



FICA

FEDERATION OF
INTERNATIONAL CRICKETERS' ASSOCIATIONS



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



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CRICKET SHOULD BE STRIVING TO PROVIDE EMPLOYMENT CONDITIONS THAT ATTRACT THE BEST TALENT TO OUR SPORT WORLDWIDE AND ENSURING THERE ARE MORE VIABLE CAREERS FOR PLAYERS FROM MORE COUNTRIES.

Sana Mir
Former Pakistan international



“

THERE HAVE BEEN POSITIVE STEPS IN RECENT YEARS AROUND THE WORLD AND IT'S IMPORTANT THE WOMEN'S GAME CONTINUES TO BE PRIORITISED AND INVESTED IN.

Hayley Matthews
West Indies

“

BOTH INTERNATIONAL CRICKET AND THE DOMESTIC LEAGUES ARE IMPORTANT TO THE FUTURE OF THE GAME AND IT'S IMPORTANT BOTH ARE GIVEN THE SPACE NEEDED TO SUCCEED AND TO CO-EXIST IN THE CALENDAR.

Heather Knight
England



“

THE GROWTH OF THE GAME IN MORE THAN JUST A FEW COUNTRIES WILL BE CRITICAL TO THE LONG-TERM HEALTH AND SUCCESS OF THE GAME.

Laura Delany
Ireland



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THE PLAYERS' VIEW

Players continue to have strong and important views and insights on the game, and the terms and conditions they are faced with as they look to forge meaningful careers around the world. Guided by players, this report highlights many of the moving parts in the game's global structure and player employment landscapes, along with some of the key issues that FICA continues to urge the game to collaboratively come together to address. A summary of some of the key insights from players is set out below:

KEY EMPLOYMENT CONCERNS

*JOB INSECURITY

86%

have less than 12 months to run on their current contract, compared to 76% of male players, while two-thirds feel insecure or very insecure about their employment as a cricketer

*NGB RELATIONSHIP

33%

rate their relationship with their National Governing Body as poor or very poor, with 21% having felt bullied, intimidated or threatened by their governing body / club / league

*DISCRIMINATION

34%

have felt discriminated against based on gender, with three-quarters believing they did not have adequate support provided afterwards

*LATE / NON-PAYMENT

22%

have had issues getting paid under a cricket contract

VIEWS ON THE GAME

*SCHEDULING FRAMEWORK

84%

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

*FORMAT IMPORTANCE SHIFTING

49%

rate ODI Cricket as the most important international format (a reduction from 63% previously), with an increasing number rating T20Is (29%), and Test Cricket (22%), as the most important

*MULTI-FORMAT

81%

are supportive of multi-format series with combined points tallies

*CO-EXISTENCE

73%

believe there should be ring fenced windows to enable international cricket and domestic leagues to co-exist, whilst 48% would consider rejecting a national contracts if they were paid more to play in domestic leagues

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



BACKGROUND

Welcome to the third FICA Women's Professional Cricket Global Employment Report.

These reports aim to provide an accurate and balanced assessment of the women'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 December 2022.

In previous reports, FICA has set out a gender equity model developed with external experts, mapping a four-stage professionalisation maturity curve of amateur, fledgling 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. To continue to inspire and support progress in line with FICA's aspiration, this report continues to assess and benchmark the performance of the countries covered by this report against these metrics.

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PLAYER VIEWS
SHOULD BE
LISTENED TO AND
THEY SHOULD BE
TREATED FAIRLY
AND EQUITABLY IN
ALL COUNTRIES,
NOT JUST SOME.

Given the pace of change, capturing the playing and employment landscapes at a point in time in these reports is becoming increasingly challenging, and that's a good thing.

Pleasingly, there have been a large number of positives to highlight globally during the report period, with none more important than the recent announcements regarding the significant financial investment into the Women's Premier League in India. These amounts look set to change the game and create a new 'top of the pyramid' for players. However, there remain some significant issues in the game that need to be urgently addressed, including the ongoing denial of the right for women's players to access sport in Afghanistan.

Players continue to be at the heart of the game's success and FICA will always look to work with the game's leadership on their behalf in order to make progress. Player views should be listened to, and they should be treated fairly and equitably in all countries, not just some.

TOM MOFFAT
FICA CEO



TOM MOFFAT

As former internationals we have looked on with pride as the women's game continues to build on the foundations laid by previous generations.

At the time of writing, we have recently seen the establishment of an Under 19 Women's World Cup, ground-breaking announcements on the establishment of the WPL and WPSL, along with expanded ICC Event and bilateral scheduling announcements. This follows the initial success of The Hundred, the WBBL, the CPL and Fairbreak Invitational. We have also seen a number of countries take significant steps towards achieving equity in the terms and conditions facing players in their countries. There is no doubt there continues to be significant progress around the world and there is a real belief that the women's game is about to explode for all the right reasons.

There is still much more to be done though, and as this report highlights, there are a number of game and employment issues that require addressing and targeted

investment. History tells us that the best way to address these issues and to make progress is for players to think and act collectively.

Finding the right balance between ODI, T20I and the inclusion of Test cricket in the game's structure, and how they fit with the growing number of domestic leagues will be vital as the game continues to evolve and professionalise. The players have a key role to play in contributing and shaping the direction of the game and we look forward to ensuring more players can have a voice and a say in the game in their own countries and at global level, and to working with the game's leadership to make our game even better.

LISA STHALEKAR IS A FORMER
AUSTRALIAN INTERNATIONAL
AND CURRENT FICA PRESIDENT

CECELIA JOYCE IS A FORMER
IRISH INTERNATIONAL AND
CURRENT FICA DIRECTOR



LISA STHALEKAR



CECELIA JOYCE

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 Women's Professional Cricket Global Employment Market Report. It aims to provide an accurate and balanced assessment of the women'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 January 2022 in addition to commentary and qualitative data based on the most recently available information through to 1 December 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 completed by more than 150 women's player respondents.

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. FICA also acknowledges there is a time lag on some 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, including against its established gender equity metrics and professionalisation maturity curve.

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

The women's game continues to progress, with a recent acceleration in the rate of positive change after some momentum was lost during the global pandemic.

This has been driven largely by specific countries showing initiative in policy and structure, and in particular through the increasing domestic leagues landscape. There is an overwhelming feeling that women's cricket is moving in the right direction and momentum is building. Public interest in the game continues to grow, and employment opportunities have reached new highs – the future is bright, and the sentiment has moved to when, not if, the women's game reaches its full potential. Below are nine key findings from FICA's 2022 Women's Global Employment Report.

1. THE PACE OF CHANGE IS ACCELERATING BUT FURTHER INVESTMENT IS NEEDED

The majority of cricket nations have made positive progress since FICA's 2020 report, with a clear increase in competitive structures and professional employment opportunities (119 central contracts in 2020 increased to 209 in the report period, plus 492 major domestic T20 league contract opportunities projected in 2023). A number of national governing bodies have also implemented positive policy reform including gender equity principles. There remains significant room for further targeted initiatives and investment at global level and in more countries to expedite progress.

2. ABILITY GAP / HAVES AND HAVE NOTS

The gap between the 'haves' and 'have nots' highlighted previously has remained during the report period, with a clear correlation between on-field performance, and off field structures and investment. Whilst some of this is the result of the level of prioritisation given to the women's game in certain countries, some reflects the significant inequality in overall global game economics, which could be partially addressed by targeted global funding.

3. DISPROPORTIONATE COVID IMPACT

The game had incredible momentum after the ground breaking 2020 Women's T20 World Cup, which unfortunately was brought to an abrupt halt by the pandemic, leading to numerous tours and fixtures being cancelled over the following 18 months due to health and financial concerns. While the top five countries (Australia, England, South Africa, New Zealand and India) bounced back strongly and managed to maintain their number of playing days during the 2020-21 period compared to the previous two-year period, the remaining ODI countries saw their volume of cricket halve.

4. NOW IS THE TIME TO OPTIMISE THE GLOBAL STRUCTURE

Players continue to support a global schedule that enables international cricket and domestic leagues to co-exist, with a significant number indicating they would consider rejecting national contracts if paid more to compete in domestic leagues if required to

choose. Flight of talent from international cricket has become a significant issue in the men's game and the emergence of WPL and WPSL, in addition to other established major domestic T20 leagues, means the game's leadership has a limited opportunity to find the optimal balance between formats, and to implement clear parameters and scheduling windows to enable international cricket to co-exist with the growing domestic leagues landscape.

5. NEW OPPORTUNITIES FOR GROWTH

At international level the report period saw the introduction of cricket into multi-sport games such as the Commonwealth Games, the significant development of an Under 19 World Cup, along with a number of other new development and growth opportunities. It will be critical that the terms and conditions provided to players in such events are appropriate and reflect the value they bring to them.

6. EMPLOYMENT TERMS ARE KEY TO ATTRACTING THE BEST TALENT

Cricket remains a short term and precarious career path with most players on contracts of less than a year, and the majority favouring contract and job security over playing in different competitions. The statistics in each of these areas are more pronounced than in the men's game. Given the majority of players, including many internationals, are still required to search for supplementary income to support their cricket careers, the provision of fair and secure employment terms and conditions will be critical to ensure cricket is a viable career path for the best talent globally.

7. WPL SET TO CHANGE THE GAME

The recently announced financial investment into the Women's Premier League, through broadcast (reported to be in excess of USD 100M over 5 years), and the sale of franchises in particular (reported to be in excess of USD 550M in aggregate) look set to dramatically change the playing and employment landscapes from 2023 onwards. The level of investment is likely to create a new "top of the pyramid" for women's players.

8. FEMALE VOICES NEED TO BE HEARD

41% of players do not think women cricketers in their country have a clear say on issues within the game. Whilst there has been some progress there remains an under-representation of women on decision-making boards around the globe, whilst many women cricketers still do not have access to the benefits of a formal players' association. FICA is aware of, and continues to highlight, systematic barriers to the formation of players' associations in some countries.






9. TRUST 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 while almost a quarter of players have felt bullied or intimidated by their employer.

UPDATE ON RECOMMENDATIONS FROM 2020 REPORT

In its 2020 Report FICA made a series of recommendations focussed on ensuring the game's leadership affirmed its commitment prioritising and investing in international and domestic women's cricket structures. The below commentary provides an update on progress against those recommendations.

2020 RECOMMENDATIONS	DECEMBER 2022 ASSESSMENT
VOLUME OF CRICKET	
 Ensure 'tagged' funding is utilised to increase the volume of cricket across more countries.	 The volume of cricket played by international countries outside of the top 5 halved during the reporting period, however, additional growth and pathway opportunities have been recently added with the U19 World Cup, the Commonwealth Games, and the various Domestic Leagues.
STRUCTURE CLARITY	
 Develop and agree clear global scheduling windows at ICC level to prevent overlap, including between domestic leagues and international cricket.	 While no formal structural clarity or windows have been provided, the 2023 schedule shows that informal windows have essentially been created due to NGB's organically avoiding scheduling matches that clash with the four major domestic leagues (WBBL, Hundred, WPL, WPSL). There is no guarantee this will occur in the future without formal structured windows.
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 across countries, and track progress against them.	 While the Women's Cricket Committee exists and has continued to meet throughout the reporting period, its focus remains on inside the ropes issues and to FICA's understanding, there is no specific multi-stakeholder group dedicated to working on gender equity.
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.	 Whilst the country scorecard system does provide some incentive to invest in and strengthening the women's game, there is clearly more that can be done to ensure more countries can build sustainable player contracting structures.

2020 RECOMMENDATIONS	DECEMBER 2022 ASSESSMENT
REPRESENTATION	
 Develop and agree clear targets for women's representation on all relevant boards, committees and panels at global and domestic level.	 No evidence of any targets at global level that FICA is aware of, whilst some limited tangible progress on representativity has been reported at domestic level.
MINIMUM STANDARDS	
 Urgently develop and agree mandatory global minimum standards at ICC level including in critical areas such as: <ul style="list-style-type: none">• Health and safety• Player welfare• Contracts and contract enforcement• Maternity and family caring provision• Bullying and intimidation.	 Ongoing discussions are occurring between FICA and the ICC focussed on sustainably addressing many of these issues.
DIALOGUE	
 Ensure clear channels of ongoing and meaningful engagement and dialogue between governing bodies and players' associations at global and domestic level.	 Recent positive dialogue between ICC and FICA, but further work is required at all levels, including on unblocking known opposition to player collective representation which is contrary to players' right to organise.
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.	 Despite ongoing dialogue there is no tangible progress to report in this area. The aftermath of the denial of the players' right to access sport in Afghanistan provides an example of the gap in strong frameworks to protect player rights at global level in cricket.



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WOMEN'S PROFESSIONAL CRICKET PLAYING & EMPLOYMENT LANDSCAPE

GLOBAL EMPLOYMENT OVERVIEW

This section provides an overview of the increasing number of professional player contracts available globally across both international cricket and the major domestic T20 leagues, which are the main professional player landscapes in the women's game globally. Recently announced WPL and WPSL numbers are included on a forecast basis.

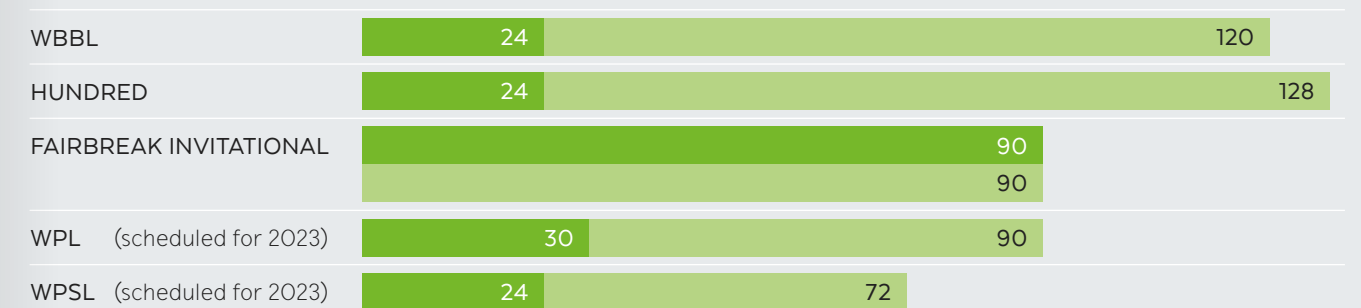
The report period has also seen the further evolution of underpinning domestic contracting structures in several countries, with a number of other domestic contracts available worldwide, referenced separately for the first time in this report. Whilst the majority of these would be considered semi-professional, the numbers affirm that the opportunities to be employed as a cricketer on either a full-time or part-time basis, are growing.



207 NATIONAL TEAM CENTRAL CONTRACTS AVAILABLE IN THE COUNTRIES COVERED BY THIS REPORT IN 2022
 ↑ UP MORE THAN 75% FROM 2020



492 MAJOR DOMESTIC T20 LEAGUE PLAYER CONTRACTS AVAILABLE WORLDWIDE INCLUDING 192 OVERSEAS PLAYER CONTRACTS
 ↑ UP MORE THAN 30% FROM 2020



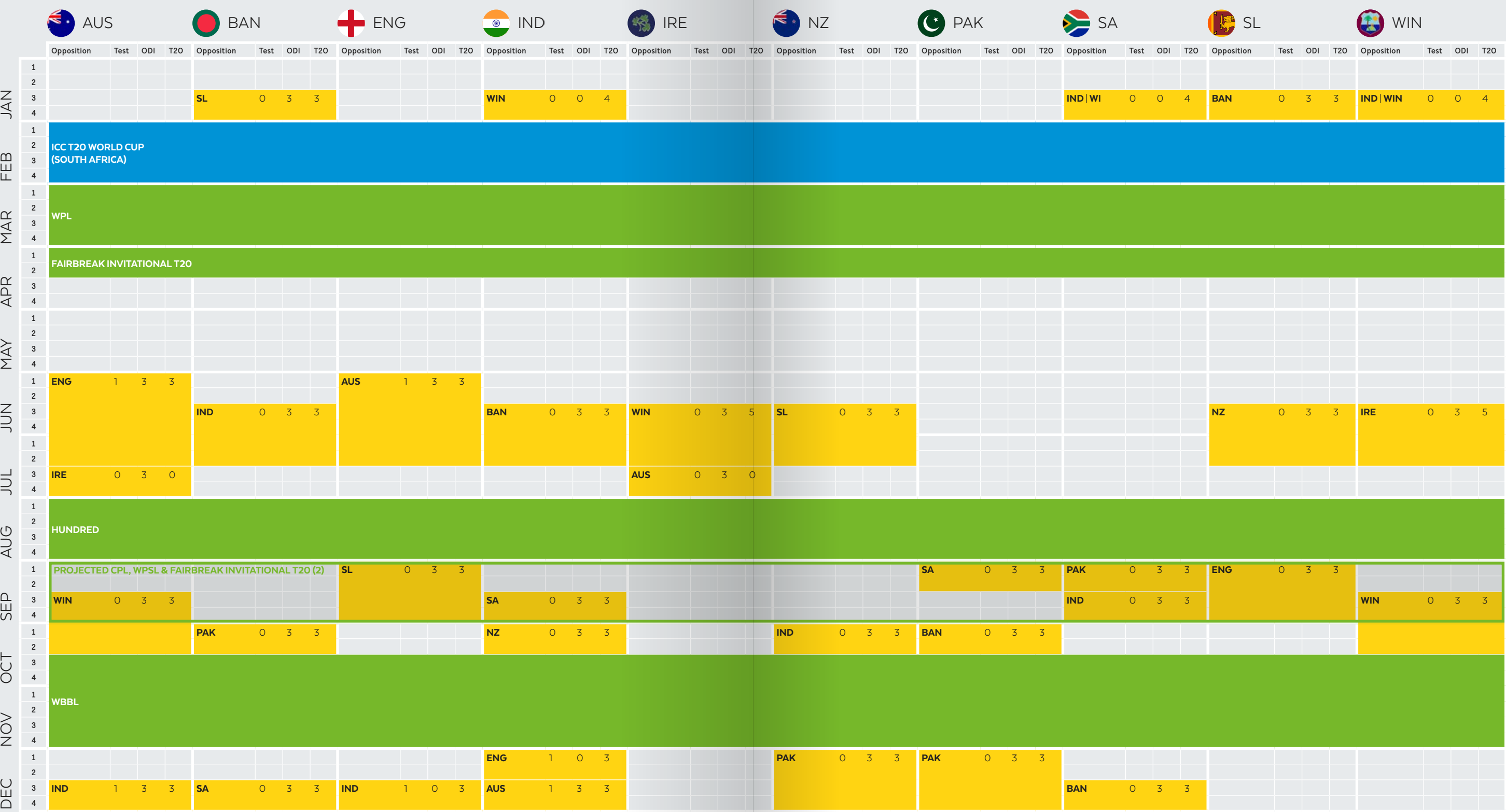
OVERSEAS TOTAL

NOTE ON OTHER UNDERPINNING DOMESTIC CONTRACTS:

FICA estimates that there are more than 400 additional domestic contracts available worldwide, outside of the major domestic leagues, including for example, 120 in England, 98 in Australia, 72 in New Zealand, 30 in South Africa, and 42 in the West Indies. Whilst generally not yet constituting full-time professional status (with some exceptions), these contracts are an increasingly important part of building the foundations of the professional game globally.

GLOBAL SCHEDULING OVERVIEW

The graph below sets out the forecast 2023 global cricket scheduling calendar across bilateral international cricket, major ICC Events and major domestic T20 leagues. Due to the rapidly evolving landscape in women's cricket FICA has included the 2023 forecast calendar, despite it sitting outside of the report period.



COMMENTARY

- > FICA is not yet seeing the significant scheduling overlap that defines the men's calendar
- > Informal windows have organically developed around major domestic leagues
- > FICA expects it will be critical that such windows are mandated formally at global level in order to enable both international cricket and major domestic leagues to co-exist, and to avoid the scheduling conflict that defines the men's calendar
- > There are growing, year round playing opportunities and increasing career viability for many of the best players in the world
- > With the introduction of cricket at the 2022 Commonwealth Games, further congestion appears likely in years when multisport games are scheduled
- > The ten countries featured below are those covered in the existing Future Tours Program – scheduling is extremely limited for the smaller countries outside of this

GENDER EQUITY IN CRICKET

In FICA's 2020 Reports, FICA worked with expert consultants to identify some of the key elements of achieving gender equity in cricket, along with barriers and impediments to doing so, updated as follows:

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



PREVIOUSLY IDENTIFIED BARRIERS/IMPEDIMENTS TO ACHIEVING GENDER EQUITY IN CRICKET

POLITICAL

Lack of common goals and minimum standards exacerbated by individual countries acting unilaterally rather than through global governing body.

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", without sufficient focus and investment in building genuinely sustainable and equitable foundations.

PROFESSIONALISATION MATURITY CURVE

In FICA's 2018 and 2020 Women's Global Employment Reports, FICA worked with expert consultants to identify several stages of the professionalisation of the women's game. This report continues to track each country's progress against these metrics.

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



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, player's 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

2 COUNTRY-BY-COUNTRY ANALYSIS



OVERVIEW

This section of the report provides an overall snapshot of the professional and elite employment and playing landscapes in the major cricket countries worldwide and in the countries where FICA has a member players' association. It builds on the analysis presented in FICA's previous reports and highlights the main features of the 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 and/or senior players and other credible sources. 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 earlier in this report.

KEY

The categories in the Professionalisation Maturity Curve are:

Established Professional

Fledgling Professional

Progressive Professional

Amateur

*Based on ICC official rankings, each country is provided a point rating for both ODIs and T20Is – this number is the combined ODI and T20I point rating as at 6 December 2022

**Estimated based on the number of players with professional contracts with either their country and/or a professional domestic league

	2020 PROFESSIONALISATION MATURITY CURVE RATING	2022 PROFESSIONALISATION MATURITY CURVE RATING	COMBINED ODI / T20 RATING*	PROFESSIONALLY CONTRACTED PLAYERS**	KEY MILESTONES / NOTES
AUS			469	123	All 123 players are contracted under the same MOU and receive the same terms and conditions as men, and include those with one or a combination of Australian central contracts, WBBL and the domestic competition agreements
ENG			398	80	An increase to 80 full-time professional contracts in 2023, from 67 in 2022, with a salary pool rise of 131%, while The Hundred salary pool increased by 108% between 2021 and 2022 editions
NZ			375	89	Women's and men's players under the same collective agreement for the first time in 2022, which sees equal match payments across international and domestic formats, and flexibility for the 72 domestic and 17 international players to pursue careers outside cricket
SA			375	55	Introduced a further 10 high performance & 30 provincial women's semi professional contracts, joining the existing 15 full-time central contracts
IND			369	60	Equal match payments across men and women's national teams announced in 2022, launch of, and significant investment into, WPL in 2023 looks set to employ 60 local professional players
WI			324	18	Launch of the women's CPL in 2022 with further expansion planned for 2023, 18 centrally contracted professional players, introduction of A-Team tours, youth bilateral series and the reintroduction of regional u19 tournament
PAK			285	48	WPSL launch in 2023 looks set to employ 48 local professional players, introduction of a new Parental Support Policy in 2021
BAN			270	24	Centrally contracting 24 players, with a 20% increase in remuneration implemented in 2021
SL			253	20	Centrally contracting 20 players, however the level of remuneration and player views on status is unknown
IRE			219	22	Increase from six to 22 central contracts, including six full-time
ZIM			162	19	19 central contracts offered for 2022/23 season, however the level of remuneration and player views on status is unknown
SCO			143	4	ODI status granted in 2022, Loss of earnings model introduced to compensate players who miss work to play international cricket, four Scottish players contracted in UK
NET			109	1	ODI status granted in 2022, DCA women's player representation from 2023, one Dutch player contracted in UK
AFG			0	0	Centrally contracted 25 players, only for these to be cancelled after the Taliban takeover in Sept 2021



AFGHANISTAN

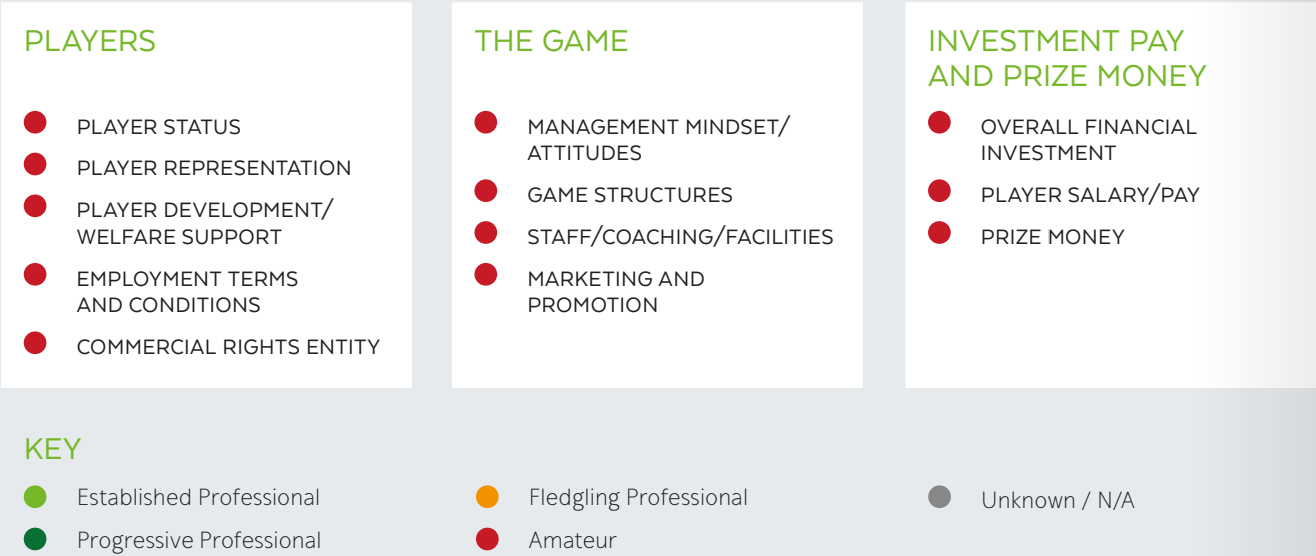
The progress of women's cricket in Afghanistan has been brought to an abrupt halt since the publication of FICA's last report in 2020, following the Taliban offensive in August 2021. Many players have since experienced safety concerns with a number forced to flee the country with assistance from third parties. The initial ban on women playing cricket, or other sport at both a professional and an amateur level, has clearly impacted on both the development of the game and players' right to access sport. This has been a significant blow for the women's game in Afghanistan and came just

months after 25 players were centrally contracted to fast track the country's development in line with ICC full member requirements. At the time of writing, FICA understands they remain in breach of these requirements. In late 2021, the ICC established a working group to determine the future of cricket in Afghanistan, but to date there has been little material progress reported. FICA continues to advocate for the ICC to imbed its human rights responsibilities as a business in its governance and regulatory frameworks which would assist it to align with best practice in global sport.

Afghanistan had previously made steady progress since the establishment of the women's team in 2010, having been awarded Test and ODI status by the ICC in April 2021, but this has been put on hold by the recent developments. There is no domestic playing structure in place in Afghanistan, and no players' association exists to represent the views of its players at an executive level.

Professionalisation Maturity Curve Category:

AMATEUR



AUSTRALIA

Australia is the global leader in the women's game, with both successful national teams and the strongest domestic competitions. The country remains the leading employer of female cricketers, with 123 professional players competing internationally and domestically in Australia. The athletes are underpinned by an established domestic structure that features the 50-over Women's National Cricket League (WNCL) and the 20-over Women's Big Bash League (WBBL), providing a consistent and competitive cricket schedule to support their national team. Since the 2020 report, the WNCL has grown from an 8-game schedule to a 12-game schedule.

Australia's female players are covered by the same collectively bargained MOU with Cricket Australia (CA) as their male counterparts. Players enjoy the same contracts, terms and conditions

across both genders. This includes access to the Australian Cricketers' Retirement Account and other marketing pools.

All professional players in Australia are salaried. Many players can direct significant focus on playing cricket (alongside wellbeing and personal/ professional development) at the highest level without needing additional work. That said, players do still have the ability to seek additional employment to subsidise their cricket income.

This investment has benefited Australia at the international level, winning all three major global tournaments during the reporting period. The Australian Cricketers' Association (ACA) represents domestic and international players in Australia. Since FICA's last report, the ACA negotiated amendments to its 2017-22 MOU with CA and a one-year

MOU for 2022-23. This has resulted in improved remuneration for all players.

Player wellbeing remains a priority for the association, particularly following the isolating biosecurity bubble environments of the past two seasons. The ACA's GamePlan Program invested heavily in player development and wellbeing over the reporting period, especially in the female game. The ACA and Cricket Australia have executed several joint-venture commercial opportunities over the reporting period, including an NFT project and a documentary sold to Amazon based on Australia's T20 World Cup in 2020.

Further progress is expected in all areas, especially regarding gender equity, when the next MOU is negotiated and due to start from July 1, 2023.

Professionalisation Maturity Curve Category:

ESTABLISHED PROFESSIONAL





BANGLADESH

Women's cricket in Bangladesh continues to follow an upward trajectory and, whilst improvements can still be made in some areas, the future of the game looks bright. The national side, which achieved formal ODI status just over a decade ago, has continued to improve, reaching a high of fifth position in the ICC Women's ODI Team Rankings in late 2021. Despite a group stage exit in the 2022 ICC Women's World Cup, the fact that Bangladesh qualified for the 50-over tournament for the first time is a testament to their progress, and the side proved competitive in the majority of their seven fixtures. Bangladesh has

24 centrally contracted players – but remuneration and employment terms remain below those of several other countries.

The national team is underpinned by two major domestic leagues in the form of the 50-over Dhaka Premier Division Women's Cricket League and the 20-over Bangladesh Women's National Cricket League. Whilst the former competition features 12 participating squads and the latter eight, no fully professional players currently operate in Bangladesh's domestic women's cricket structure.

Although Bangladesh does have an established players' association in the form of the Cricketers Welfare Association of Bangladesh (CWAB), the organisation does not benefit from any permanent source of funding and its services are currently only available to male players. However, with a cricket-obsessed population of 165 million people, and a burgeoning economy, with continued investment there is undoubted potential for Bangladesh to become an established force in women's cricket in the near future.

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

●

 Unknown / N/A

ENGLAND

Outside of Australia, England has the most established women's cricket structure and has made significant further steps since the publication of FICA's previous report in 2020. Chief among those has been the introduction of a high-quality women's domestic structure, featuring eight teams made up of a minimum of 6 professionals per team in 2022 and will be a minimum of 10 in 2023, creating further opportunities outside of the international arena for women to make a living through playing cricket in England. Alongside this, the introduction of The Hundred has fast tracked the women's game in England. With 120 contracts available for the 100-ball tournament, the women's salary pool saw an increase of 108% between the 2021 and 2022 editions of the tournament. All Hundred

fixtures are scheduled as back-to-back doubleheaders with the equivalent men's sides, which has helped lead to record in-ground attendance figures for domestic women's cricket in England.

The strengthening of England's domestic structure has led to continued success on the pitch for the international side. With 18 centrally contracted players, England regularly reach the final stages of major tournaments and sit in the top three of both the ICC ODI and T20I team rankings. England's players have benefited from improvements to the central contract pay structure, including a 25% increase in salaries and 50% increase in match fees since our last report, as well as insurance provisions aligned to those in the men's game.

These improvements are negotiated between the England and Wales Cricket Board (ECB) and the Professional Cricketers' Association (PCA). Each of England's professionally contracted women cricketers are automatically members of the PCA, and therefore receive services and benefits on a par with their male counterparts. These include collectively negotiated international and domestic contracts plus individual contractual and legal advice, and a collectively negotiated pension and private health scheme, a bespoke personal development and welfare programme, and the support of the Professional Cricketers' Trust charity.

Professionalisation Maturity Curve Category:

PROGRESSIVE 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

●

 Unknown / N/A



INDIA

Whilst Indian men’s cricket continues to be the undisputed economic powerhouse of the global game, its women’s equivalent has remained behind in several key areas during the report period. Following the continued success of the men’s Indian Premier League (IPL), which is now among the richest leagues in the world in any sport, India’s female cricketers do not currently reap the wealth of benefits that the franchise competition has brought. That looks set to change, however, with the first edition of the Women’s Premier League (WPL) scheduled for March 2023. The recently reported broadcast (reported to be in excess of USD 100M over 5 years) and franchise sale numbers (reported to be in excess of USD 550M in aggregate) for WPL are set to dramatically change

the status quo in the women’s in India and in the game globally, however at the time of writing it is unclear whether the players themselves will receive a fair share of the financial and other benefits comparative to global benchmarks. A recent announcement that India’s women cricketers would earn match fees on parity with their male counterparts has also been well received and described as a great first step towards eliminating gender discrimination. Though FICA has limited insight into the welfare of women cricketers in India, current players do not have access to a formalised players’ association and the established collective support programmes and protections that players in other established cricket

nations do. Players suffered a 14-month delay in the payment of 2020 World Cup prize money during the report period as a product of this. On the field, India’s national side continues to excel on the biggest stage. Since our last report, the team, which is led by Harmanpreet Kaur, reached the final of the 2020 T20 World Cup and just missed out on semi-final qualification at the 2022 Cricket World Cup. With ongoing professionalisation, huge participation levels and an undoubted passion for the game, India could be a dominant force in women’s cricket for years to come, especially with genuine prioritization, investment, and support structures.

Professionalisation Maturity Curve Category:

PROGRESSIVE 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

● Fledgling Professional

● Unknown / N/A

● Progressive Professional

● Amateur



IRELAND

Women’s cricket in Ireland has recently made substantial progress in a number of key areas. FICA was pleased to see an increase in the number of centrally contracted Irish women cricketers from six to 22 since our last report. Those 22 contracts include six full-time, ten ‘educational’ and six ‘casual’ players. The development means the number of female contracted Irish cricketers (22) almost matches the figure for their male counterparts (24), albeit with lower contracting bands. The national side’s performances have subsequently improved, with Ireland reaching a highest ranking of number eight in the ICC ODI Team Rankings, though the team has not qualified for the 50-over Cricket World Cup since 2005 – a stat that they will be looking to rectify in

2025. They will, however, be making a return to the T20 World Cup in South Africa in early 2023. Recent home fixtures against Australia and Pakistan were a boost for Ireland and a sign that the team harbors ambitions of competing with the best. However, the national team remains unsupported by a strong underpinning domestic structure. Though the domestic 50-over and T20 ‘Super Series’ were each expanded from two teams to three for the 2022 season, both competitions see each side competing in just six fixtures, meaning they are relatively short in duration. Further expansion of the domestic game is needed for women’s cricket to develop in Ireland, but this is held back

by challenges relating to finances and participation levels. For its part, the Irish Cricketers’ Association (ICA) continues to do significant work for its members and was instrumental in negotiating the breakthrough contracting structures for players in 2021 and the appointment of a permanent Personal Development Manager (PDM) is a necessary next step in the development of the ICA. Although relations between the players, CI and the ICA remain in a healthy state, CI and the ICA still do not have an established collective agreement / MOU which puts it behind other established cricket nations.

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

● Fledgling Professional

● Unknown / N/A

● Progressive Professional

● Amateur



NETHERLANDS

FICA is pleased to include the Netherlands in its women's global employment report for the first time. On the back of the significant on field strides the men's team has made in recent years the Royal Dutch Cricket Federation (KNCB) has significant work to do to progress the women's game on and off the field. Barriers to the progression of women's cricket in the Netherlands include low participation and low funding, which will need to be addressed if cricket is to become a viable career path for athletes in the Netherlands and in order to challenge or break into the top 10 of the ICC's team rankings.

Despite no contracted players and continued amateur status, elite women's players have recently been included as members of the newly established Dutch Cricketers' Association. This means women's cricketers in the Netherlands will be represented in future collective negotiations with the KNCB, which will be an important part of ensuring they are treated fairly and developing and growing the game.

Professionalisation Maturity Curve Category:

AMATEUR



NEW ZEALAND

Women's cricket in New Zealand has progressed significantly during the report period, with female cricketers in New Zealand now benefiting from a combined men's and women's Master Agreement between New Zealand Cricket (NZC), the New Zealand Cricket Players Association (NZCPA) and six domestic Major Associations signed in August 2022. During the negotiation process a set of gender equity principles were adopted, which provide a framework for the increased professionalisation of the women's game. Importantly, equal match fees are now paid across men's and women's cricket, which ensures the White Ferns and domestic female players receive the same match fees as the men across all their formats and competitions. The agreement also seeks to ensure professional women's players receive equity in matters such as travel and accommodation, and the wider playing and training environment.

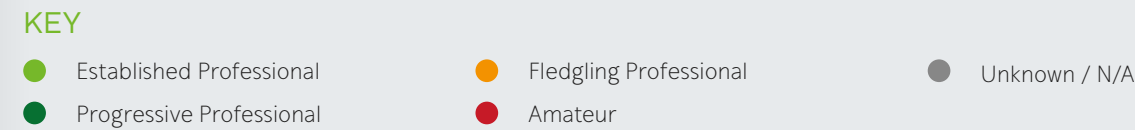
In addition, under the new agreement female cricketers have equal access to the benefits and services provided by the NZCPA. In particular the domestic contracted women now have the same access to individualised case management under the NZCPA's personal development and welfare programme as the Black Caps, White Ferns and domestic men. Since FICA's 2020 report, NZCPA and NZC have made progress with women's health advances including the negotiation (and retention under the new Master Agreement) of a new pregnancy policy and a heightened focus on the differing high-performance needs of female athletes.

The national side remain consistent performers, regularly appearing in the finals of major events. The 17 centrally contracted White Ferns players are remunerated at above average levels, meaning players are not forced to source alternative income. Below the

national team exists a well-organised domestic structure, made up of six teams with 12 contracted players per team. The domestic women's contracts are positioned as a secondary work commitment with restricted obligations, to enable players to retain full-time employment and/or study commitments. Both major 50-over and T20 domestic competitions see teams competing in 10 rounds of fixtures followed by knockout finals, which will be supplemented by a three-match North v South Series for emerging players at the end of the domestic season, meaning a good volume of competitive domestic cricket is available for female cricketers in New Zealand.

Professionalisation Maturity Curve Category:

PROGRESSIVE PROFESSIONAL





PAKISTAN

Whilst there has been some progress made, women's cricket in Pakistan has still struggled to keep pace with many of its leading international rivals in some areas. For a country of Pakistan's size and cricketing stature, the women's game receives limited coverage and funding when compared with its men's equivalent and despite the return of international cricket to Pakistan the women's national team suffers from a lack of competitive fixtures against their counterparts. This is reflected in the team's ICC ranking, which remains in the lower half of the world top 10 in both the ODI and T20I formats.

Furthermore, Pakistan did not reach the final stages of either of the major ICC women's tournaments to take place during the report period. However, the announcement of the Women's Pakistan Super League launching in early 2023 is promising, with 48 contracts available for local players to play alongside some of the world's best players, which has the potential to fast-track their development.

Players in Pakistan are not formally represented by a players' association and accordingly players are not afforded many of the benefits and

protections their counterparts are provided with in other parts of the world. It is clear that fundamental changes are required to create a recognised pathway for female cricketers in Pakistan to make a viable living out of playing professional cricket. However, it was pleasing to see the introduction of a new Parental Support Policy in 2021, which included a number of progressive benefits for contracted players.

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

- Unknown / N/A



SCOTLAND

Consistent with FICA's last report, a lack of regular competitive cricket at both an international and domestic level continues to hamper the progress of women's cricket in Scotland. Scotland's top international players enjoyed just eight scheduled days of international cricket during 2021, compared to 36 for England and 18 for a comparable country such as Ireland. Whilst no domestic competition of note exists below the national side, the most talented players are able to compete in English domestic competitions including The Hundred providing a regional

aspirational pathway for the country's best players. A lack of funding and quality facilities mean the situation in Scotland itself is unlikely to change in the near future, and the national side remains outside of the top 10 of the ICC T20I Team Rankings.

Though Scotland has no centrally contracted players at international level, individuals who represent the national side do have access to some benefits on a par with their international counterparts. Those include a loss of earnings model for

Scotland players who miss days of work to play international cricket (capped at £100 per day), and membership of the Scottish Cricketers' Association (SCA), which represents the players in negotiations with governing body Cricket Scotland (CS).

Off-field, the July 2022 report into racism which detailed examples of institutional racism in Scottish cricket has led to significant shifts to personnel at CS and renewed efforts to ensure cricket is an inclusive sport for all.

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

- Unknown / N/A



SOUTH AFRICA

South African women's cricket has built on the progress highlighted in FICA's previous report. Since the publications of the 2020 report, there have been a number of significant developments to the structure of women's cricket; including, a separate collective agreement, commercial agreement, and an agreement with Cricket South Africa (CSA) to establish a designated medical committee focusing on women's health and well-being at a professional level.

CSA has also introduced 30 provincial semi-professional women's contracts, which apply to the six teams in the country's leading amateur league. Each team is permitted to contract five semi-professional players.

The off-field developments have come in tandem with continually strong performances by the national side and the team enjoyed a healthy volume of cricket between 2020 and 2022, reaching the semi-finals in major ICC events during that time. The team is inspired by international star names including Shabnim Ismail, Laura Wolvaardt, Marizanne Kapp, although the fact that some of South Africa's senior talents have retired early to focus on franchise cricket raises a concern on the back of similar trends in the men's game over several years.

Professional players in South Africa continue to have access to the services provided by SACA (South African Cricketers' Association). Programmes

offered by SACA include extensive and comprehensive player healthcare, wellness and development initiatives through Player Plus, a hardship fund, cricket education workshops, and a bursary scheme fully utilized by the women's player group, all of which are examples of best practice for other player associations worldwide to follow.

In addition, SACA has recently made amendments to its Constitution to ensure that there is a female representative on the Players Executive Committee.

Professionalisation Maturity Curve Category:

PROGRESSIVE 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
- Unknown / N/A



SRI LANKA

Women's cricket in Sri Lanka has continued to face a number of challenges during the report period, with the national team competing in limited international fixtures and failing to qualify for the 2022 Cricket World Cup. At the time of writing, Sri Lanka are currently ranked inside the top 10 of both the ICC's ODI and T20I team rankings. The national team is not backed by any underpinning domestic structure of substance, meaning developing a depth of talent and progression up the rankings remains a significant challenge.

It remains to be seen what effect the recent civil unrest in Sri Lanka will have on the state of women's cricket in the island nation, and the underfunded women's cricket programme appears highly unlikely to benefit from a boost in funding in the short term.

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. In the absence of a formalised players' association within the country to

represent the views of all players at an executive level, players are also not afforded many of the protections and benefits that their international counterparts have.

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
- Unknown / N/A



WEST INDIES

Women's cricket in the West Indies continues to hold its own as established stars form the backbone of a competitive side. The likes of Deandra Dottin, Hayley Matthews and Stafanie Taylor have helped the West Indies to threaten the top five of both the ICC ODI and T20I team rankings, and an impressive 2022 Cricket World Cup campaign ended with a semi-final finish. The team has competed in a healthy number of fixtures during the report period, despite the challenges posed by the Covid-19 pandemic.

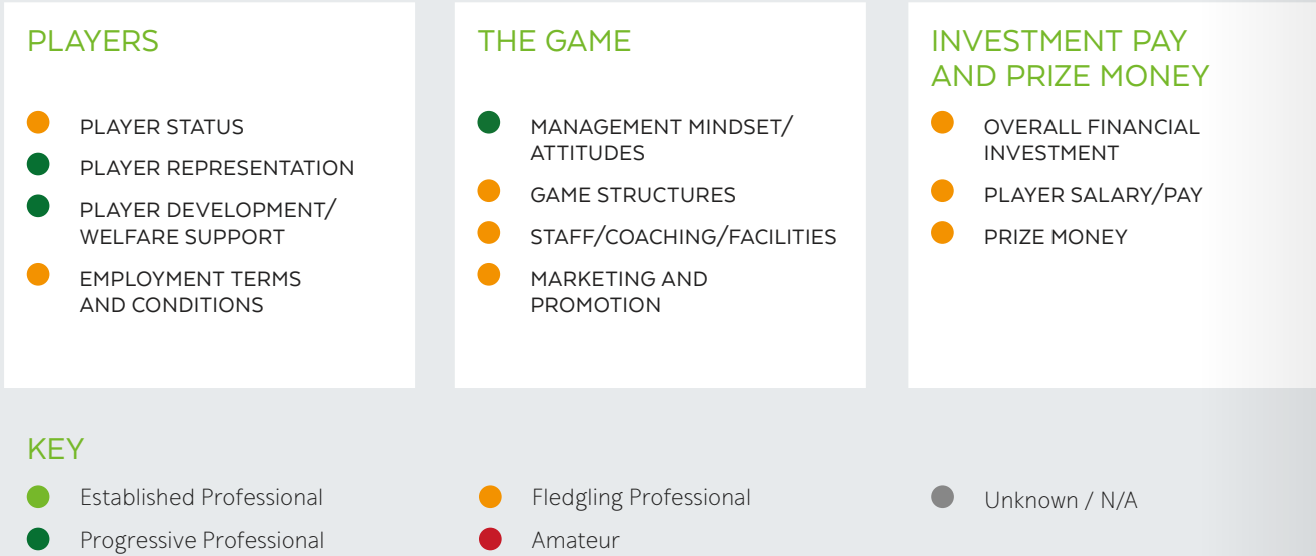
Whilst the domestic structure below the international side remains limited, some progress has been made in this important area, with three Caribbean Premier League (CPL) teams competing in a round robin tournament in 2022.

The development of women's domestic cricket in the West Indies is hindered by its geography and the fact it brings together multiple countries adds to administrative complexity. Similarly, the lack of a defined pathway from school level upwards throughout the West Indies presents the governing body, Cricket West Indies (CWI), with challenges not faced by other comparable cricketing nations. In the absence of a clear pathway however, CWI holds several development training camps for women. Additionally, there was a historic A-Team tour held against Pakistan A in the summer of 2021, as well as the reintroduction of a regional women's U19 tournament, and a women's youth bilateral international series in the summer of 2022.

The 18 centrally contracted West Indies players are represented by an established players' association in the form of the West Indies Players' Association (WIPA). With WIPA's assistance, players have been able to negotiate contracts which enable them to forge viable careers as professional cricketers. WIPA's relationship with CWI has ensured there are mechanisms in place for how the two organisations communicate and resolve matters. WIPA also offers a player development programme to help its members and delivers developmental workshops on matters such as life after cricket, financial management, anti-doping, anti-match-fixing, anti-racism etc.

Professionalisation Maturity Curve Category:

FLEDGING PROFESSIONAL



KEY

●

 Established Professional

●

 Progressive Professional

●

 Fledgling Professional

●

 Amateur

●

 Unknown / N/A



ZIMBABWE

The Zimbabwe national side suffers from a lack of scheduled cricket having only competed in nine scheduled ODIs during the report period – and Zimbabwe is ranked outside of the top 10 in both the ICC ODI and T20I team rankings.

It is FICA's understanding that no female cricketers in Zimbabwe are fully professional and that no underpinning professional structures exist within the country.

Players in Zimbabwe are not formally represented by a players' association and accordingly players are not afforded many of the benefits and protections their counterparts are provided with in other parts of the world.

It is clear that fundamental changes and investment are required to create a recognised pathway for female cricketers in Zimbabwe to see material improvement in progressing the game.

Professionalisation Maturity Curve Category:

AMATEUR



KEY

●

 Established Professional

●

 Progressive Professional

●

 Fledgling Professional

●

 Amateur

●

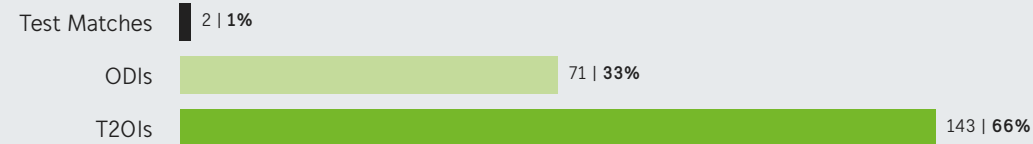
 Unknown / N/A

A photograph of two female cricket players from the West Indies team. They are wearing maroon uniforms with yellow accents and "WEST INDIES" printed on the front. They are both wearing helmets and leg pads, and holding cricket bats. They are standing on a green field, shaking hands. The background shows a blurred crowd of spectators in a stadium.

3 INTERNATIONAL CRICKET

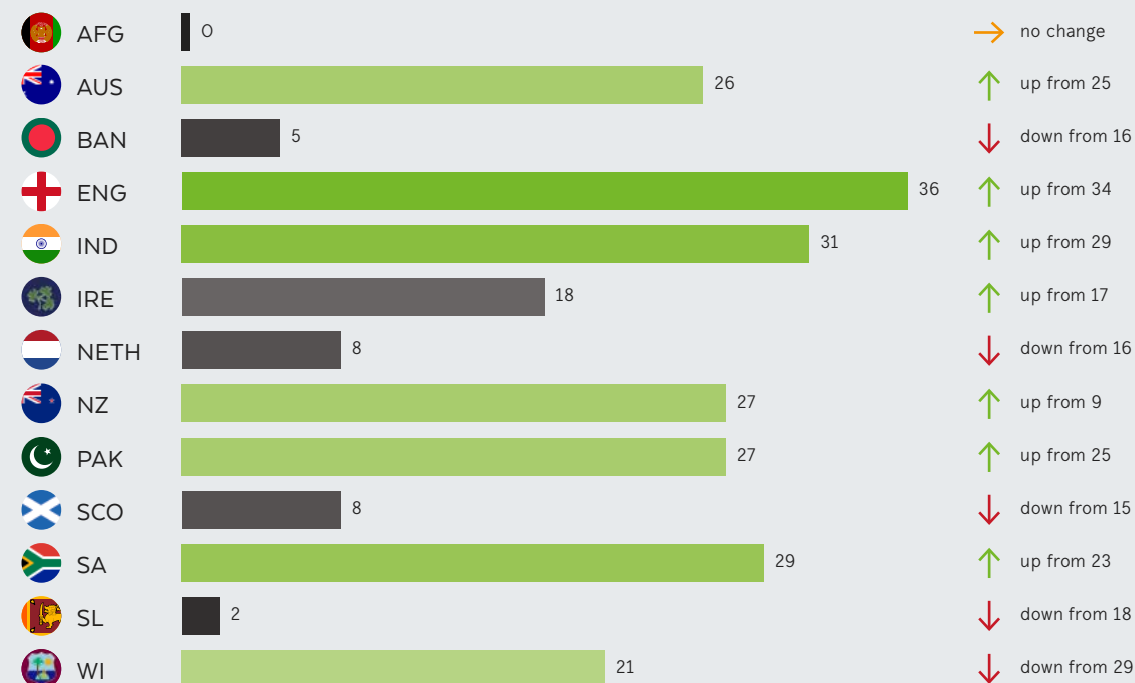
INTERNATIONAL CRICKET VOLUME

216 TOTAL INTERNATIONAL CRICKET FIXTURES IN 2021
↓ DOWN FROM 350 IN 2019



SCHEDULED DAYS OF INTERNATIONAL CRICKET PER COUNTRY

Multiple formats



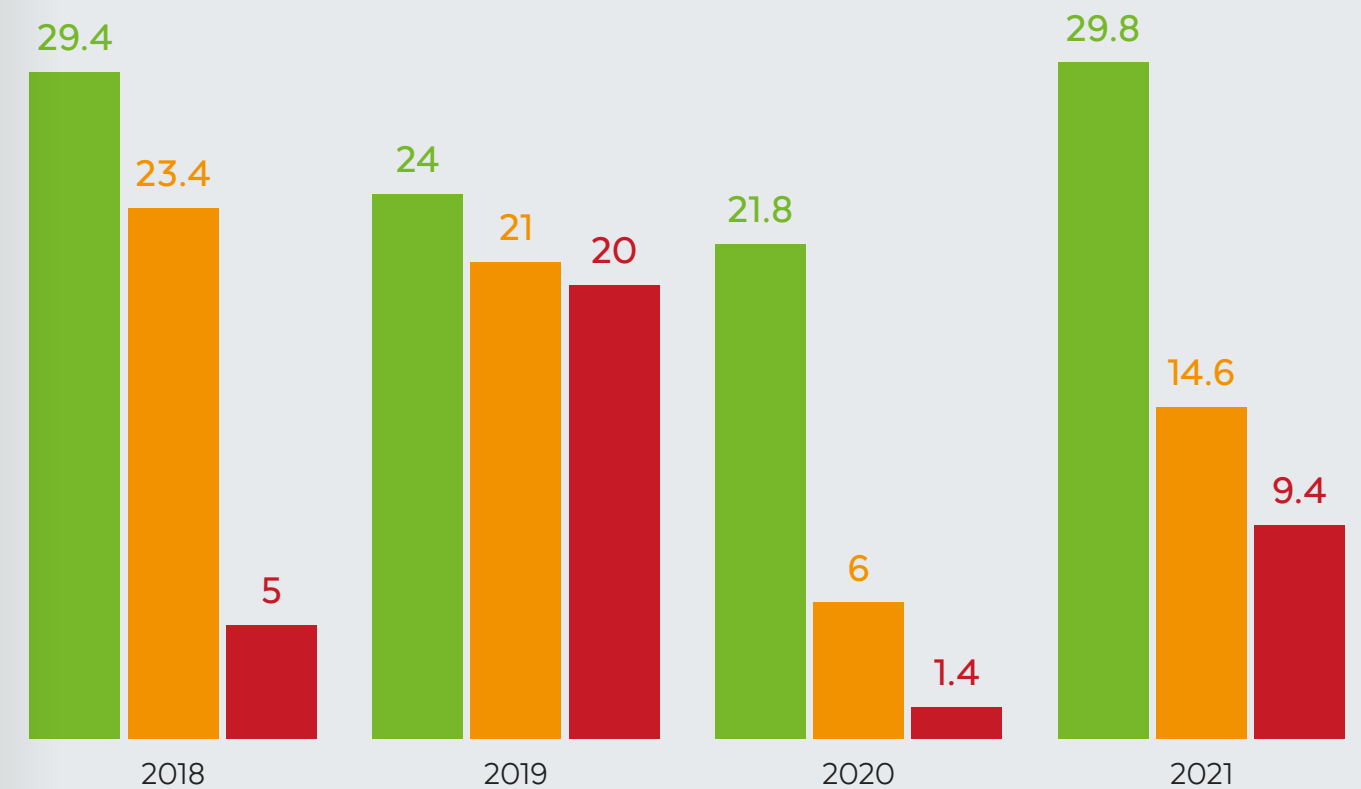
COMMENTARY

- > Sri Lanka only having two days of scheduled cricket and Bangladesh only having 5 in 2021 reflects the often "boom/bust" nature of scheduling
- > ODIs featured more prominently in 2021 (71, 33% compared to 39, 21%) in the lead up to the 50 over World Cup in Jan 2022
- > The volume of cricket remains significantly lower for all countries when compared to men's scheduling
- > The ICC awarded WODI status to the Netherlands, Papua New Guinea, Scotland, Thailand and the United States in May 2022, seeing these countries join the 12 full members of the ICC with WODI status
- > Only 2 Test Matches were played during 2021 – player survey data demonstrates an appetite for Test Cricket to play a more permanent role in the calendar

DISPROPORTIONATE COVID EFFECT

The Covid pandemic saw an additional focus on revenue generating activities, with less investment made in scheduling matches in developing cricket nations. The result of this was the Established / Progressive Professional countries (1–5 Australia, India, England, New Zealand, South Africa) maintained a similar volume of cricket during the report period, whereas the Fledgling Professional countries (6–10 Bangladesh, Ireland, Pakistan, Sri Lanka, West Indies) and Amateur countries (11–16 Zimbabwe, USA, Thailand, Netherlands, Scotland, PNG) saw significant reductions in the volume of cricket played.

AVERAGE DAYS PLAYED PER CALENDAR YEAR



KEY

- Established / Progressive Professional countries (Australia, India, England, New Zealand, South Africa)
- Fledgling Professional countries (Bangladesh, Ireland, Pakistan, Sri Lanka, West Indies)
- Amateur countries (Afghanistan, Netherlands, Scotland, Zimbabwe)

COMMENTARY

- > In 2019 there was a relatively even volume of cricket played across all 16 countries before COVID created significant disparity
- > It remains to be seen what the longer term impact will be on both game development and high performance in these cricket markets
- > NB the definition of T20Is was broadened 1 July 2018 to include all ICC members, while ODI status was granted to Zimbabwe April 2021, and Netherlands, PNG, Scotland, Thailand and USA May 2022

INTERNATIONAL CRICKET MOST ACTIVE PLAYERS BY COUNTRY

<div> AUSTRALIA</div> <div>16 DAYS (MOONEY, HEALY, GARDNER, PERRY, LANNING)</div> <div>2019 highest: 25 days (multiple)</div>	<div><div></div> BANGLADESH</div> <div>4 DAYS (AHMEN, KHATUN, HAQUE, AKTER)</div> <div>2019 highest: 15 days (multiple)</div>
<div><div></div> ENGLAND</div> <div>24 DAYS (JONES, ECCLESTONE, BEAUMONT)</div> <div>2019 highest: 32 days (Knight, Beaumont)</div>	<div><div></div> INDIA</div> <div>28 DAYS (MANDHANA)</div> <div>2019 highest: 20 days (Rodrigues, Bhatia)</div>
<div><div></div> IRELAND</div> <div>16 DAYS (PAUL, DELANY)</div> <div>2019 highest: 14 days (Lewis, Waldron)</div>	<div><div></div> NETHERLANDS</div> <div>7 DAYS (MULTIPLE)</div> <div>2019 highest: 16 days (Post, Zwilling, de Leede)</div>
<div><div></div> NEW ZEALAND</div> <div>20 DAYS (SATTERTHWAITE, MARTIN, HALIDAY)</div> <div>2019 highest: 9 days (multiple)</div>	<div><div></div> PAKISTAN</div> <div>28 DAYS (BAIG)</div> <div>2019 highest: 25 days (Nawaz)</div>
<div><div></div> SCOTLAND</div> <div>8 DAYS (MULTIPLE)</div> <div>2019 highest: 15 days (Jack, Bryce, McGill, Glen)</div>	<div><div></div> SOUTH AFRICA</div> <div>20 DAYS (WOLVAARDT)</div> <div>2019 highest: 21 days (Ismail)</div>
<div><div></div> SRI LANKA</div> <div>2 DAYS (MULTIPLE)</div> <div>2019 highest: 18 days (multiple)</div>	<div><div></div> WEST INDIES</div> <div>20 DAYS (MATTHEWS, DOTTIN)</div> <div>2019 highest: 26 days (Fletcher)</div>
<div><div></div> ZIMBABWE</div> <div>17 DAYS (MARANGE)</div> <div>2019 highest: 18 days (multiple)</div>	

COMMENTARY

- > The majority of countries saw a decrease in the volume of cricket played from 2019 to 2021 by their most selected player
- > The individual player workload remains significantly lower for the top women's players when compared to men's (i.e. Mandhana/Baig 28 days vs Rizwan 80 days)
- > FICA continue to advocate for further investment to increase the volume of cricket in the women's game





4 DOMESTIC CRICKET

“

WPL IS NOT JUST A GAME CHANGER FOR WOMEN'S CRICKET IN INDIA, BUT A REVOLUTION.

Harmanpreet Kaur
India

DOMESTIC CRICKET STRUCTURES BY COUNTRY

The table below sets out the scheduled maximum number of fixtures per team across known domestic structures, including semi-finals/finals. The five major domestic T20 leagues are highlighted in green. FICA considers these to be the major domestic leagues due to the existing or planned level of contracting, remuneration and volume of overseas players present in each of these leagues.

AUS	Weber Women's Big Bash League	8 teams	14 fixtures
	Women's National Cricket League	7 teams	13 fixtures
BAN	Dhaka Women's Premier League	12 teams	11 fixtures
ENG	Hundred	8 teams	8 fixtures
	Rachael Heyhoe Flint Trophy	8 teams	9 fixtures
	Charlotte Edwards Cup	8 teams	8 fixtures
IND	Women's Indian Premier League (2023)	5 teams	10 fixtures
	Women's Senior T20 Trophy	37 teams	11 fixtures
	Women's Senior 50 over Trophy	37 teams	8 fixtures
IRE	Arachas Super 20 Trophy	2 teams	8 fixtures
	Arachas Super 50 Trophy	2 teams	9 fixtures
NZ	Hallyburton Johnstone Shield	6 teams	11 fixtures
	Dream11 Women's Super Smash	6 teams	11 fixtures
PAK	Women's Pakistan Super League (2023)	4 teams	7 fixtures
	T20 Women's Cricket Tournament	4 teams	7 fixtures
	PCB Triangular OD Women's Tournament	4 teams	7 fixtures
SA	CSA Women's Top 6 T20	6 teams	11 fixtures
	CSA Women's Top 6 50 Over	6 teams	11 fixtures
SL	Sri Lanka Women's Division One	8 teams	8 fixtures
	Sri Lanka Women's Super Provincial	4 teams	4 fixtures
WI	Women's Caribbean Premier League (2022)	3 teams	3 fixtures
	WICB Women's Super50	6 teams	6 fixtures
	WICB Women's T20 Blaze	6 teams	6 fixtures
OTHER	Fairbreak Invitational T20	6 teams	7 fixtures

DOMESTIC T20 MOST ACTIVE PLAYERS

THE MOST ACTIVE PLAYERS BY NUMBER OF MATCHES PLAYED IN DOMESTIC T20
(includes professional and semi-professional tournaments in 2021)

E Jones	31 DAYS
ME Bouchier	29 DAYS
IECM Wong	27 DAYS
A Wellington	26 DAYS
KM Mack	26 DAYS
LCN Smith	26 DAYS
AR Capsey	24 DAYS
L Wolvaardt	24 DAYS
SFM Devine	22 DAYS
PM Cleary	22 DAYS
HL Graham	22 DAYS
GP Redmayne	22 DAYS
RH Priest	22 DAYS

- COMMENTARY
- > Underpinning domestic cricket structures remain largely amateur or semi professional in the majority of countries, but an increasing number are introducing player contracting structures
 - > The volume of cricket and level of professionalism is clearly higher in countries where investment has been made
 - > Countries with established major T20 Leagues appear well set up to both develop local players and maximise commercial returns
 - > Domestic League Player Match Days in 2021 represents a significant decrease on 2019, when R Priest played 42 day, and is well short of the men's current workload (i.e. Glenn Phillips 59 days, Rashid Khan 53)
 - > This is expected to increase in 2023 with the emergence of, and significant investment into, the Women's Premier League in India, along with the emergence of a Pakistan Super League



5 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 (including over 150 women) from current international and professional players across 11 countries. This section highlights some of the key findings.

REPRESENTATION & VOICE

Summary

SOLIDARITY	82%	say solidarity between them and their players association is strong
BOARD RELATIONSHIP	33%	say the player relationship with the board is poor / very poor
VOICE	41%	believe they don't have a clear voice in the future of the game
PLAYER AGENTS	35%	of players have a player agent / manager

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’S EVIDENT WHAT THE BOARD DECIDES IS WHAT GOES, NO MATTER THE PLAYERS’ OPINIONS.

CURRENT INTERNATIONAL PLAYER

41%

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

EMPLOYMENT RIGHTS

Summary

AGENT	65%	do not have an agent
LACK OF CONTRACTS	24%	currently do not have a contract
NUMBER OF CONTRACTS	32%	have 2 or more cricket contracts
LENGTH OF CONTRACTS	86%	have contracts of 1 year or less in duration
EMPLOYMENT SECURITY	64%	feel insecure / very insecure in their cricket employment
FREEDOM V SECURITY	76%	favour contract security over playing in different competitions
NON-PAYMENT	22%	have had issues with late or non-payment of contracts
CLUB V COUNTRY CONTRACTS	48%	would reject a national contract for bigger domestic league contract(s)
INTIMIDATION	21%	have felt bullied or intimidated by their employer
IMAGE RIGHTS	98%	think players should have a say on how their image is used by the ICC and its partners

21%

HAVE FELT BULLIED OR INTIMIDATED BY THEIR EMPLOYER

“

OUR FORMER CEO AND OUR FORMER HEAD COACH BOTH SPOKE TO PEOPLE IN UNACCEPTABLE MANNERS THAT INTIMIDATED AND CREATED A CULTURE OF FEAR AND ANXIETY.

CURRENT INTERNATIONAL PLAYER

CRICKET STRUCTURE

Summary

SCHEDULING WINDOWS	73%	believe there should be "ring-fenced" scheduling windows to allow both international cricket and domestic leagues to co-exist
FORMAT IMPORTANCE SHIFTING	49%	rate ODI Cricket as the most important international format, with 29% favouring T20Is, and 22% Test Cricket
MULTI-FORMAT	81%	are supportive of multi-format series with combined points tallies
PITCHES	78%	believed the current pitch rating system is helping to produce good pitches
PRIMACY OF ICC CWC	58%	of players rank the ICC CWC as the most important global event
UMPIRES	92%	believe there should at least one neutral umpire in international fixtures

“
MULTI-FORMAT
BILATERAL SERIES
SHOULD BE
STANDARD
ACROSS ALL
WOMENS TEAMS.

CURRENT INTERNATIONAL PLAYER

73%

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

“
WE ARE LACKING
DEVELOPMENT PATHWAYS
AND PLAYING OPPORTUNITIES
AT INTERNATIONAL LEVEL
- THERE NEEDS TO BE
MORE SUPPORT FOR THOSE
WITH LESS RESOURCES THAN
ENGLAND, AUSTRALIA
AND INDIA.

CURRENT INTERNATIONAL PLAYER

PLAYER WELFARE

Summary

PERSONAL SUPPORT	36%	feel they do not have enough personal and wellbeing support
MENTAL HEALTH	36%	feel they do not have sufficient to good mental health support
BULLIED	21%	have felt bullied, intimidated, or threatened by their employer
DISCRIMINATION	44%	of players felt they had been discriminated against, with the majority of this discrimination based on gender
SUPPORT	76%	felt they didn't receive adequate support after this discrimination
BUBBLE FATIGUE	64%	felt tour / event protocols such as bio-secure bubbles negatively impacted their wellbeing

“
EQUALITY IS A LONG WAY OFF
FOR FEMALE CRICKETERS. FROM
TOP TO BOTTOM. WOMEN'S
GLOBAL TOURNAMENTS
STILL FALL UNDER THE
PERFORMANCE BRACKET, NOT
HIGH PERFORMANCE. UNTIL THE
ICC CHANGE THEIR LANGUAGE
AND APPROACH, WE'RE YEARS
OFF EXPECTING GOVERNING
BODIES TO FOLLOW SUIT.

CURRENT INTERNATIONAL
PLAYER

44%





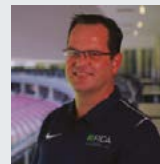




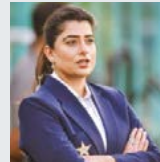

OF PLAYERS FELT
THEY HAD BEEN
DISCRIMINATED AGAINST
WHILE 76% DIDN'T
RECEIVE ADEQUATE
SUPPORT AFTER THIS
DISCRIMINATION

“
THE TREATMENT ON DAY-
TO-DAY THINGS, AS WELL AS
PAY ETC. BETWEEN MEN AND
WOMEN IS EMBARRASSING,
FEMALE CRICKETERS ARE
STILL TREATED AS BELOW
MALE CRICKETERS EVEN IF
PLAYING AT THE SAME LEVEL.
FEMALES AREN'T A PRIORITY.
CURRENT INTERNATIONAL
PLAYER




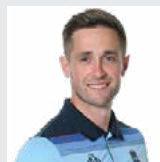









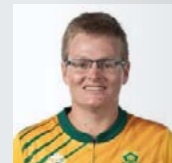





FICA'S MEMBER ASSOCIATIONS



FICA BOARD AND OFFICE HOLDERS

 LISA STHALEKAR President	 HEATH MILLS Executive Chairman	 TOM MOFFAT Chief Executive	 WAVELL HINDS West Indies	 ANDREW BREETZKE South Africa	 ROB LYNCH England & Wales	 TODD GREENBERG Australia
 DEBABRATA PAUL Bangladesh	 CECELIA JOYCE Ireland	 ALASDAIR EVANS Scotland	 PAUL VAN MEEKEREN Netherlands	 SANA MIR Independent	 TONY IRISH Independent	

PLAYER ADVISORY GROUP

 AARON FINCH Australia	 ALYSSA HEALY Australia	 AMY SATTERTHWAITE New Zealand	 CHRIS WOAKES England	 FAF DU PLESSIS South Africa	 HAYLEY MATTHEWS West Indies	 HEATHER KNIGHT England
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 LORCAN TUCKER Ireland	 PRIYANAZ CHATTERJI Scotland	 SCOTT EDWARDS Netherlands	 TIM SOUTHEE New Zealand	 DANIEL VETTORI FICA ICC Cricket Committee Rep	 LISA STHALEKAR FICA ICC Cricket Committee Rep	





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