



PCA

WOMEN'S CRICKET IMPACT REPORT

2021-2025

ACCELERATING ACTION FOR PLAYERS





WELCOME DARYL MITCHELL

PCA CHIEF EXECUTIVE

I could not have imagined the remarkable rate of progress within women's cricket when I was initially elected Chair of the PCA in 2017. I have been privileged to represent the players through leading their voice by heading the Players' Committee and now as Chief Executive.

It gives me great pleasure to now witness over 150 professional female cricketers, growing from 24 in 2020.

This Women's Cricket Impact Report details the recent advancements and future ambitions. An overview of progress and a timeline of key events, this report cuts across the employment improvements, from first-year rookies to experienced England internationals.

Change can only happen when you have a supportive governing body who shares a common goal in advancing opportunities and standards for players. The ECB's investment into the women's game in recent years has been transformative, highlighted by the new professional structure.

Closing the gender equity gap can only be achieved with joined up, collaborative thinking. We have worked extremely closely with the ECB, both supporting and challenging the speed of growth in the women's game and I look forward to further developments in the years ahead.



WELCOME HEATHER KNIGHT

ENGLAND CAPTAIN AND PCA VICE CHAIR

When I made my England debut in 2010, a fully professional international side seemed far-fetched. Now, 15 years later as England captain and Vice Chair of the PCA, I feel great pride to see international match fees aligned with the men and a women's structure that is the envy of many sports and cricket playing nations.

The new tiered structure will provide long-term success, helping provide top quality players, ready to represent their country.

I'm honoured to have been part of the biggest transformation women's cricket has seen and the players are immensely thankful to the PCA for challenging on our behalf and for being our voice in negotiations.

Ultimately, this has happened due to the collaboration between the PCA and the ECB and I've been privileged to support with this. However, it's imperative that progress continues as there's still a lot of catching up required, as we've seen recently with the disparity in The Hundred salaries, as we look to secure an equitable game in England and Wales.



WELCOME **KATIE LEVICK** PCA REPRESENTATIVE, DURHAM



Being invited on to the working group (Project Darwin) as domestic players' representative in 2023 was a privilege and it would have been difficult to imagine where the women's game would be positioned in 2025.

Women's cricket is unrecognisable from the amateur era just a few years ago. I feel very lucky now that I can call cricket my profession and young girls can grow up knowing that being a professional cricketer isn't a fantasy.

Previously, we felt the ECB made game wide decisions that had big implications without consulting the players. With Project Darwin, it really felt like the players were part of the process and that our voice was heard.

Ever since we've had a seat at the table, the PCA has been instrumental in helping us forge the direction we wanted to pursue. We wanted fully professional squads, more investment, bigger audiences and better pay and we now have all those elements but there is still progress to be made. The support network that the PCA offers is great and girls coming into the game now know that there is this brilliant body that will fight for them and their voice.

A handwritten signature in black ink, appearing to read 'Katie Levick'.

OVERVIEW

PROGRESS UPDATE

A FAIRER FUTURE

A key focus area for the PCA is the continued development of the women's professional structure in England and Wales. It is vital that players are kept at the front and centre of decision making processes as the game progresses. In recent years, the advancements have been fast-paced and working collaboratively with the ECB has been fundamental in this shift to a more equitable game.

By utilising a combination of the Women's Players' Committee, pre-season meetings and player surveys as well as the PCA Summit to shape the PCA's position, significant success has been achieved since the publication of the Fairer Future paper in May 2021.

The Fairer Future paper highlighted the contractual, financial and structural discrepancies between the men's and the women's game across both international and domestic cricket, with the findings being presented to the ECB. Over the last four years, that document has been used to start closing the equity gap, in

FROM 2020 TO 2025

538%

INCREASE OF
**PROFESSIONAL
WOMEN'S PLAYERS**



INCREASE IN
**WOMEN'S PCA
PLAYER REPRESENTATIVES**

conjunction with the recommendations from the Independent Commission for Equity in Cricket (ICEC) report.

Prior to 2021, only England internationals held professional contracts, the game now boasts a fully professional women's structure with 153 contracted players which is testament to the dedication that has gone into the women's game.

A fully engaged playing group acted collectively and responsibly to support the growth of the game through the Project Darwin working group as well as

England specific meetings, as the aims were constantly shared with the ECB who participated in regular meetings and an increased communication flow.

Alongside the huge increase in professional players, the domestic remuneration pot has risen significantly from £720,000 in 2021 to £4 million this year, the England remuneration pot has quadrupled and overall there has been a 430% increase in remuneration for the women's game across England, domestic cricket and The Hundred.



Driven by the PCA, we had a landmark opportunity to influence a strong domestic structure. The players were clear on priorities and female cricketers now have greater opportunities and feel valued.

SOPHIA DUNKLEY,
ENGLAND AND SURREY



THE HUNDRED OPPORTUNITY FOR AN EQUAL PLAYING FIELD

Since its inception in 2021, The Hundred has played a significant role in the advancement of the women's game in England and Wales.

The PCA was involved in the development of the player-related areas of the competition alongside the ECB with regular communication and negotiations, helping to turn The Hundred into what it is today.

The Association was consulted on the move from the open market of player selection to the draft system and the inclusion of wildcards to demonstrate the growth of standards in the game.

The popularity of the competition continues to grow with 320,000 people going to watch a live women's Hundred game in 2024, up from 267,000 in the tournament's first year.*



Progress has been made in the budget pot and average salary as the statistics below show:

- Average Hundred salary in 2021 was £8,000; in 2025 it will be £29,100
- Hundred budget pot in 2021 was £960,000 and has increased by 364% for 2025

The lowest salary band has increased from £3,600 in 2021 to £10,000 in 2025, a 278% increase, and the top salary has increased from £15,000 four years ago to £65,000 this year.

However, the Association is concerned that the disparity between the men's and women's top salaries has increased, this cannot be allowed to continue.

Considering the tournament is marketed equally amongst the men's and women's squads with the two teams, one club mantra, which is to be applauded, it is more than disappointing to see the gender pay gap increase.

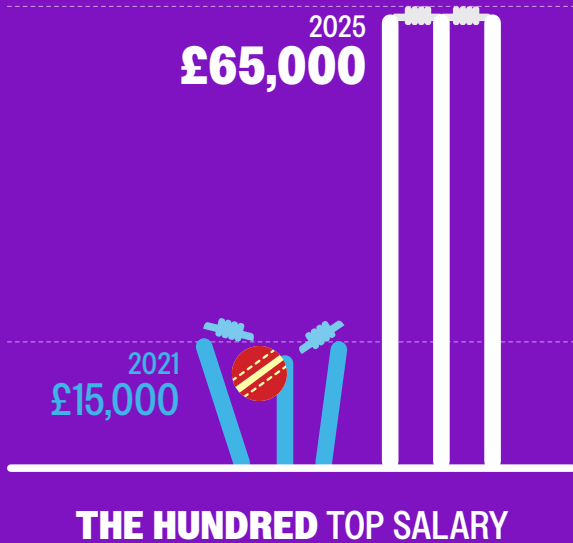
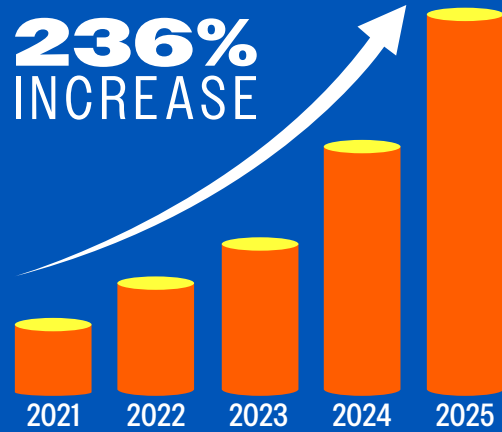
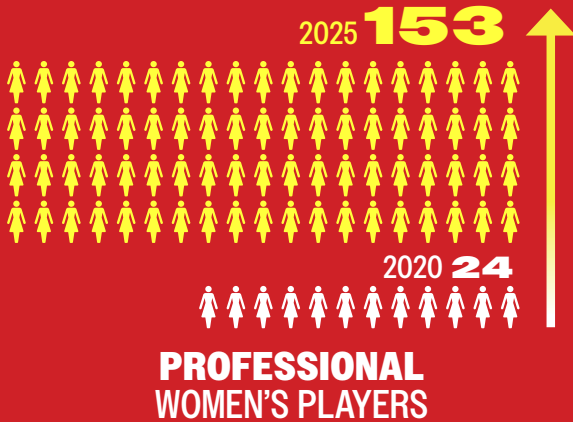
With the influx of money into the tournament through the private investment into the teams, stakeholders in the game should be doing everything possible to close this gap, especially considering the increased interest, viewership and ticket sales for women's Hundred matches.

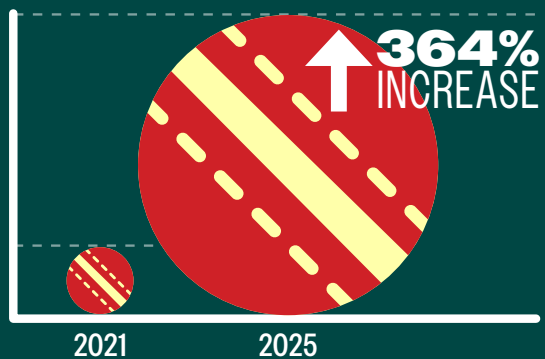


The Hundred has been a gamechanger for women's cricket, creating a platform that has driven standards on and off the field. With many aspects of The Hundred equitable, we need to work on closing the gender pay gap.

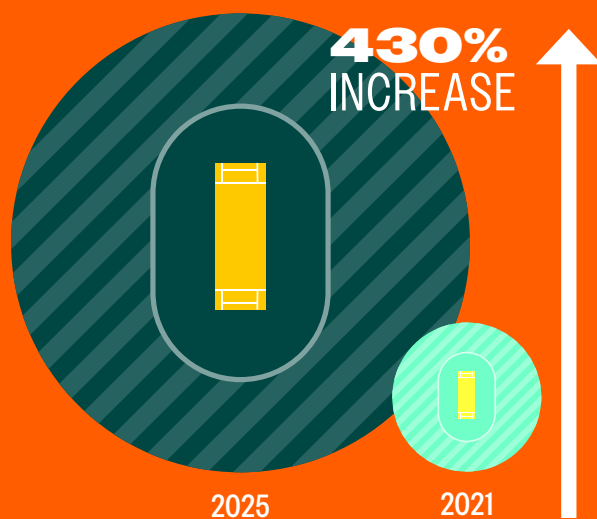
ALICE CAPSEY, OVAL INVINCIBLES

ACCELERATING ACTION FOR PLAYERS





**THE HUNDRED
BUDGET POT**



**DOMESTIC, THE HUNDRED
& ENGLAND WOMEN'S
COMBINED
REMUNERATION POT**



**ENGLAND WOMEN'S
MATCH FEE POT**



**DOMESTIC WOMEN'S
REMUNERATION POT**

2020-2025 MILESTONES

The PCA has been at the heart of driving standards forwards for players, working collaboratively with the ECB. Here are some of the key advancements as the game strives for equity.



2020

WOMEN'S DOMESTIC
players become PCA members for the first time with 40 contracts offered by the ECB.

A FAIRER FUTURE PAPER

published in May to formulate the path for further professionalism and equity for women's cricket in England and Wales.

2021

EQUAL INSURANCES
offered to women's players domestically and internationally to align with the men.

RESTING & INJURY PAYMENTS

introduced for international players.

OVERSEAS PROVISION

for family members introduced for international players.

2022

BUDGET & AVERAGE SALARY

more than double in The Hundred competition.



INTERNATIONAL PLAYERS

given equal match fees to the men.



2023

FAMILY PROVISION SUPPORT

aligned for international players and maternity contractual protection.

DOMESTIC PLAYERS

given freedom to negotiate salaries and multi-year contracts introduced.



MULTI-YEAR CENTRAL CONTRACTS

introduced for international players and fully paid maternity leave with contract extension.

ICC TOURNAMENT PARTICIPATION FEES

equalled for international players.

2024



ROOKIE CONTRACTS & FUTURES FUND

introduced for domestic players.

2025

EQUALISED MINIMUM SALARIES

in domestic men's and women's cricket, alongside short term contract terms.



ENGLAND PROGRESS ELITE RIGHTS FOR ELITE CRICKETERS

With increased viewership on the England women's team in recent years, some important improvements have been completed to bring the men's and women's internationals on to more of a level playing field.

The PCA, working in partnership with the England Women's Player Partnership (EWPP), has had the opportunity to negotiate the next four years with other key stakeholders to create a framework aligned to the broadcast cycle 2025-2028 which has facilitated some fundamental changes.

It has been important to review the increased workload for the players, the increased opportunities from franchise cricket, the increase in people watching the England women's team with the closing gap between international and domestic salaries to support the case for increased international remuneration.

The average salary for an England women's player has increased by 236% since 2021, alongside the equalisation of insurances and an expenses policy aligned to the men.

There is now a structured win bonus matrix aligned to major series with the bonus pot increasing by 266% since 2021, whilst the total remuneration pot for England's women has also risen significantly going up by 411% to a figure of almost £6 million in 2025.

Outside of remuneration, the Association's focus has been on ensuring equal employment terms aligning rest and injury payments and support periods with the England men's side.

In 2022, overseas family provision was introduced as



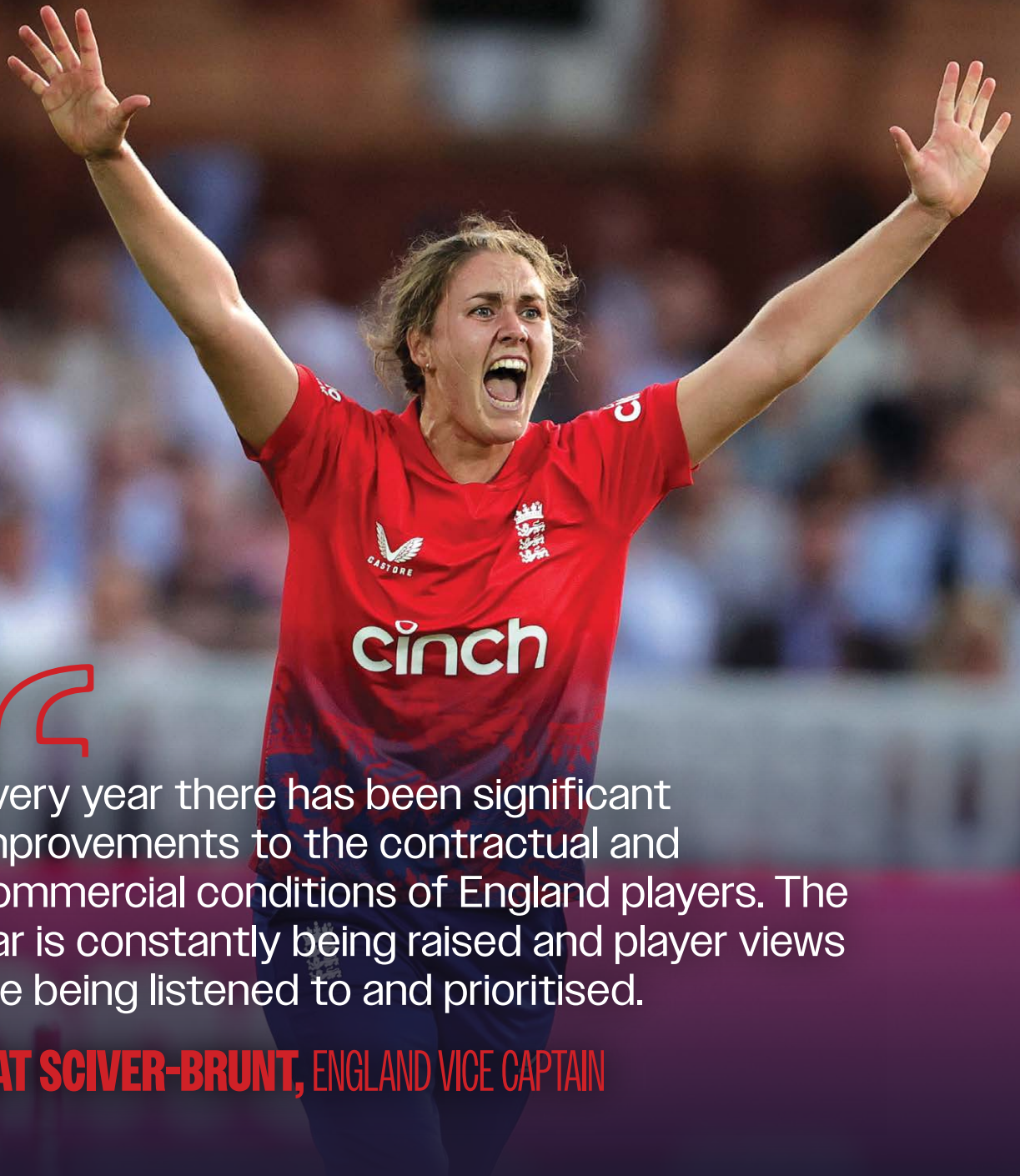
411%

INCREASE IN TOTAL
REMUNERATION FOR
ENGLAND'S WOMEN
FROM 2021 TO 2025

1,488%

MATCH FEE POT INCREASE
FROM 2021 TO 2025





Every year there has been significant improvements to the contractual and commercial conditions of England players. The bar is constantly being raised and player views are being listened to and prioritised.

NAT SCIVER-BRUNT, ENGLAND VICE CAPTAIN

were the payments for rest and injury periods alongside maternity contractual protection.

A year later, a huge step towards parity was the equalising of match fees meaning that women's players were being recognised for undertaking the same work as their male counterparts. The increase in match fees from 2021 to 2025 for England women's players is 1,488%.

A key priority for the players was agreeing a maternity policy which supports those wishing to start a family whilst still playing the game. The ECB were supportive of the policy and in 2025 now provide a fully paid maternity leave period of up to 12 months, with a 12-month contract extension for players returning from maternity leave.

Further gains have been agreed in 2025 with equal ICC tournament participation fees secured for the women's players, alongside the introduction of multi-year Central Contracts, giving the security of long-term employment.

The improvements for international women's players in recent years wouldn't have been possible without an engaged and proactive England women's dressing room that have shared their views and opinions with their players' union, expertly led by PCA Vice Chair and England women's captain Heather Knight and the EWPP Board.



DOMESTIC PROGRESS SUPPORT FOR EVERY GENERATION OF PLAYER

The introduction of professional domestic cricket in 2021 has enabled the women's game to grow exponentially over the following four years.

The Fairer Future paper, as mentioned in the Overview, highlighted the need for fully professional squads and increased salaries due to the financial pressures being placed on players with low salaries and the requirement for many to work second jobs.

With fully professional squads in 2025 and the added remuneration into the women's game, the average domestic salary has increased by 185% in the last four years,

meaning women can now view cricket as a viable career option for the first time in the history of our sport.

However, through multiple player consultations and surveys, the data indicated that a vital component for the players was ensuring equal access to facilities and the same opportunities to play professional cricket, regardless of gender.

Another fundamental indicator of equity between the men's and the women's teams was the alignment of minimum salaries which the PCA has successfully lobbied for and is now set at £28,000 for the 2025 season.





I feel very lucky to be a 21-year-old cricketer in the professional era. The opportunities and exposure to top-level cricket is pushing standards and is now not something we should be grateful for, but a bare minimum.

GRACE SCRIVENS, ESSEX CAPTAIN



For years I had a full-time job alongside playing top level domestic cricket as an amateur. The progress made in the past five years has been astounding and we now have a really competitive system domestically that is increasing the pool of top-level players.

EVE JONES, LANCASHIRE



REMUNERATION POT
556%
INCREASE



The priority for the Association over the past four years has been to work with the ECB to eradicate the contractual inequalities. The first tranche of domestic contracts were restrictive, set at £18,000 and only one-year offers, and although a positive and welcome start, the women’s players needed the same opportunities offered to their male counterparts.

Women’s players wanted the freedom to negotiate their salaries, equal insurances that were offered to the men, the ability to agree multi-year contracts allowing players to commit to a career as a professional and two-months salary on contract expiry, as in the men’s game. As recommended by the Players’ Committee these inequalities have all been addressed making the game more equitable.

In 2025, further progress has been made through the introduction of Rookie Contracts, the addition of the salary cap and collar, and Futures Fund payments for players leaving the game and transitioning to life after their playing careers.

Now, with over 150 professional women’s players and a remuneration pot that has increased by 556% since 2021, the women’s domestic structure holds a strong position in the world game with players now well-equipped from a contractual and financial perspective to be able to focus on cricket and become the best player they can be.

FUTURE AMBITIONS

EMMA REID

PCA DIRECTOR OF PLAYER RIGHTS AND WOMEN'S CRICKET

The collective group of players have had a razor sharp focus on the creation of new standards, meaning the PCA has had clear goals in representing the needs of professional women's cricketers.


We are still only a few years into this never-ending journey. Gender equity in cricket will be achieved when all professional players have equal opportunity to build viable careers and be the best cricketer they can be.


Open and robust conversations need to be encouraged between players, the PCA, counties and the ECB and this is a priority as we move forward alongside ensuring the ECB and professional counties are kept accountable for keeping to and progressing the minimum standards framework.

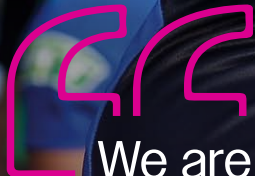
The PCA represents the collective views of its members and it is fundamental that we keep communicating and understanding the key areas of importance to them as the game continues to expand at rapid pace,

particularly across The Hundred and for our international players.

The ICEC recommendations for equal pay and equal prize money were both welcome and bold; our aspiration is to work in conjunction with the ECB to focus on the commercial growth of the women's game to make strides towards equal pay becoming a reality.



A young woman with blonde hair tied back, wearing a blue and black sports jersey, is smiling and holding a large, dark trophy. The trophy has a gold-colored plaque with the letters 'PCA' on it. The background is a blurred stadium filled with spectators.

 We are no longer grateful to just have a contract. With the PCA leading the players' voice, we trust them to continue representing the collective for current and future generations.

CHARLIE DEAN, ENGLAND AND SOMERSET



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