



Annual Survey: Part One

Striving for Fairness

Report overview

- ▶ This document analyses the results from The Cyclists' Alliance 2021 Annual Survey: Part One
 - Part One of the annual survey asked a variety of questions on
 - › Salaries
 - › Contractual inclusions
 - › Rider reimbursements
 - › Second jobs / Studying
 - › Impact of Covid-19

- ▶ 97 professional female cyclists responded to the survey:
 - The ages of the cyclists ranged from 18 – 37 years old. The average age was 26 years old.
 - 56% of respondents have been racing for 4 or more seasons, 9% 3 seasons, 15% 2 seasons and 19% are currently in their first season.
 - 35% of respondents race multiple disciplines.
 - › Road (68%), Track (13%), Cyclocross (7%), MTB Cross country (7%), MTB Marathon (4%), eRacing (2%)
 - Out of the road cyclists; 27% race for a Women's World Tour Team and 73% race for a Women's Continental Team.

- ▶ The results from the survey allows TCA to track the economic status quo, change and progress within the sport from year to year.

Key findings

Salaries

- ▶ The wage disparity continues to widen in the road discipline. This is attributed to a lack of minimum salary for for UCI Women's Continental Road teams.
 - 34% of professional female cyclists do not earn a salary at all.
 - The number of professional riders with “no salary” has increased from 17% in 2018 to 34% in 2021.
 - 86% of riders surveyed this year think that salaries for women's professional cycling are too low for the level of commitment.
 - Ensuring that all riders earn a minimum salary was one of the top topics that riders requested TCA to continue to advocate for. The other most voted topic was increasing live TV coverage of races.

Contractual Inclusions

- ▶ There is a vast difference between contractual inclusions of World Tour Teams and Continental teams demonstrating that the progression of professionalism is increasing for WWT riders but Continental riders do not experience the same standards. Below are two examples:
 - 94% of WWT riders received medical support within their contract, whereas only 33% of Continental riders benefit from medical support. For the 2022 season, it will be mandatory only for Women's World Tour teams to "employ a doctor responsible for the organisation of care (the “chief medical officer”). Each rider must have a referring doctor identified by the team whether or not employed by the latter. They are subject to strict confidentiality with regard to the medical data in their possession.”
 - 11% of WWT riders received a pension plan vs 0% for Continental riders. For the 2022 season, WWT teams must provide "Insurance providing for the payment of a pension, annuities or capital at the end of the professional cycling career at the earliest, with a premium that will represent at least 12% of gross annual salary, limited to €115,000 per year"

Key findings (continued)

Second Jobs & Studying

- ▶ Many riders are working and/or studying alongside the professional cycling career to support themselves financially and/or prepare themselves for life after sport.
 - **38%** of those surveyed study alongside their cycling career.
 - **39%** of those surveyed work a second job alongside their cycling careers
 - **67%** of riders working more than 20 hours a week do not receive any salary from their team and 14% receive less than €5,000. Therefore, these riders are balancing work with their training and racing commitments to support themselves financially.
 - **14%** of survey respondents combine **both** studying & a second job with cycling

Impact of Covid-19 on the 2021 season

- ▶ Compared to 2020, riders have been impacted less by Covid-19 overall. However, we continue to see that riders on Continental teams are being negatively impacted more than riders on World Tour Teams
 - In 2020, 29% of riders experienced a salary reduction or lost it entirely whereas in 2021 only 5% of riders on World Tour teams had their salary reduced and only 1% of riders on Continental teams lost their salary entirely in 2021 due to the Covid-19 pandemic.
 - When asked in 2020, 76% of riders were concerned that the pandemic would make it harder to secure a contract in 2021. Of the riders surveyed, 7% of riders on UCI Women's Continental road teams were unable to secure a contract with a team for 2021 and stated Covid-19 as the primary reason for this.
 - In 2021, 20% of riders on Continental teams had to cover the costs of their own Covid-testing to travel to races., whereas 94% of WWT riders stated that all covid testing was included and covered by their employment contract.

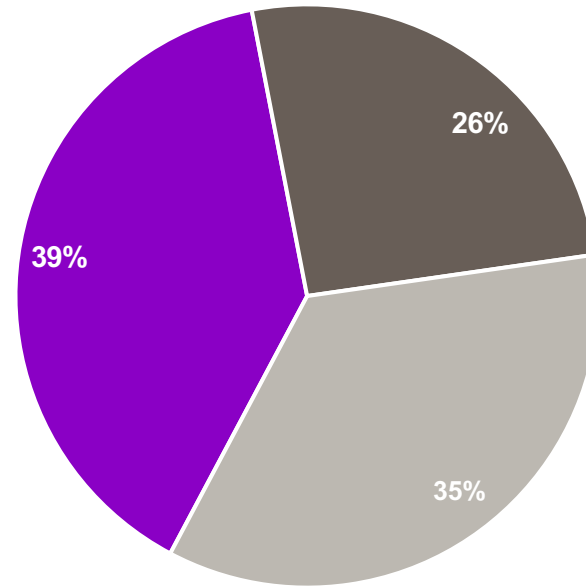
SALARIES

86% believe salaries are too low for the level of commitment for women cyclists

Employment status

- ▶ currently only riders of the Women's World Tour Teams are entitled to a fixed minimum salary (as set out in Article 2.13.177 UCI Road Regulations)
- ▶ 2021 Minimum Salaries for a World Tour Road Rider are
 - Employed: €20,000 (increasing to €27,500 in 2022)
 - Self Employed: €32,800 (increasing to €45,100 in 2022)
- ▶ Out of the World Tour cyclists surveyed:
 - 63% are self-employed
 - 37% are employed
- ▶ Out of the Continental road cyclists surveyed:
 - 23% are self-employed
 - 40% are employed
 - 36% are not sure of their employment status (of which 60% receive no salary from their team).

Employment Status



■ Employed ■ Self-Employed ■ Not sure

Wage disparity gap continues between World Tour and Continental riders

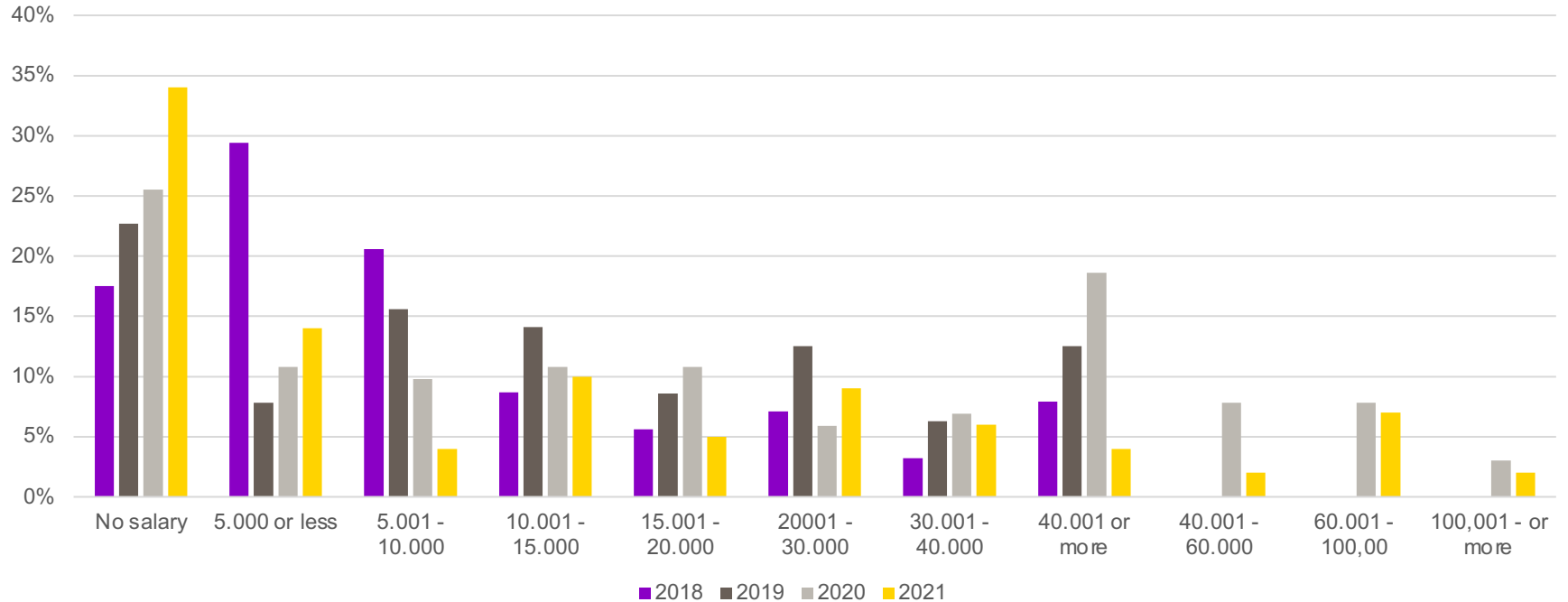


- ▶ Only two riders from Continental Teams earn €30,001 - €40,000, all other Continental riders surveyed either earn no salary or less than €19,999.

More must be done to ensure Continental riders are adequately supported financially

- ▶ Currently, only 160 riders who race for one of the 9 UCI Women's WorldTeams are entitled to a fixed minimum salary, of which the annual gross amount is fixed at €20,000 (employed) and €32,800 (self-employed)
- ▶ However, **there is still no fixed minimum salaries for the 49 UCI Women's Continental Road Teams** comprised of 771 riders in total.
- ▶ UCI appointed independent auditor EY Lausanne to investigate the impact on average salaries of World Tour riders only, but **the governing body neglected to audit the salaries of the Continental road riders.**
- ▶ Due to the YoY increase to the fixed minimum salary [the study showed that the average salary of members of the UCI Women's WorldTeams has increased by 25% from 2020 to 2021.](#)
- ▶ However, due to the lack of minimum salary for UCI Women's Continental Road, **the wage disparity gap between WWT riders and Continental riders continues to widen.**
- ▶ The UCI intends to increase the number of licenses for WWT teams as well as increasing the number of riders per WWT team.
- ▶ However, **more must be done to ensure Continental riders who often commit the same amount of time to training and racing as WWT riders and they need to be adequately supported financially for the women's peloton to continue growing and progressing.**

YOY Salary Comparison



- ▶ Please note the same riders did not answer the survey YoY, but a similar number of riders completed the survey, therefore this stat is not a direct year on year comparison.

Trek-Segafredo & BikeExchange increase women's base salary to equal men's minimum baseline salary

- ▶ Trek-Segafredo told [Cyclingnews](#) that they didn't want to wait for a mandate from UCI and instead implemented their own base salary requirements that went into effect on January 1, 2021 raising the salaries for their women's team to equal or exceed the minimum salary requirements set by the UCI for the men's WorldTour.
- ▶ Men's WorldTour teams are obliged to pay their riders a base wage of €40,045 (employed) or €65,673 (self-employed).
- ▶ Teniel Campbell from BikeExchange broke the news in an interview with The Cycling Podcast Féminin that Team BikeExchange is increasing the minimum salaries for its women's team to match those of its men's team.
- ▶ *“For me now, I can support my family back home, I can invest in my future, I can do more things now with the extra cash,” said the 23-year-old from Trinidad & Tobago. “We put in the same amount of work as the guys, we are dedicated and committed just as much as the guys, we put our life on the line just as the guys, so it's really a good thing.”*

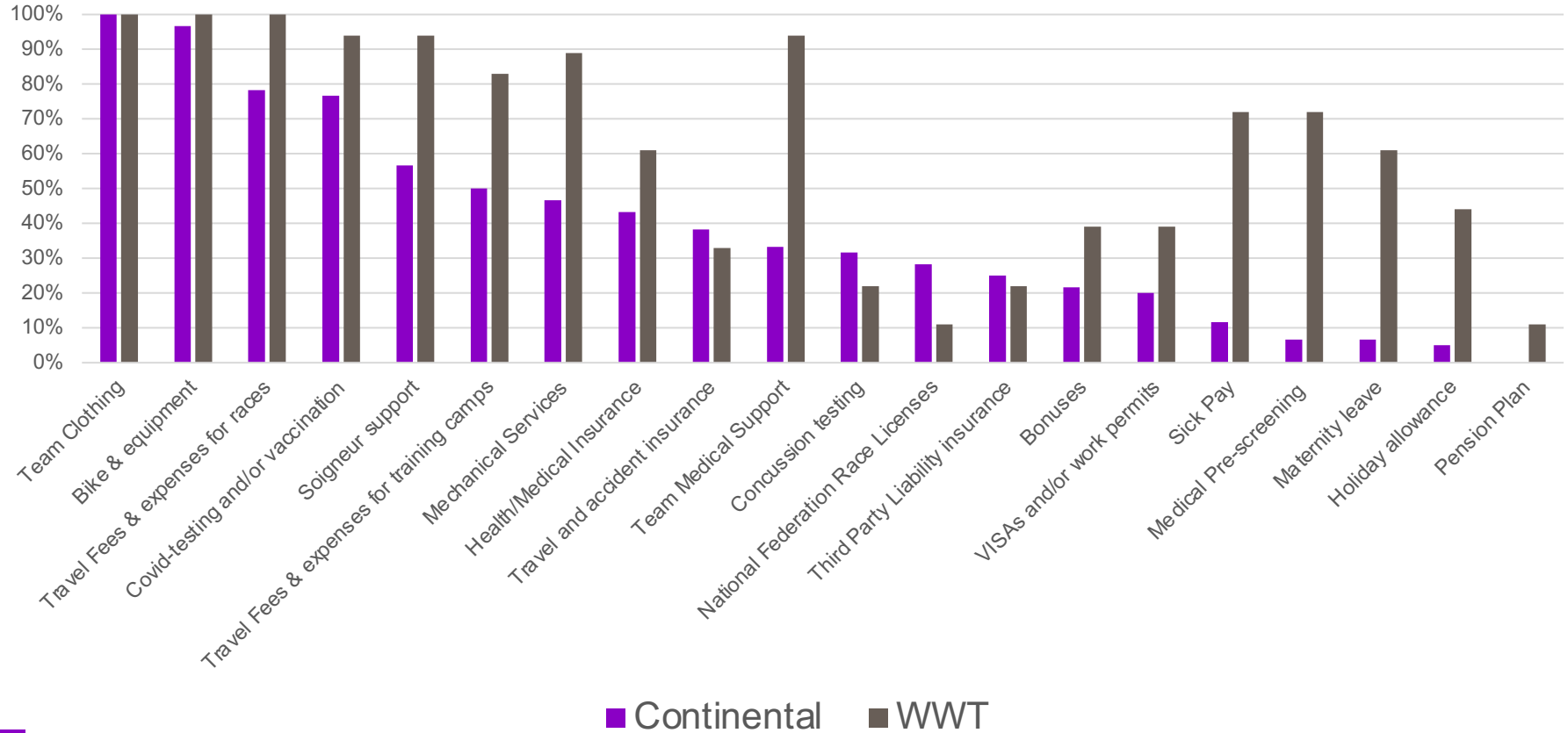
Impact of Covid-19 on riders in 2021

- ▶ 95% of riders on World Tour teams have not suffered an adverse financial impact by Covid-19 in 2021 season.
- ▶ 5% of riders on World Tour teams had their salary reduced, stating the Covid-19 pandemic as the reason.
- ▶ 20% of riders on Continental teams had to cover the costs of their own Covid-testing to travel/race.
- ▶ 7% of riders on Continental teams in 2020 were unable to secure a contract with a team for 2021 and stated Covid-19 as the primary reason for this
- ▶ 1% of riders on Continental teams lost their salary entirely in 2021 due to the Covid-19 pandemic.

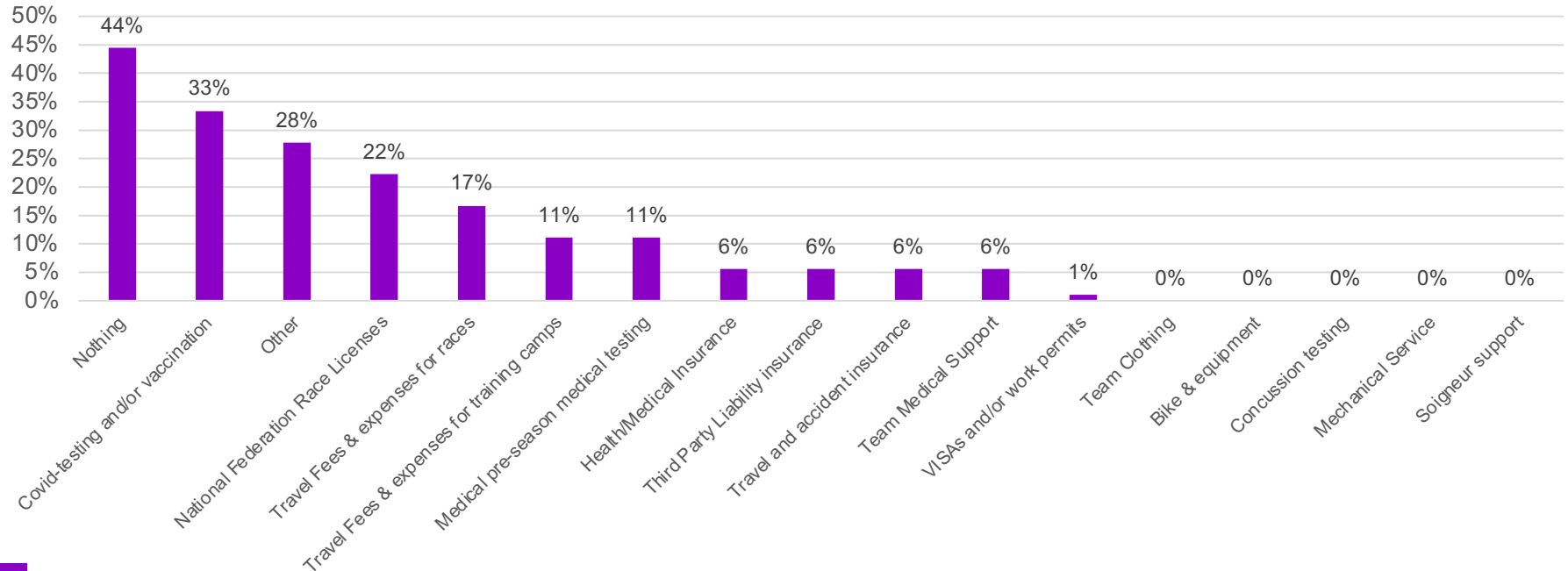
CONTRACTS

Inclusions and reimbursements

The differences between contracted provisions for WWT Riders vs Continental Riders



What have you had to reimburse your team for in the 2021 season? (WWT Teams only)

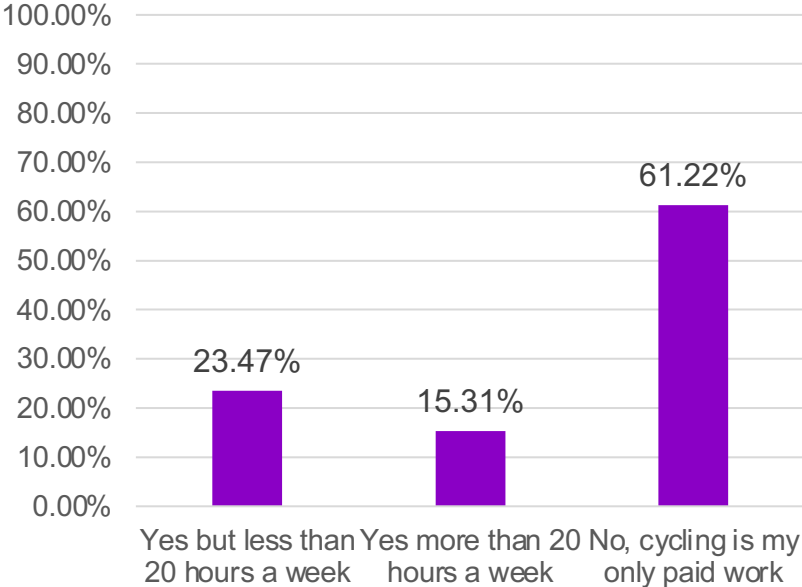


DUAL-CAREER

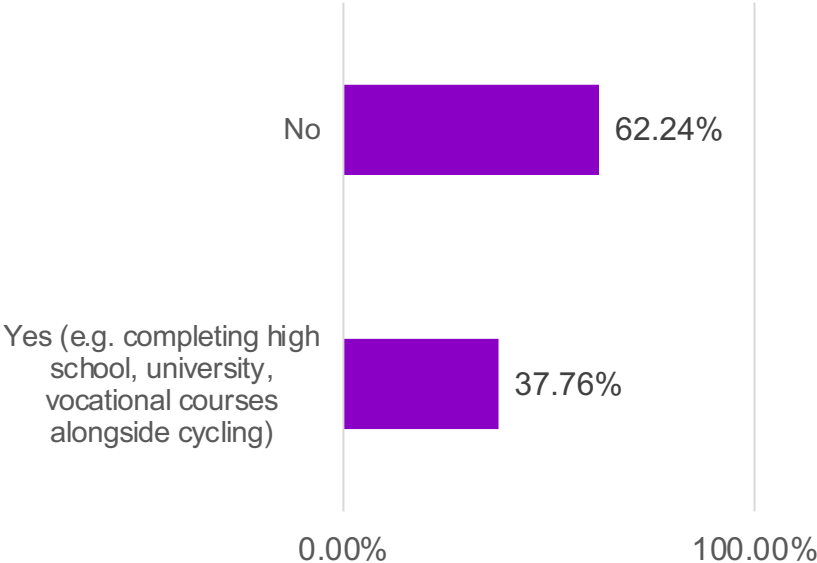
Second jobs and studying whilst racing full-time

14% of respondents combine both studying & a second job with cycling

39% work a second job alongside racing, but 61% of respondents are cycling full-time.



Over a third of respondents balance studying with racing



Riders working more than 20 hours are doing so for financial reasons

- ▶ 67% of riders working more than 20 hours a week do not receive any salary from their team and 14% receive less than €5,000. Therefore, these riders are balancing work with their training and racing commitments to support themselves economically.
 - “A lot of teams cannot pay a salary. This is of course not always the fault of the team, but it is definitely hard when the level of commitment required is full time”
- ▶ 93% of respondents working more than 20 hours a week believe the women's salaries are too low for the level of commitment.
- ▶ Of the respondents working more than 20 hours a week, they are well educated and may find it easier to source work they can balance alongside racing
 - 67% have a masters degree / post graduate diploma / Doctoral degree
 - 20% have graduated from College / University / Vocational course

ADVOCATE

Riders identified the key topics they would like TCA to advocate for as a united voice for change

Minimum salaries for all riders and live TV Coverage the most important topics for riders

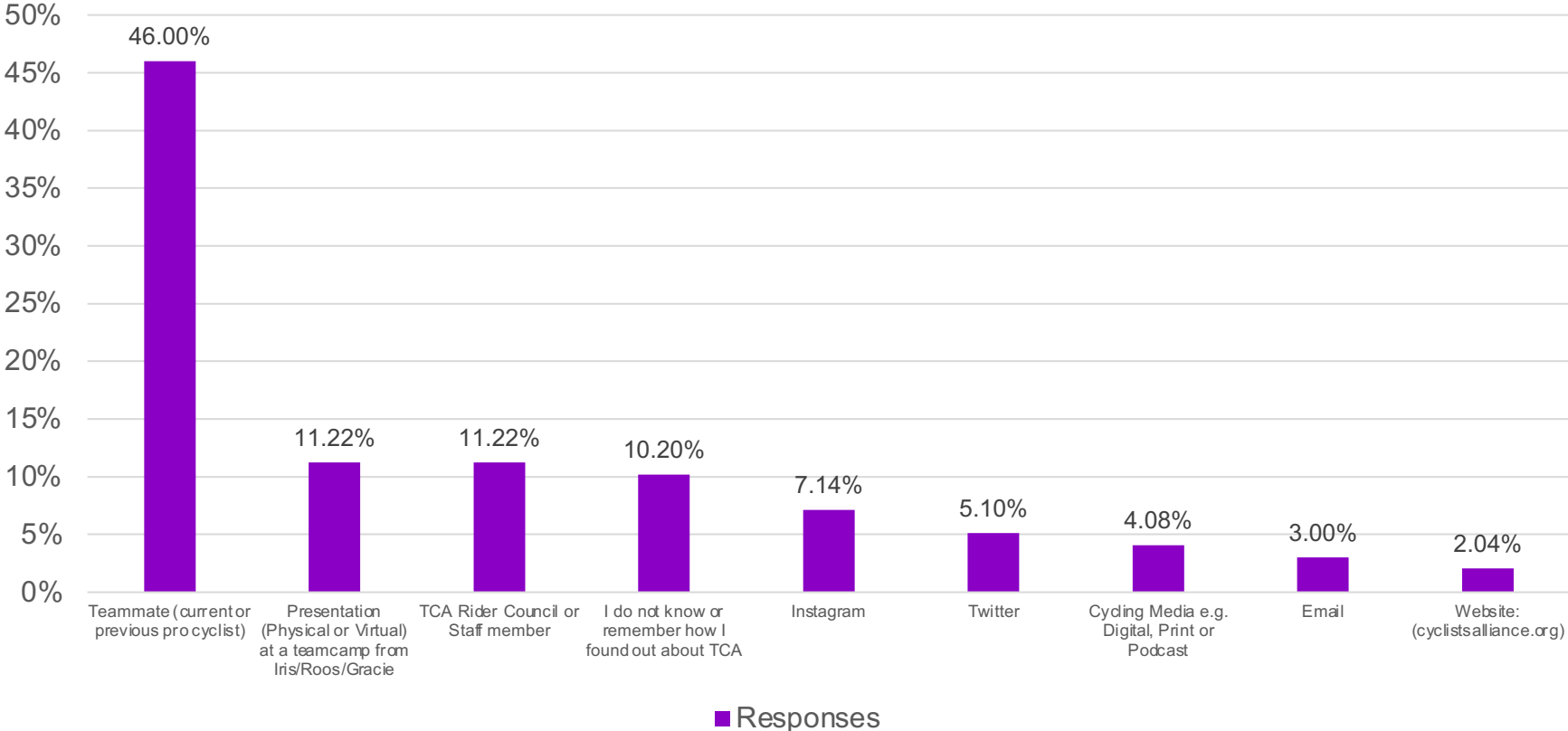
- ▶ Respondents were asked to select their top 3 topics to advocate for to progress the sport forwards.
- ▶ “All riders to earn a minimum salary” and “Increasing the live TV coverage of races” came out equally on top as the priority topics to continue to advocate for.

Top topics/issues TCA should advocate for on behalf of riders	Response
All riders to earn a minimum salary	21%
Increasing the live TV coverage of races	21%
More racing opportunities for developing riders	11%
Better Race safety protocols	10%
Increase number of women’s races	8%
All team staff members to be qualified & checked to a professional standard	7%
Equal Prize Money	7%
All racing and training expenses covered	7%
Promoting more diverse representation in the professional sport	4%
All riders to receive paid maternity leave	3%
Prevention of Doping Abuse	1%

TCA

We also gather information from riders to understand areas for improvement and needs and/or services that we could provide in the future.

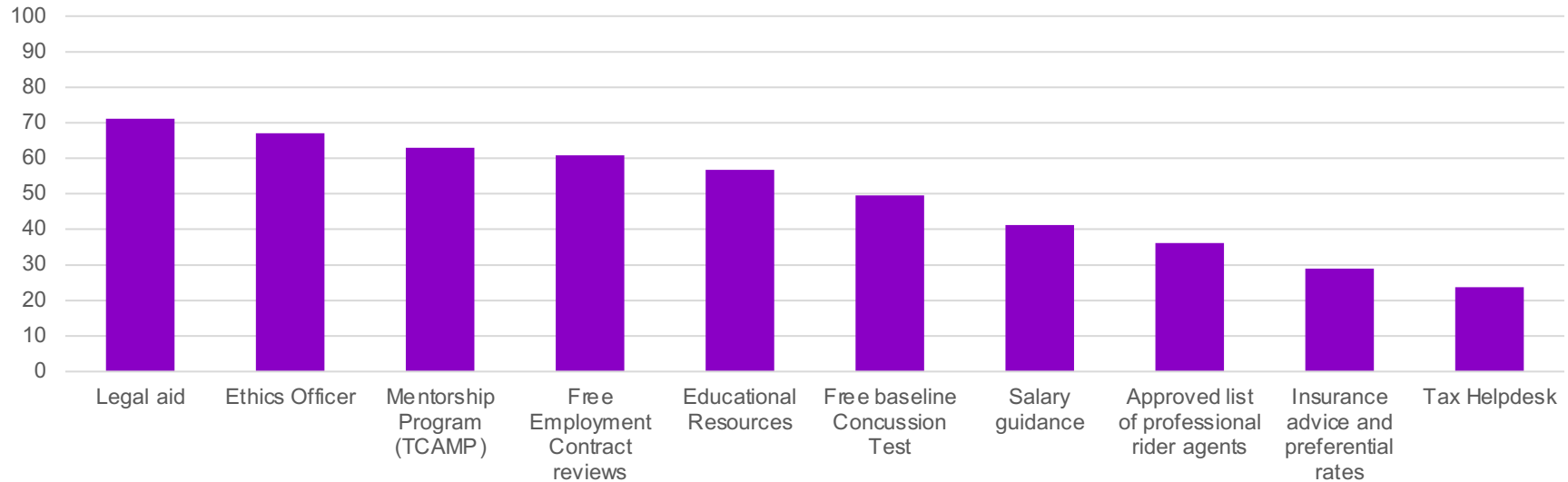
Riders are most likely to hear about TCA through a teammate



Current awareness levels of TCA's services

- ▶ TCA offers riders a multitude of services. The below graph shows the current levels of aided awareness which will enable us to understand which services we need to better communicate to riders.

Aided awareness (%) of TCA Services

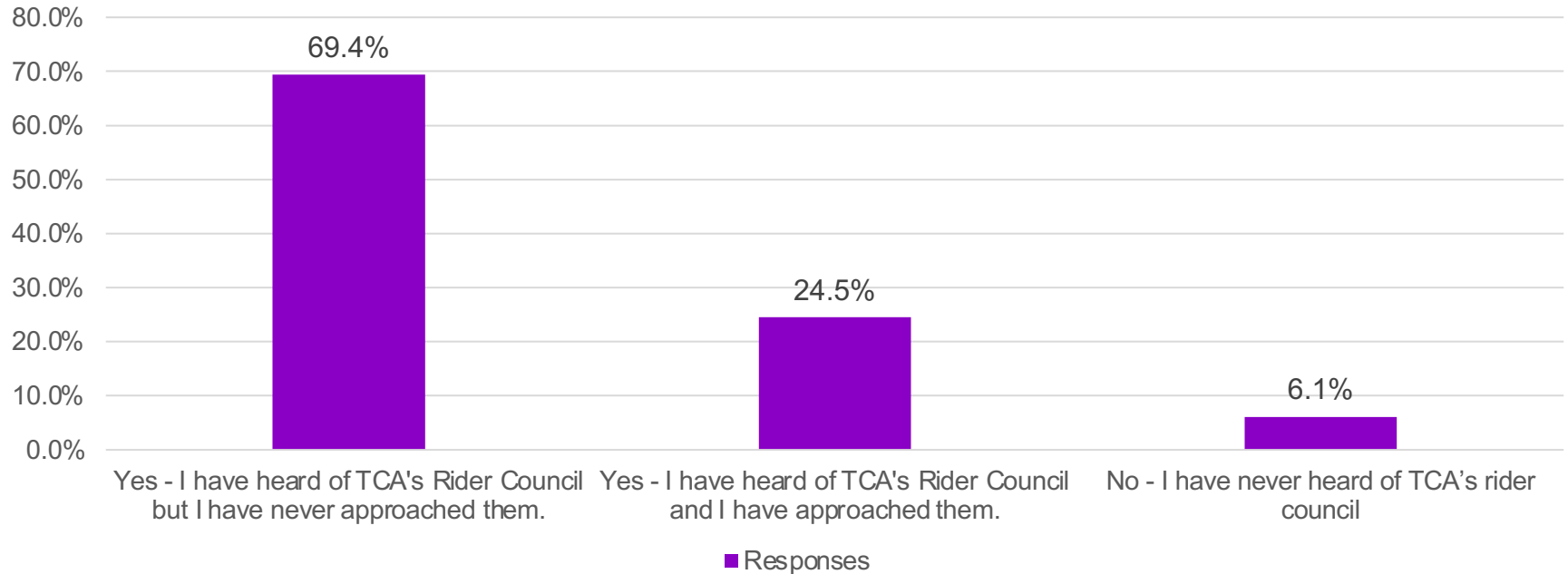


Additional services requested by riders

- ▶ We asked riders if there are any additional services that The Cyclists' Alliance could provide riders in the future:
 - Support on applying for VISAs (especially for non-European riders)
 - › We have now added this service to our legal team and welcome Deena Blacking to the team who will be the point of contact for all VISA related queries.
 - Support for non-European riders the find teams and/or racing opportunities
 - Advice to young riders who are not on a UCI team on how to get into racing and build up to a career in professional cycling
 - Networking events with businesses and Race Organisers and stakeholders in the sport
 - › We are working on incorporating these three suggested services into TCAMP. We will develop a clear roadmap with TCAMP's partners to ensure we have the resource and capabilities to deliver on these.
 - Rider safety and medical support within a team when there is an injury during a team training camp or races
 - › We are working with SVL Insurance on educating riders on the additional insurance packages they require, what to do in different situations/scenarios and giving members access to TCA's Medical Officer; Dr. Claire Rose.
 - Mediation with non-English speaking team managers
 - › Our legal team is scoping out options for translation services and international legal support to support riders when they have a language barrier.

Rider awareness of TCA's elected rider council

- ▶ Awareness of TCA's Rider Council is high (94%) but only 24.5% have approached them to discuss matters regarding women's cycling



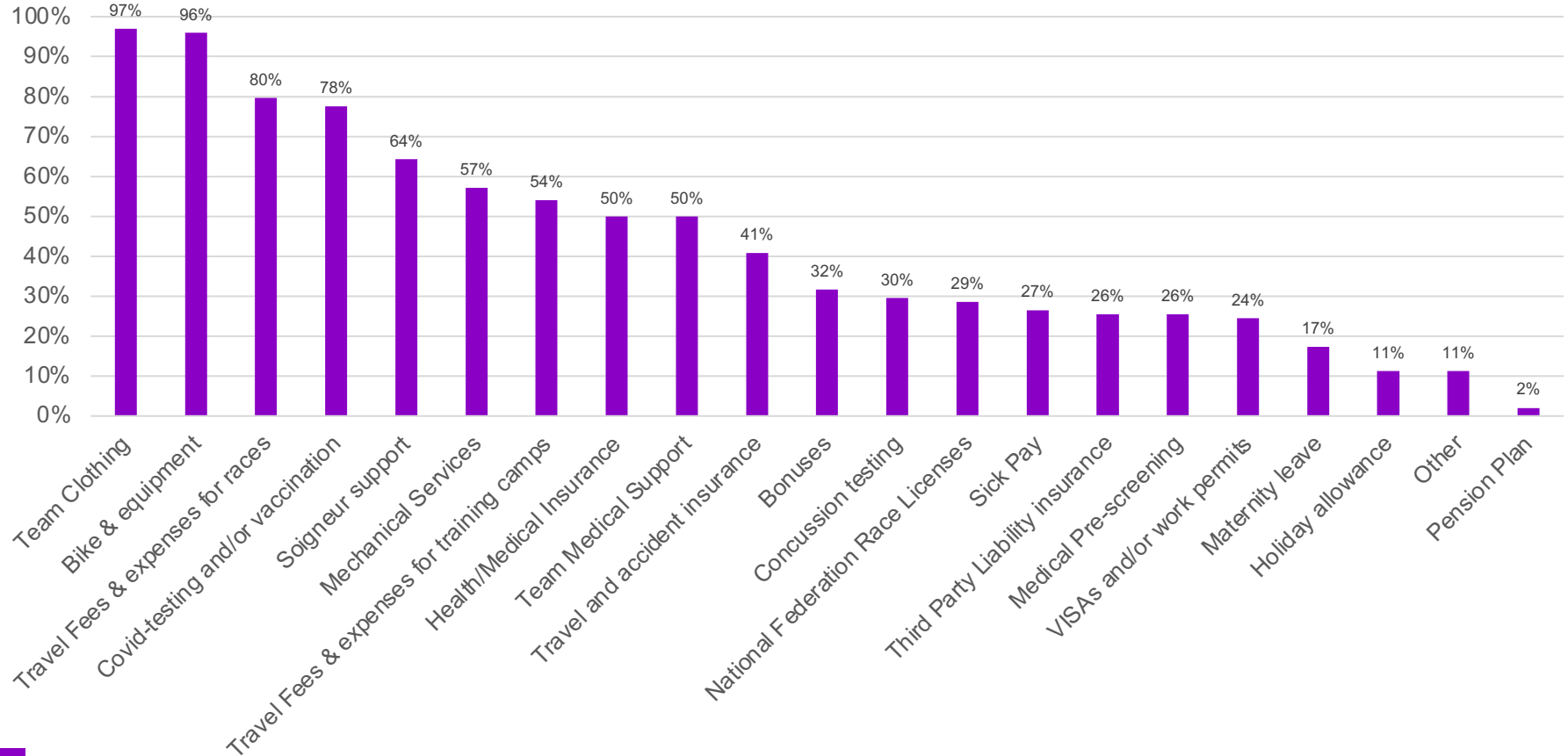
THANK YOU

The Cyclists' Alliance

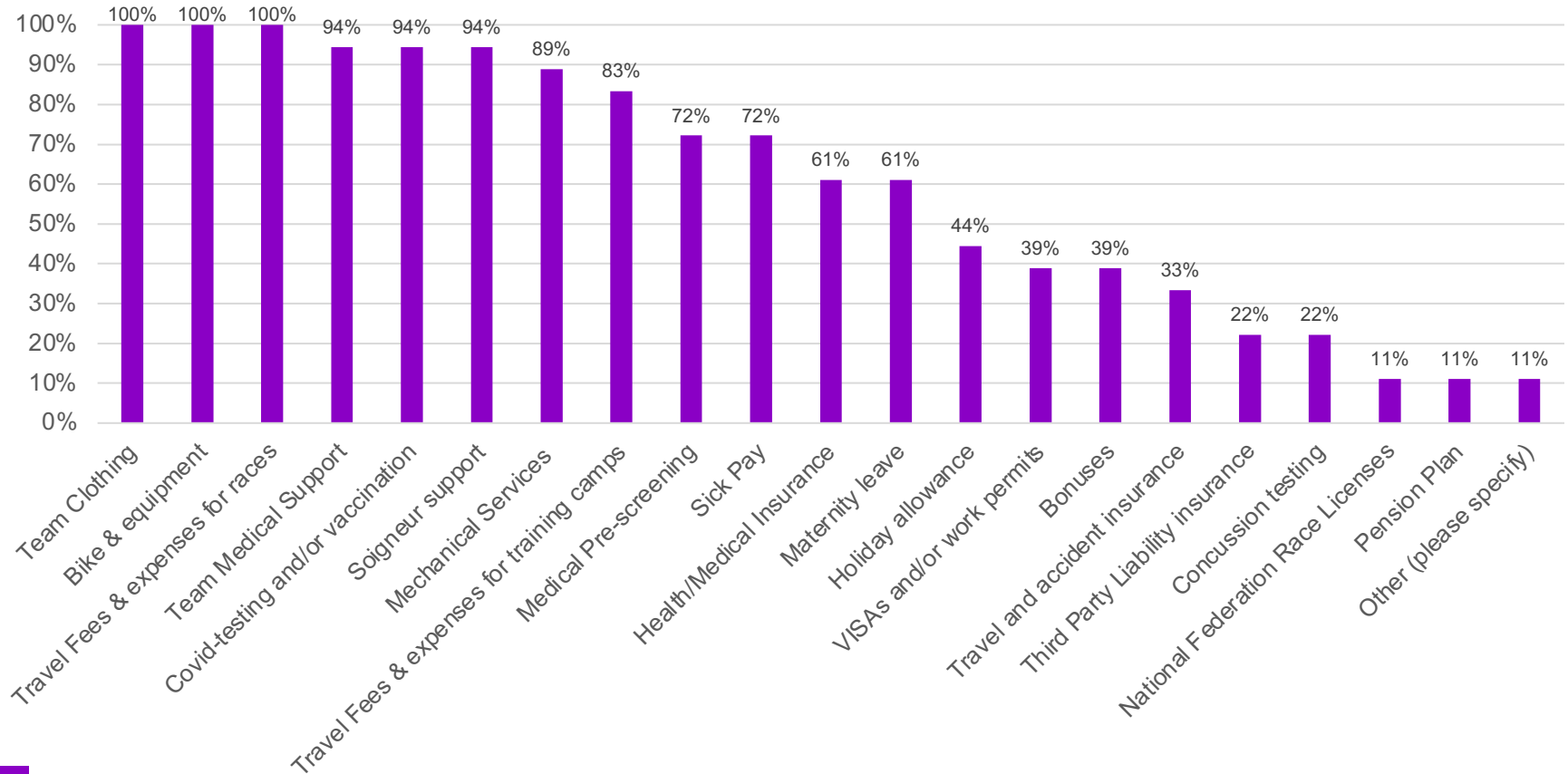
APPENDIX

The Cyclists' Alliance

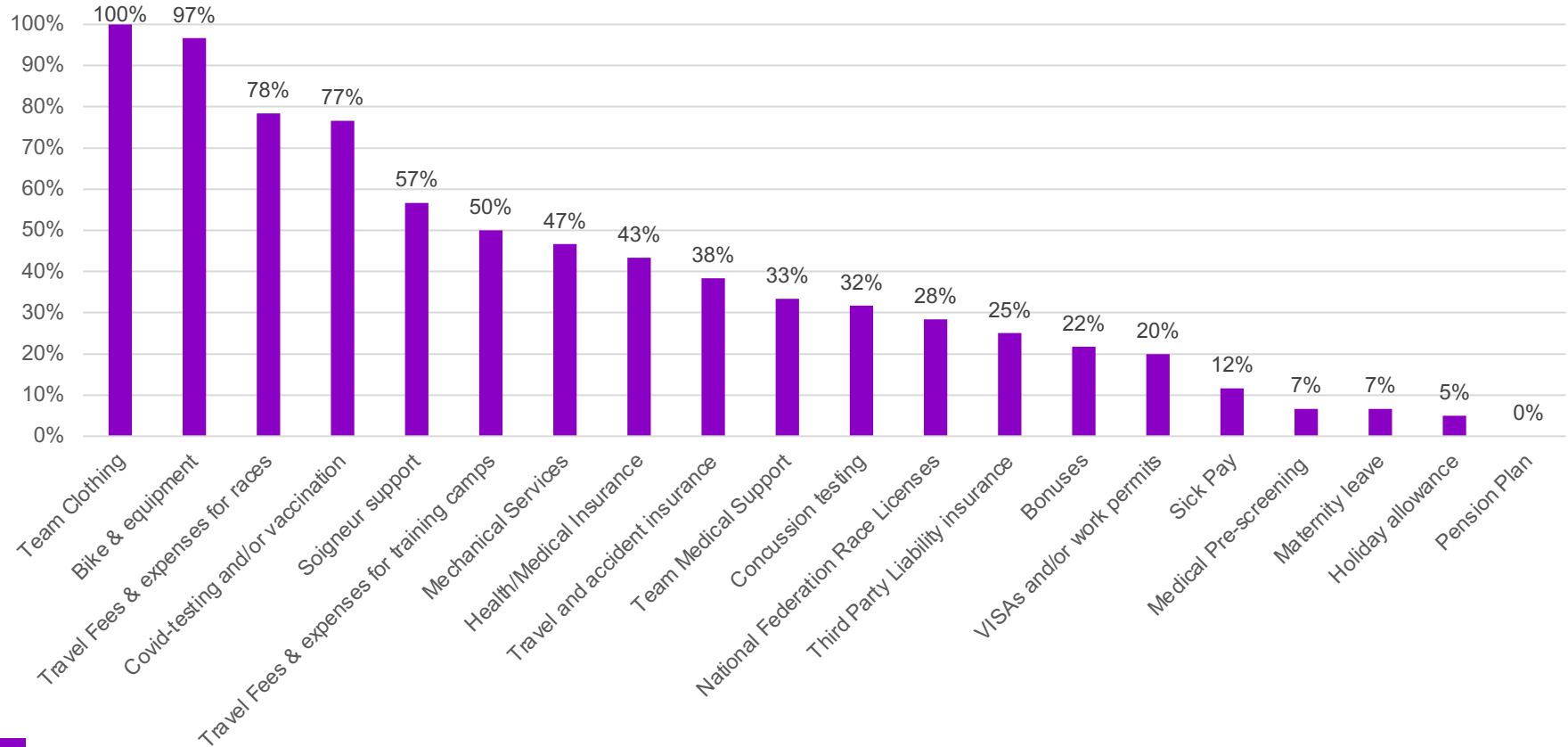
What is provided in your employment contract with your team? (all respondents)



What is provided in your employment contract with your team? (WWT Teams only)



What is provided in your employment contract with your team? (Continental Teams only)



What have you had to reimburse your team for in the 2021 season? (all respondents)

