



The Cyclists' Alliance 2022 Annual Rider Survey

Striving for fairness in cycling

Report overview

- ▶ This document presents the key results from The Cyclists' Alliance 2022 Annual Survey.
- ▶ The survey asked 31 questions on the following topics:
 - Employment and income
 - Team support and culture
 - Work and education
 - Professional support
 - Team culture
 - Membership of the TCA
- ▶ Riders were entitled to complete the survey anonymously with the option of providing their details. However, the vast majority provided their details in confidence.
- ▶ The results from the survey allow TCA to understand current experiences and track changes over time in female professional cycling.
- ▶ This is the 5th year of the TCA's annual survey.

THE DEMOGRAPHIC

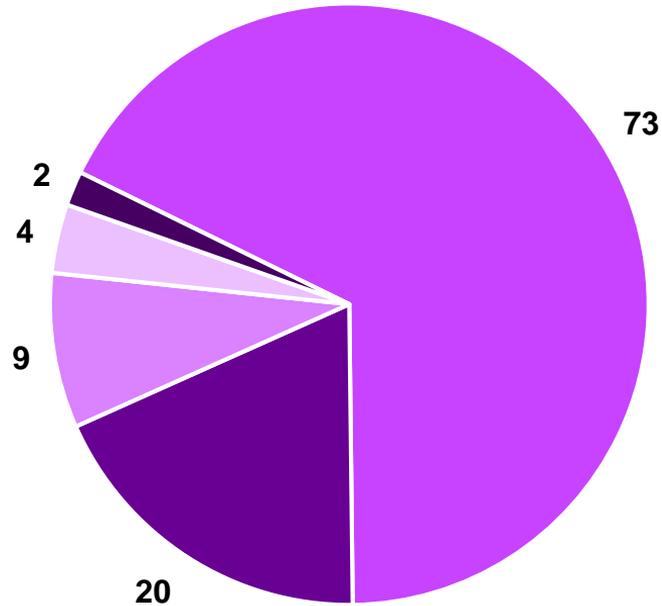
The female professional peloton is highly educated, mainly European and in their 20s

Who completed the survey?

- ▶ 124 female professional cyclists completed the survey. Out of those respondents, many riders participate in multiple disciplines:
 - 121 compete on the road
 - 22 compete in track
 - 13 compete in cyclocross
 - 8 compete in MTB
 - 8 compete in Esport
 - 1 competes in BMX
- ▶ 44 % of respondents are from Women's World Tour (WWT) teams.
- ▶ 113 respondents provided data on their age. Of these riders:
 - the age of respondents ranged from 16 years old to 43 years old
 - the average and median age of respondents was 26 years old
 - 41 respondents (36 %) were 23 years old or younger
- ▶ More than 50 % have raced for 4 or more seasons, 5 % have raced for 3 seasons, 24% have raced for 2 seasons. For 21%, 2022 is their first season.

Where are survey respondents from?

Respondents per continent



■ Europe ■ North America ■ Oceania ■ South America ■ Africa

KEY FINDING: The female professional peloton is highly educated

- ▶ Nearly half (46 %) of respondents are highly qualified, possessing at least a third level education degree, masters or post-graduate qualification
- ▶ One third (34 %) of respondents, confirmed that they are currently studying at the same time as racing. The vast majority of these are in third level education
- ▶ 26 % of those cyclists who are studying at the same time are already at masters or PhD level
- ▶ 30 % of respondents have attained secondary level qualifications
- ▶ 23 % are part-way through completing third level education

CONTRACTS, EMPLOYMENT & INCOME

Barely half the female professional peloton can rely on cycling as their sole source of income

Employment and income: Key Findings

- ▶ There are still a vast number of riders racing with no income from their team.
- ▶ **23% of riders surveyed in 2022 were 'unpaid'**. This has decreased versus our 2021 survey, where 34% of respondents stated they received no salary.
- ▶ Outside of the WWT, only 15 % of female professional cyclists receive an income of €20,000 or more.
- ▶ Barely half the female professional peloton can rely on cycling as their sole source of income.
- ▶ The positive situation is that the WWT salaries are rising rapidly, with many riders being paid significantly more than the minimum requirement regulated by the UCI. 13 % of WWT riders states that they earned over 100K+ per year (a 11 % increase Year on Year) and 24 % of WWT riders earning between 60,000 and 100,000 EUR per year (a 17 % increase YoY).
- ▶ The wage gap disparity between the WWT and non-WWT riders continues to widen.

Contracts and employment

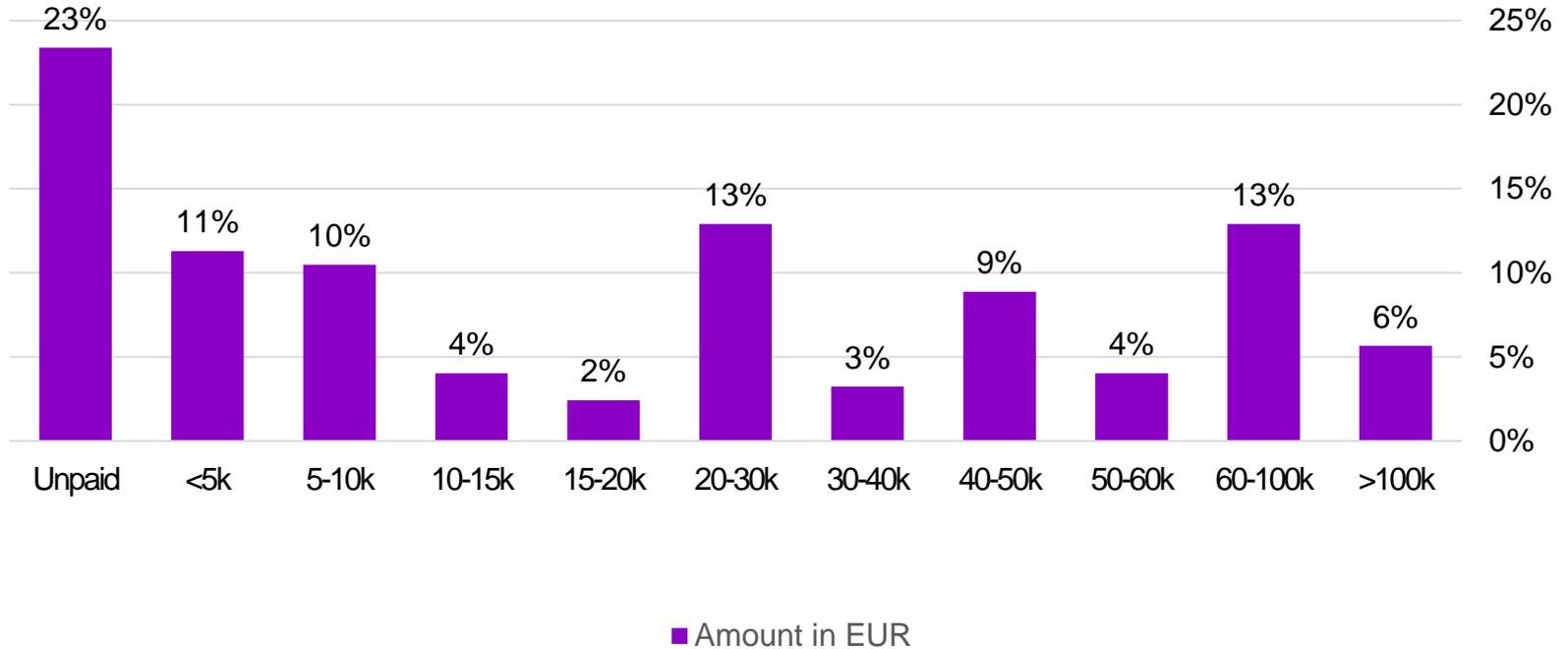
- ▶ Out of the 124 respondents to the survey,
 - 44 % have a contract and are employed with a salary i.e. 'They're employed'
 - 32 % have a contract and are self employed with an income i.e. 'They're self-employed'
 - 20 % have a contract but do not receive salary or income
 - 4 % were not sure

- ▶ When surveyed about the length of their contract
 - Exactly 50 % of respondents have a contract which is only 1 year long
 - 36 % have a 2-year contract
 - 10 % have a contract which is 3 years or more
 - 4 % do not have a contract or did not wish to disclose

- ▶ At the date of this survey, only riders in the Women's World Tour (WWT) are entitled to a minimum salary.

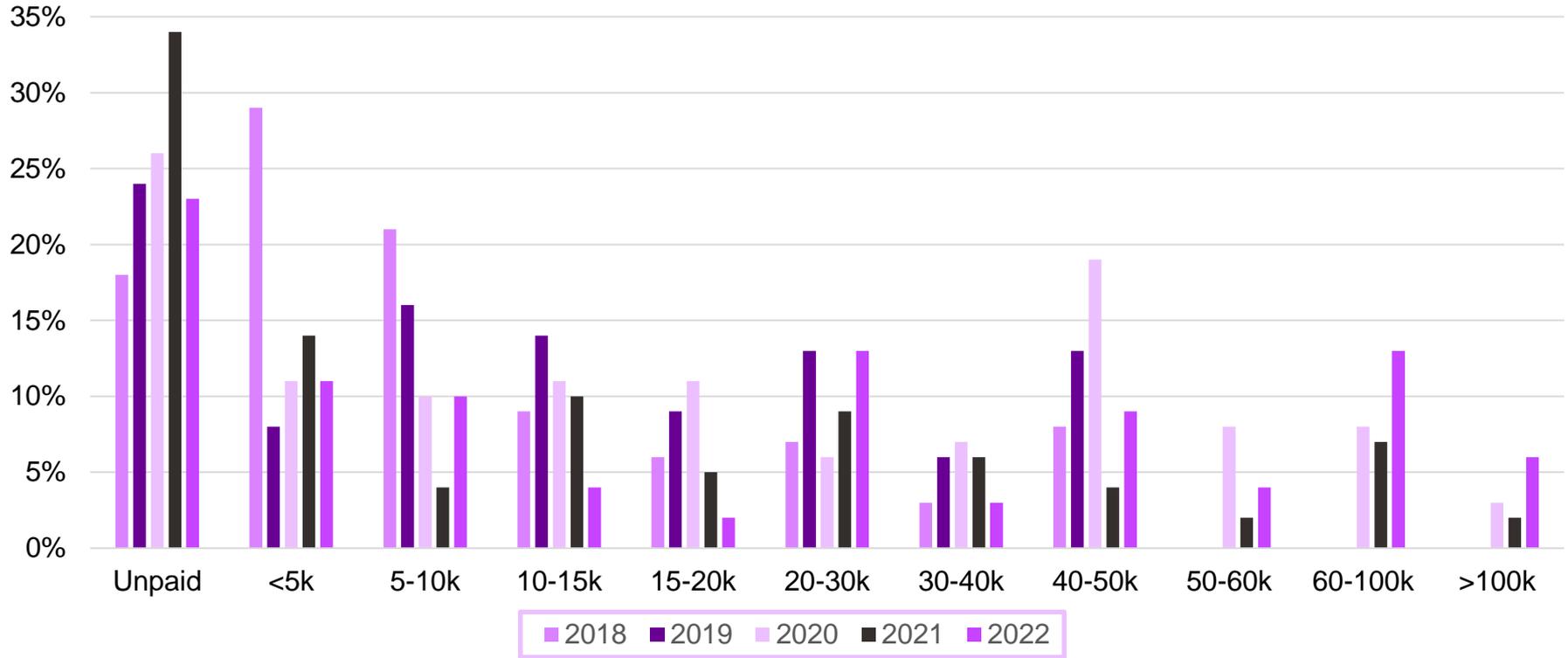
- ▶ In 2022, the minimum salary for an employed rider in the WWT is €27,500 and €45,1000 for a self-employed rider.

Income of Surveyed Riders, 2022



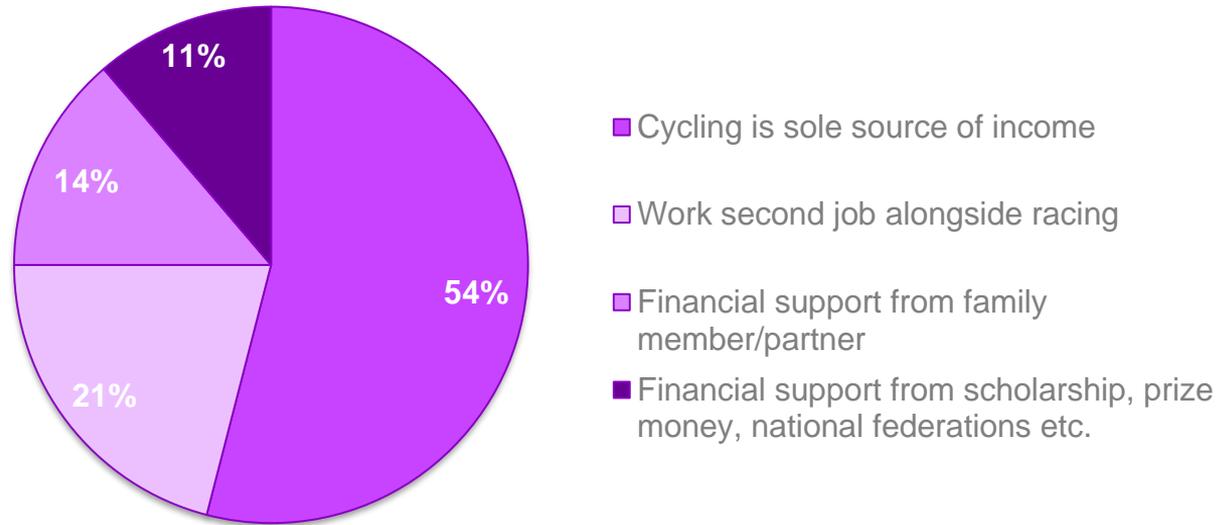
Year on Year Comparison* of Rider Incomes, 2018-2022

Rider Incomes, 2018-2022



Financing a career in professional cycling

KEY FINDING: Only 54 % of riders surveyed - barely half the female professional peloton - can rely on cycling as their sole source of income.



ACCESS TO SUPPORT AND RESOURCES

Many riders do not have sufficient access to the support and resources required to perform their job as a professional cyclist

Access to resources

KEY FINDING: Access to resources varies considerably across teams.

- ▶ When surveyed about resources and services available to them as part of their contract, many riders were unsure of what their team provides. 12 % explicitly stated, 'I am not sure'. For example:
 - Less than 50 % of riders surveyed confirmed that their team provides them with health insurance.
 - Less than 20 % of riders surveyed could confirm that their team offers concussion testing.
 - Less than 2 % of riders surveyed were able to confirm that their team provides them with a pension plan.
- ▶ Of the riders surveyed who are in teams which are affiliated with a men's team,
 - Only 25 % get access to the same resources
 - Less than half (45%) get access to only some resources
 - 30 % do not get any access to the same resources

KEY FINDING: Some riders, who already earn less than a minimum wage, are also being forced to repay their team for costs incurred in their job.

- ▶ 28 % of riders surveyed have been obliged to repay their team for expenses which are necessary for them to do their job as a professional cyclist.

Professional support and development

KEY FINDING: The majority of riders do not use professional assistance when negotiating or signing a contract.

- ▶ Only 15 % of riders surveyed used legal assistance when signing their contract.
- ▶ 30 % of riders surveyed currently work with an agent. However, this rises to 81 % when we consider WWT riders exclusively.

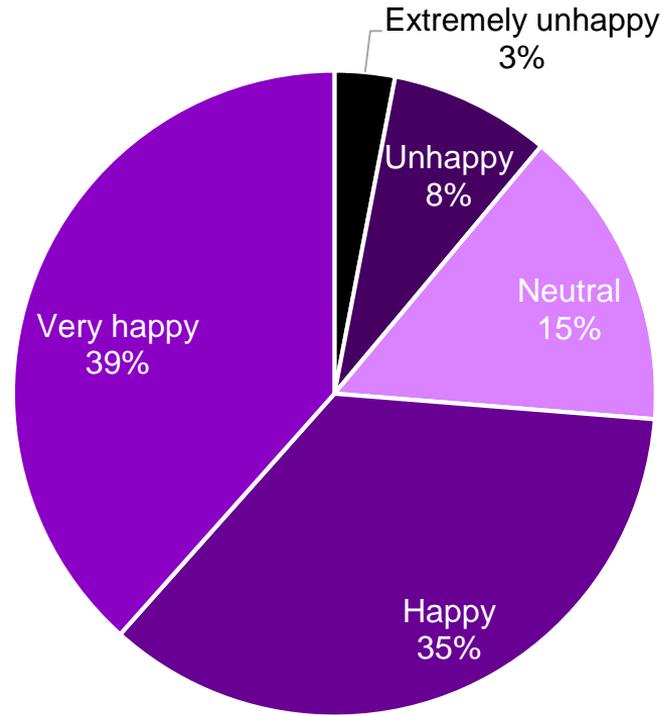
KEY FINDING: Barely half of the peloton are receiving opportunities to develop within their teams.

- ▶ 55 % of respondents said that their team provide them with development opportunities to improve their race performance, such as mental training, nutrition workshops, descending skills etc.
- ▶ This number reduces to 43 % when we consider riders outside of the WWT.

VIEWS FROM THE PELOTON

Overall happiness is increasing, but riders are still primarily concerned about increasing TV coverage and rider incomes

How happy are you in your team?



- ▶ Results from 2022 are an improvement on 2021. In 2021, less than a 3rd of the respondents reported being happy or very happy.

Reasons to leave professional cycling early

KEY FINDING: The most common reason for leaving the sport early was financial reasons.

- ▶ Respondents were asked to select all reasons that might cause them to leave the sport sooner than they would otherwise choose to.

REASON TO EXIT SPORT EARLY	%
Financial reasons	41 %
To start a family	36 %
To pursue career opportunities outside of racing	31 %
Racing is too dangerous i.e. concerned about physical health	31 %
Racing is too stressful i.e. concerned about mental health	22 %
Too much travel required	15 %
To pursue educational/study options	15 %
To have more free time	10 %
The sport is not progressing at a fast enough rate	4 %

Top three issues for the female professional peloton

KEY FINDING: More than half of all respondents believe that live TV coverage is a key issue for the female pro peloton.

- ▶ Respondents were asked to select their 'Top three topics' that TCA should advocate for on their behalf.

TOPIC	%
Increase live TV coverage of races	56 %
All riders to earn a minimum salary	46 %
More racing opportunities for developing riders (e.g. Junior, U23, continental)	35 %
Better race safety protocols	31 %
All support team staff members to be qualified and checked to a professional standard	27 %
Equal prize money	20 %
All race and training expenses to be covered	14 %
Promote more diverse representation in the professional sport	14 %
Petition race organisers to put on more women's races	12 %
All riders to receive paid maternity leave	3 %

Services provided by TCA to riders

KEY FINDING: More than half of all respondents believe that legal advice is a key service for the female pro peloton.

- ▶ Respondents were asked to select services provided by TCA which were ‘the most important’.

SERVICE	%
Legal advice	58%
Educational resources and webinars on a variety of topics e.g. nutrition, medical, contracts etc.	46%
Ethics Officer (to resolve disputes, address abuse or misconduct at the right institution)	36%
Free employment contract review	35%
Salary guidance	30%
Approved list of professional rider agents	28%
Free baseline concussion testing	27%
TCA Mentorship Program	24%
Insurance advice and access to packages at a preferential rate	23%
Not aware of any of these services offered by TCA	12%

MEMBERSHIP OF TCA

Most members find out about TCA through a team mate

Membership of TCA

- ▶ 66% of survey respondents are members of TCA
- ▶ The most popular reason for finding out about TCA was through a teammate
- ▶ (39 % of respondents cited this as how they found out about TCA)
- ▶ The second most popular way that respondents found out about TCA was Instagram!

CONTACT US FOR MORE INFORMATION
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The Cyclists' Alliance