The new CSA T20 League scheduled for early 2023 looks set to change this

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



SRI LANKA

PROFESSIONAL CRICKET OVERVIEW

Cricket in Sri Lanka has faced challenges during the report period following a period of civil unrest in the country. In the short term this led to Sri Lanka Cricket (SLC) informing the Asian Cricket Council that it was unable to host the Asia Cup T20 in late 2022. To date bilateral international cricket has continued to take place in Sri Lanka in 2022, with further fixtures scheduled.

The Lanka Premier League (LPL), which was postponed in 2022 due to the mass protests, has gained some traction in attracting overseas T20 players to Sri Lanka's shores. However, it has struggled to achieve the same prominence as equivalent leagues in neighbouring India and Pakistan.

The political situation aside, Sri Lanka continues to deal with many of the issues encountered by smaller cricketing nations. There is a limited defined and supported pathway towards a career in professional cricket in Sri Lanka and FICA was disappointed to see the Sri Lanka Cricketers' Association (SLCA) effectively cease to operate from 2020, following continued opposition to its formal recognition by SLC. As a result, Sri Lanka's international and domestic cricketers do not have a current collective representative voice, nor do they receive either remuneration or employment rights that would compare with other countries of similar standing internationally.

PLAYER EMPLOYMENT ASSESSMENT

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

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 ▲ ABOVE ■ AVERAGE ▼ BELOW



WEST INDIES

PROFESSIONAL CRICKET OVERVIEW

Though not the dominant international force it once was, the West Indies continues to produce players who are sought after in T20 franchise leagues around the world, with the same players now opting to represent their country more often (especially in major tournaments) following dialogue with the governing body, Cricket West Indies (CWI).

The West Indies Players' Association (WIPA), maintains a strong relationship with CWI, and there are mechanisms in place for how the entities communicate, negotiate and resolve matters, including via an established MOU framework. WIPA has continued to make positive gains on behalf of players, and continues to enhance its welfare and personal development support for West Indian cricketers, including regular developmental workshops [life after cricket, financial management, anti-doping, anti-match-fixing, anti-racism etc].

Players nevertheless face issues commonly experienced by those from countries of similar sizes, including but not limited to a lack of: financial resources; elite indoor facilities; and coaching personnel from club level right through to the international set-up.

In addition, the West Indies' geography means it will always face the unique challenge of coordinating the administration of professional cricket across a number of different countries within the Caribbean. Domestically, the privately-owned Caribbean Premier League (CPL) has increasingly become an established fixture in the global cricket calendar since its inaugural edition in 2013. The CPL has faced similar scheduling issues to comparable franchise leagues around the world, but still manages to attract international stars to compete in the September tournament.

PLAYER EMPLOYMENT ASSESSMENT

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- MOU BOARD RELATIONSHIP
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- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
- DOMESTIC LEAGUE PLAYER EARNINGS – marquee/international players
- ↓ DOMESTIC LEAGUE TOURNAMENT PLAYER EARNINGS – domestic players

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



ZIMBABWE

PROFESSIONAL CRICKET OVERVIEW

Though the African country recently hosted a successful T20 World Cup qualification event, the national team suffers from a lack of competitive fixtures against other full ICC member countries. Instead, Zimbabwe's international schedule consists of infrequent bilateral series against the smaller member countries.

When players do enjoy scheduled international cricket, they have often suffered from issues of late payment, with many referring to third parties for legal support. Despite the fact that a players' association previously existed in Zimbabwe, there is currently no recognised body in place to collectively represent the views of players. This means that Zimbabwean

cricketers lack personal development and welfare support on a par with their counterparts worldwide.

Given there is no significant domestic T20 league in Zimbabwe, the pathway towards a viable career in professional cricket in Zimbabwe is even more difficult to trace. Notwithstanding these issues and more, the national team did enjoy some recent success at the aforementioned T20 World Cup qualification event, winning a ticket to the final stages of the tournament in Australia in October 2022. Despite an increase in scheduled fixtures in the ICC's 2023-27 Future Tours Programme, the country still has a long way to go to match its competitive high point of the late nineties and early noughties.

PLAYER EMPLOYMENT ASSESSMENT

- PLAYERS' ASSOCIATION
- MOU BOARD RELATIONSHIP
- PLAYER WELFARE / PERSONAL DEVELOPMENT PROGRAMME
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- PLAYER-OWNED COLLECTIVE COMMERCIAL RIGHTS ENTITY
- DOMESTIC CONTRACTS – collectively bargained
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- FICA / ASSOCIATION ROLE IN DOMESTIC LEAGUE TOURNAMENT CONTRACTS
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↑ ABOVE ■ AVERAGE ↓ BELOW



5

2022 FICA 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 2022 FICA received ~400 player responses from current international and professional players across 11 countries. This section highlights some of the key findings.

REPRESENTATION & VOICE

Summary

SOLIDARITY	78% say solidarity between them and their association is strong
BOARD RELATIONSHIP	46% say the player relationship with the board is poor / very poor
VOICE	44% believe they do not have a clear voice in the future direction of the game
DENIAL OF RIGHT TO ORGANISE	13% have been made to feel uncomfortable for being part of a players' association

ISSUES FACING THE GAME

Some of the most important issues facing the game, highlighted by players are:

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

“
**IT IS MADE CLEAR
 THAT PLAYERS HAVE
 NO RIGHT TO SAY
 ANYTHING AGAINST
 THE SYSTEM**”

44%
 OF PLAYERS DO
 NOT BELIEVE THEY
 HAVE A CLEAR SAY
 ON PLAYER ISSUES
 IN THE GAME

EMPLOYMENT RIGHTS

Summary

NUMBER OF CONTRACTS	24% have two or more cricket contracts
LENGTH OF CONTRACTS	69% have contracts of one-year or less in duration
EMPLOYMENT SECURITY	54% feel insecure / very insecure in their cricket employment
EMPLOYMENT SECURITY	80% favour contract security over playing in different competitions
NON-PAYMENT	16% have had issues with late or non-payment of contracts
CLUB V COUNTRY CONTRACTS	49% would reject a national contract for bigger domestic league contract(s)
INTIMIDATION	16% have felt bullied or intimidated by their employer
COMMERCIAL RIGHTS	94% think players should have a say on how their image is used by the ICC and its partners
RESTRAINT ISSUES	7% have been refused a No Objection Certificate (NOC)

49%
 OF PLAYERS WOULD
 CONSIDER REJECTING
 A NATIONAL CONTRACTS
 FOR BIGGER DOMESTIC
 T20 CONTRACT

“
**TEAMS SHOULD BE SELECTED
 ON QUALITY OF THE PLAYER,
 NOT THE COLOUR OF YOUR SKIN
 - IF YOU'RE GOOD ENOUGH,
 YOU'RE GOOD ENOUGH**”

CRICKET STRUCTURE

Summary

TEST CRICKET	73%	rank Test cricket as the most important format to play in
DAY / NIGHT TEST CRICKET	79%	are supportive of day / night Test Cricket
4 DAY TEST CRICKET	56%	are against changing Test cricket to 4 days to free more time in the calendar
MULTI-FORMAT SERIES	56%	support multi-format series with combined points tallies
PITCHES	67%	believed the current pitch rating system is helping to produce good pitches
PRIMACY OF ICC CWC	54%	of players rank the ICC CWC as the most important global event
UMPIRES	87%	believe there should at least one neutral umpire in international fixtures

63%

BELIEVE THERE SHOULD BE CLEAR WINDOWS FOR INTERNATIONAL CRICKET AND DOMESTIC LEAGUES

“

WE NEED TO PLAY MORE INTERNATIONAL FIXTURES, AGAINST QUALITY OPPOSITION TO IMPROVE

“

WE PLAY TOO MUCH INTERNATIONAL CRICKET, IT'S JUST NOT SUSTAINABLE

PLAYER WELFARE

Summary

PERSONAL SUPPORT	68%	feel they do have enough personal and wellbeing support
MENTAL HEALTH	67%	feel they have access to enough mental health support
DISCRIMINATION	14%	of players felt they had been discriminated against based on race, with a further 6% facing other forms of discrimination
SUPPORT	63%	felt they didn't receive adequate support after this discrimination

58%

OF PLAYERS FELT TOUR / EVENT PROTOCOLS SUCH AS BIO-SECURE BUBBLES NEGATIVELY IMPACTED THEIR WELLBEING

“

THE BIOSECURITY BUBBLES REALLY TOOK A TOLL

“

MY MENTAL HEALTH HISTORY WAS USED AGAINST ME WHEN OMITTED FROM A RECENT SQUAD SELECTION



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