

A Once in a Decade Opportunity - Building a Global Partnership between FICA (players) & ICC

- In most of your countries your players' association has a collective agreement with your national governing body that acknowledges and respects the role of players as key stakeholders / partners
- No such agreement currently exists between the ICC and players (FICA) at global level
- To change this we are seeking a global partnership with the ICC governed by an agreement
- This will be difficult to achieve because we know that many governing bodies have historically not supported FICA or players' associations
- Following discussion with your players' associations and the FICA Player Advisory Groups, we are advocating for the partnership to focus on the points below for the next cycle of ICC Events which runs between 2024 – 2031

Respect for People

- **Securing Player Contracts Globally**
 - Player contracts are consistently breached in sanctioned cricket and we know players often don't get paid, or are paid what they are owed, late
 - We are proposing proactive protections for players against these issues
- **Global Player Welfare**
 - There are gaps in support for players who are not represented by players' associations and also for players who are travelling more around the world than they ever have before
 - We are asking the ICC to commit to working with us on researching gaps in player support and developing global programs that complement domestic programs and provide support where there is none
- **Global Codes and Regulations**
 - We are asking the ICC to commit to working together with us to ensure that all ICC Codes and Regulations (e.g. conduct, anti-doping, anti-corruption) protect players in line with international norms, and not just the interests of the ICC and its members
- **Human / Player Rights**
 - The ICC has an obligation to protect and respect people, including players, better
 - Players should be afforded internationally recognised human rights, which include the rights to freedom of association (i.e. to form and join a players' association), to collectively bargain, to a safe work place free from discrimination, bullying and harassment etc
 - We are asking the ICC to commit to working with FICA to embed such rights in cricket and to create a safer space for players' associations to play their important role in protecting players and growing the game
- **Pathway to Gender Equity**
 - We are asking the ICC to commit to working with FICA to develop a global gender equity model and to embedding gender equity principles in the game at global level, following the recommendations in FICA's 2020 Women's Global Employment Report

Strengthening the Game and Its Structure

- **Scheduling and Game Structure**
 - Player decisions are a key factor in shaping the direction of the game, fan engagement, and commercial value and players should be engaged more meaningfully on global game structure and scheduling

- We are asking the ICC to commit to ensure that players (FICA) are included in all relevant forums
- **Cricket Issues**
 - Players are often in the best position to provide insight on “inside the ropes” issues and through our member players’ associations, PAG’s and players globally, FICA is in a position to continue to represent those insights collectively at global level
 - We are asking the ICC to commit exploring new opportunities to bring players together on new global initiatives and forums relating to cricket issues

Unlocking Opportunity through Fair Commercial Arrangements

- **Establishment of Global Player Commercial Program**
 - The current ‘Squad Terms’ model is not working and we have several ongoing legal challenges in relation to the unauthorised use of player commercial rights by the ICC
 - FICA has established a new entity, FICA Global Player Rights Ltd (FICA GPR) and player from the FICA countries have now licensed certain commercial rights for the next ICC Events cycle into FICA GPR to help to set up a fairer model that can also add value to the game
 - We are proposing a new Global Player Commercial Rights program that:
 - **Protects players** from the (ongoing) unauthorised use of their commercial rights at global level
 - **Optimises collective commercial rights values** for players (and the game)
 - **Ensures players (FICA) have a seat at the table** at ICC level on key issues that impact them
- **Player Prize Money**
 - Prize money is recognition and incentive for on-field performance in pinnacle events
 - Players currently receive 2.6% of ICC revenue as prize money, but there are no agreed principles guiding how it is distributed, including across gender and format splits
 - We are proposing :
 - **A guaranteed prize money pool** and distributions guided by agreed principles
 - **Equal men’s and women’s prize money** per Event / per day
 - **Greater transparency** on forecasting and revenue during the cycle
- **Excess Forecast Fund**
 - Players should be sharing in any increases in revenue above forecast during the cycle
 - We will be proposing that this is tracked through a fund which is distributed to:
 - **Future Events** in the cycle; and
 - **Reinvestment into Global Growth and Stability Programs** (including to help with the professionalisation of the game and global player welfare)