



The Cyclists' Alliance 2024 Annual Rider Survey

Striving for fairness in cycling

Report overview (1 of 2)

What is it?

- ▶ This document presents the results of The Cyclists' Alliance (TCA) 2024 Annual Rider Survey.
- ▶ The survey has been running since 2017.
- ▶ This is the 7th edition of this unique survey.
- ▶ Riders can complete it anonymously. Most choose to provide their details to TCA in confidence.

Why Is It Important?

- ▶ The results of the survey allow TCA to:
 - understand current experiences of female professional cyclists
 - provide focused support and advocacy for female professional cyclists, including
 - › salary advice
 - › legal advice
 - › insurance advice
 - › ethics complaints
 - track changes over time in female professional cycling
- ▶ This is one of the only comprehensive sources on what's happening in women's professional cycling.

Report overview (2 of 2)

What topics are covered?

- ▶ This year is a shortened version of the survey, approximately half the number of questions.
- ▶ We asked 24 questions under the following seven areas:
 1. Demographics
 2. Cycling career – team, salary and contract
 3. Financial support, work, and education outside cycling
 4. Professional support, including legal advice and agents
 5. Life in a cycling team – race days and safety
 6. Challenges facing women’s professional cycling
 7. TCA and the peloton (membership)

Notes

- ▶ When we talk about ‘World Tour’, we mean UCI Women WorldTeam / Women’s World Tour.
- ▶ The ‘Salaries’ section has a table of contents on page 11.
- ▶ Each year we ask the same questions of riders but it may not be the same set of respondents each time. Consequently, please note that the year-on-year comparisons are not like for like comparisons.

Key Findings (1 of 2)

The demographic

- ▶ The survey results represent the views of 100 female professional cyclists from 20 different countries and 45 different teams

Salaries

- ▶ Salaries are trending positively overall since 2018 but the disparity between World Tour and all other riders is increasing
- ▶ 27% of non-World Tour riders still receive no salary or income
- ▶ Outside Women's World Tour, 55% earn less than 10,000 EUR a year

Contracts and employment

- ▶ 50% of riders have a contract which is only one year long

Work and education outside cycling

- ▶ 53% of riders surveyed rely on cycling as a sole source of income
- ▶ 1 in 4 riders surveyed work a second job alongside racing
- ▶ 86% have either completed or are enrolled in third level /post-secondary education - this is down from 98% in 2023

Key Findings (2 of 2)

Professional support

- ▶ 44% of riders sought professional assistance when negotiating or signing a contract
- ▶ 55% of riders surveyed currently work with an agent

Life in a cycling team

- ▶ Nearly 1 in 5 riders have said they feel unsafe in their cycling team
- ▶ The percentage of riders reporting that they feel unsafe in their team has doubled since 2023

Major challenges for the peloton

- ▶ The most common reason to leave the sport early overall is that racing is too dangerous
- ▶ Outside of the World Tour, financial reasons are the most important issue and a cause for riders to consider leaving the sport early

TCA and the peloton

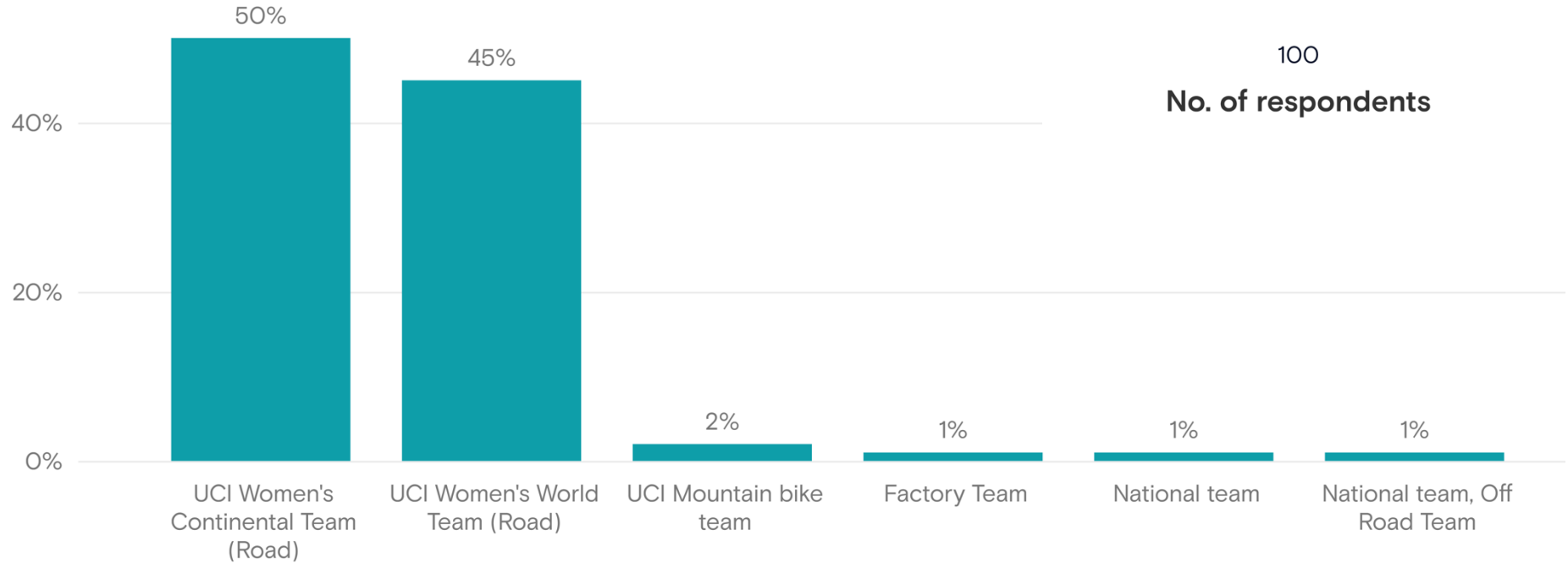
- ▶ Riders continue to value TCA's free legal advice as the most important service provided to members, followed closely by educational resources and webinars

THE DEMOGRAPHIC

- The survey results represent the views of 100 female professional cyclists from 20 different countries and 45 cycling teams

The demographic (1 of 3)

Primary racing team



The demographic (2 of 3)

- ▶ The response to this survey represent views and experiences of
 - 100 female professional cyclists
 - 45 cycling teams
 - Riders from 20 countries
 - 45 riders from the World Tour
 - Riders from multiple disciplines (road, gravel, track, MTB, esports).

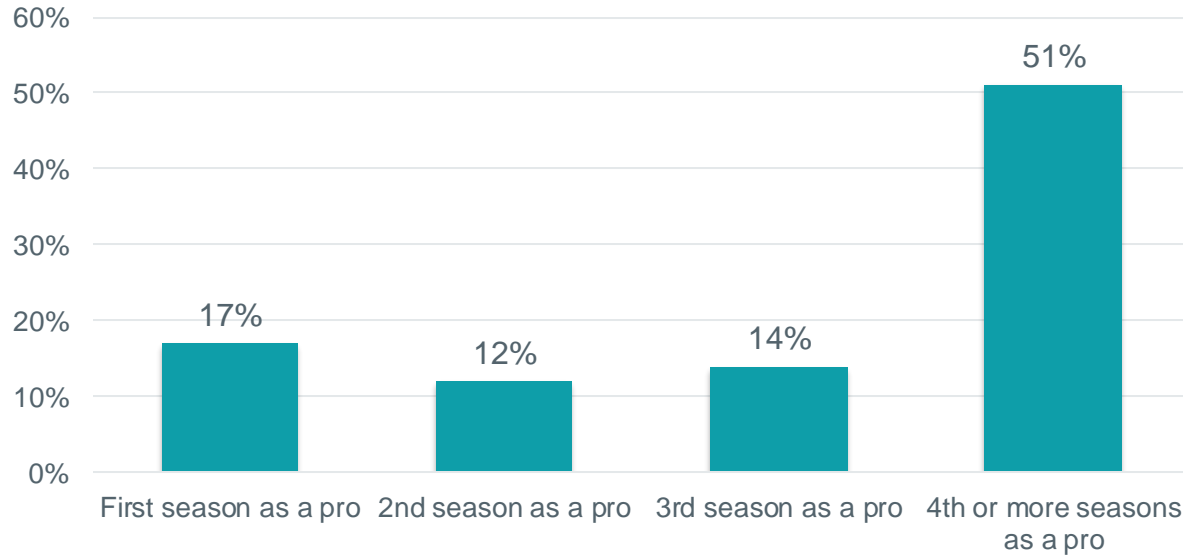
- ▶ TCA was founded by road cyclists and continues to have most members from this discipline.
- ▶ However, TCA exists to represent and encourages female cyclists from all disciplines to join.
- ▶ TCA Rider Council features rider members from road, mountain bike, gravel, and track cycling.

27
Median age

Age group	Number of riders
Women's Elite	75
U23	21
Below U23	3
Age not given	1
Total	100

The demographic (3 of 3)

How many years have you been a professional cyclist?



- ▶ More than half of respondents (51%) have been racing for four seasons or more.
- ▶ This survey represents **at least 287 years** of racing experience in women's professional cycling.

SALARIES

- Salaries are trending positively overall since 2018 but the disparity between World Tour and all other riders is increasing
- 27% of non-World Tour riders still receive no salary or income
- Outside Women's World Tour, 55% earn less than 10,000 EUR a year

Salaries: table of contents

1. Explanation of the UCI minimum salary for World Tour since 2020 until 2025
2. Explanation of the proposed minimum salary for Pro Continental for 2025
3. 2024 salaries presented in numbers (n=100) and also split by level
4. 2024 salaries split by age
5. Explanation of 2024 results for riders earning 20,000 EUR per year or less
6. Graph of results each year for riders earning 20,000 EUR per year or less, 2018-2024
7. Discussion of 2018-2024 graph of riders earning 20,000 EUR per year or less
8. Comparing cycling salaries to national minimum wages
9. Explanation of 2024 results for riders earning 20,001 EUR per year or more
10. Graph of results each year for riders earning 20,001 EUR per year or more, 2018-2024
11. Discussion of 2018-2024 graph of riders earning 20,001 EUR per year or more

Salaries (1 of 11): Overview of UCI salary regulations (I)

- ▶ 2020 was the first year that the UCI implemented minimum wage levels for the World Tour.
- ▶ World Tour minimum salaries were as follows for each of the first three years:
 - 2020: 15,000 EUR
 - 2021: 20,000 EUR
 - 2022 27,500 EUR
- ▶ The table below sets out 2023, 2024 and 2025 minimum UCI salaries for World Tour.

Minimum salary

2.13.177

The riders of the UCI Women's WorldTeams are entitled to a fixed minimum salary, of which the annual gross amount is fixed as follows for the years 2023 to 2025:

	Employee		Self-employed (164%)	
	New Professional	Other	New Professional	Other
2023 Season	26'849€	32'102€	44'032€	52'647€
2024 Season	29'270€	35'000€	47'986€	57'400€
2025 Season	31'768€	38'000€	52'100€	62'320€

- ▶ In 2024, there is **no minimum wage** for any other cyclists, including Continental road cyclists or for any other cycling discipline.

Salaries (2 of 11): Overview of UCI salary regulations (II)

- ▶ In 2025, the UCI will implement the Pro Continental level for women's cycling, 'UCI Women's ProTeams'. There will be a set of minimum wages according to the following table from the amended Road Race regulations:

2.19.052 Minimum salary

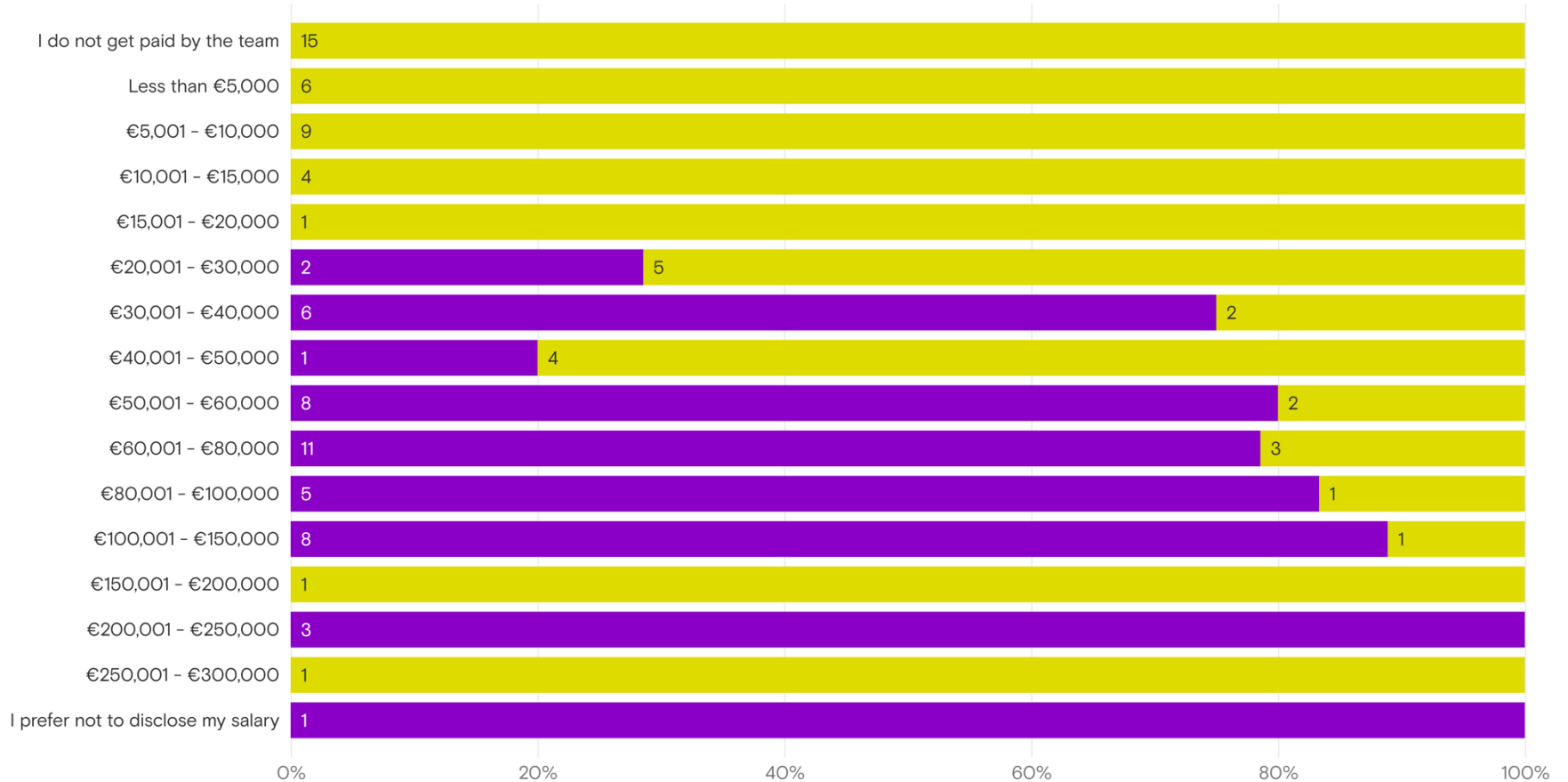
The riders of the UCI Women's ProTeams are entitled to a fixed minimum salary, of which the annual gross amount is fixed as follows for the years 2025 to 2027:

	Employee		Self-employed (164%)	
	New Professional	Other	New Professional	Other
2025 Season	16'720 €	20 000€	27'420 €	32'800 €
2026 Season	18'392€	22'000 €	30'162 €	36'080 €
2027 Season	20'064 €	24'000 €	32'905 €	39' 360 €

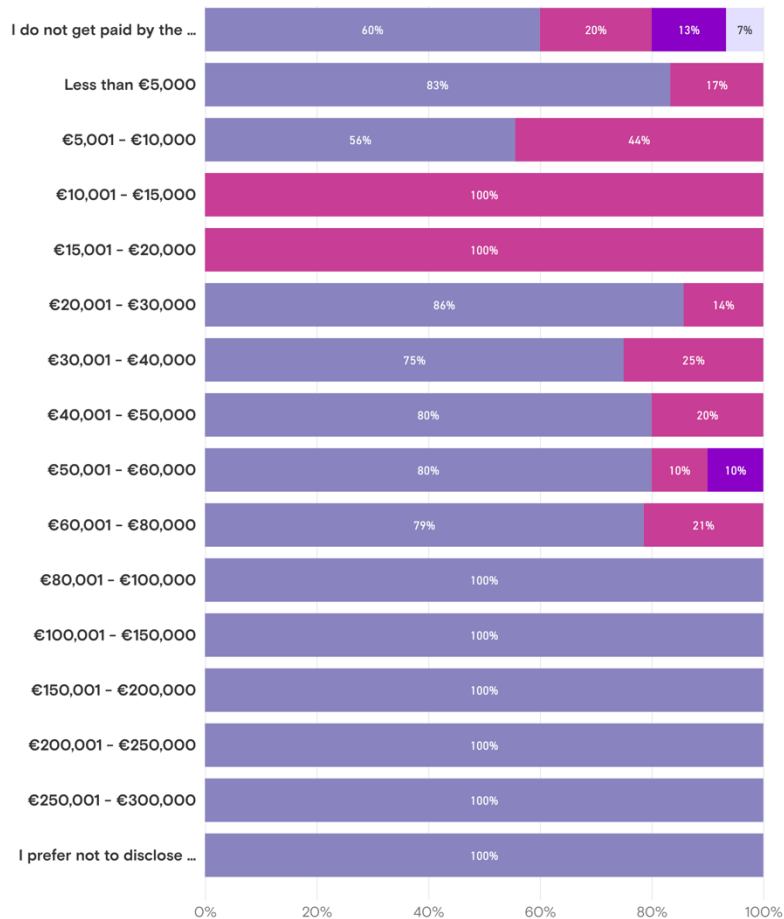
- ▶ On the date of publication of this report, it is not yet clear which teams will be Pro Continental in 2025 and how the new division will work in practice.

Salaries (3 of 11): All riders surveyed and split by level - World Tour and all others

● Women's World Tour (WWT) ● Other



Salaries (4 of 11): All riders surveyed, split by age category



● Women's Elite ● U23 ● U19 ● Age not given

- ▶ In general, U23 and U19 riders tend to earn less than elite riders.
- ▶ 1 in 5 elite riders earn 10,000 EUR or less.
- ▶ All riders who earn between 10,000 EUR and 20,000 EUR are U23 riders.

Salaries (5 of 11): Earning 20,000 EUR per year or less, 2024

Unpaid

- ▶ As a total of all 100 riders surveyed (including World Tour riders), 15% were unpaid.
- ▶ In previous years, more riders were 'unpaid' - 25% in 2023 and 23% in 2022.
- ▶ When we exclude World Tour rider from this year's results, the percentage of riders who were unpaid rises to 27%. In 2023, this percentage was 41%.

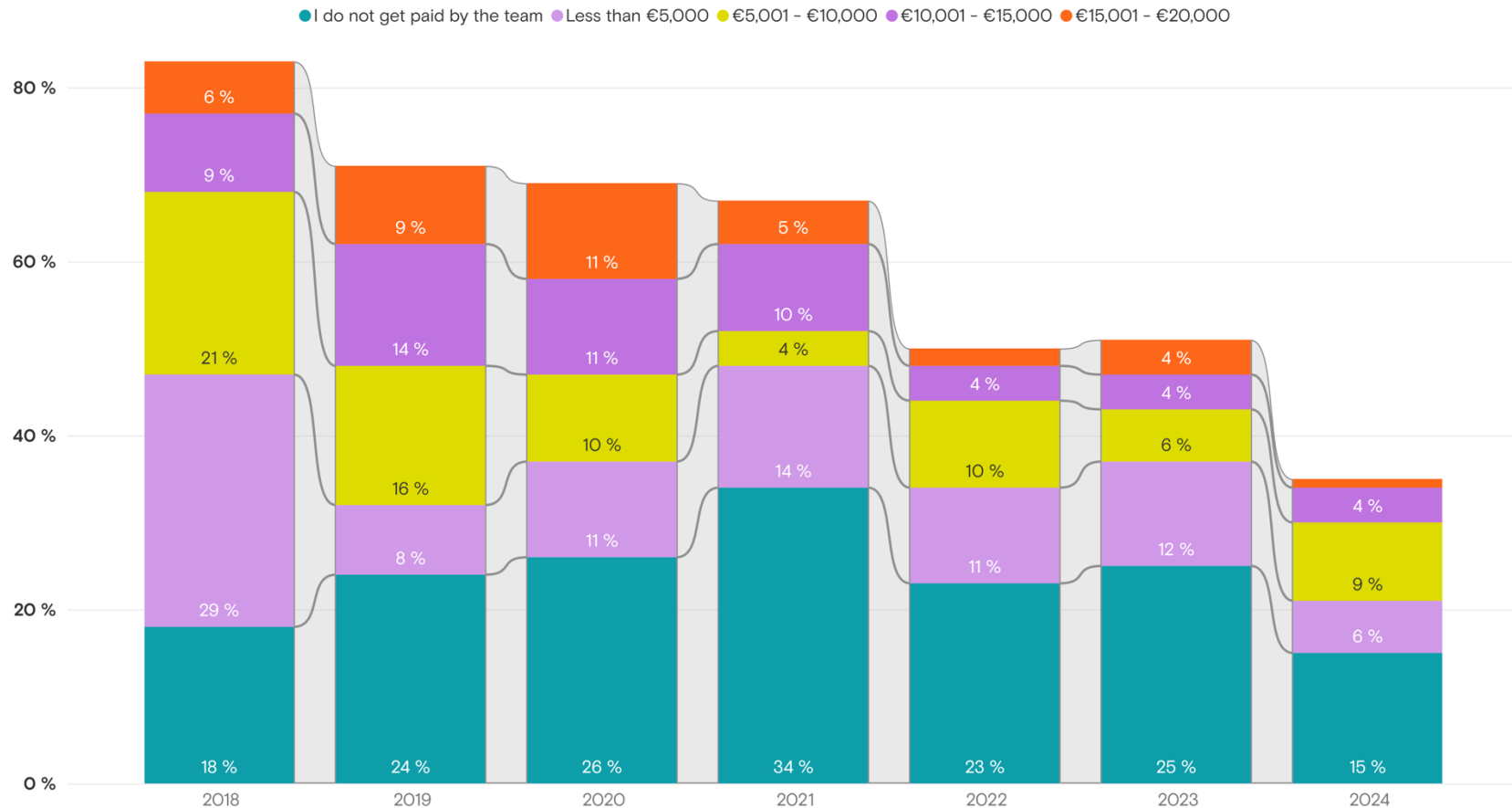
Paid 10,000 EUR or less

- ▶ In 2024, 55% - more than half - of non-World Tour riders earn between 0 and 10,000 EUR a year.
- ▶ In 2023, this percentage was more than 70%.
- ▶ As a total of all 100 riders surveyed (including World Tour riders), 15% earn between 0 and 10,000 EUR .

Paid 20,000 EUR or less

- ▶ In 2024, 64% of non-World Tour riders surveyed earn 20,000 EUR or less.
- ▶ As a total of all 100 riders surveyed (including World Tour riders), 35% earn 20,000 EUR or less.

Salaries (6 of 11): Earning 20,000 EUR per year or less, 2018-2024 (I)



*Caveat: Respondent numbers and identity will vary across years, meaning that it is not a like for like comparison

Salaries (7 of 11): Earning 20,000 EUR per year or less, 2018-2024 (II)

From unpaid to 20,000 EUR between 2018 and 2024

When we compare these riders over time, we see a mix of information.

- ▶ In good news, there is **an overall trend away** from no and lower salaries.
- ▶ In 2018, we saw more than 80% of riders surveyed were earning 20,000 EUR or less. Today in 2024, 35% of riders surveyed were in this same earning bracket. Over six years, the percentage of riders earning 20,000 EUR or less has more than halved.
- ▶ We assume that some part of the trends are influenced by the UCI mandatory minimum wages, implemented from 2020.
- ▶ The trend for riders **not getting paid at all** is not as clear. While it was only 15% this year, down from 25% in 2023, we also see that it was at 18% in 2018 and then rose in 2019 (24%), 2020 (26%) and 2021 (34%).

Salaries (8 of 11): Comparing cycling salaries to national minimum wages

- ▶ More than 55% of female professional cyclists outside of the World Tour are earning 10,000 EUR or less a year. This is **less than the minimum wage** in most countries.
- ▶ According to national data, the gross annual minimum wage for Slovenia in 2022 was 12,893 EUR, which is one of the lowest European minimum wages.
- ▶ According to the OECD annual minimum wages for Spain in 2022 was 14,000 EUR; for France it was 19,237 EUR.
- ▶ For other countries such as Norway, there is no national legislated minimum salary, but there are minimum wages in sectors which suggest that the national minimum wage salary for a low skilled job such (e.g. a cleaner) would legally earn well above 30,000 EUR per annum.

Salaries (9 of 11): Earning 20,000 EUR per year or more

Paid 20,001 EUR or more

- ▶ In 2024, 65% of all riders surveyed received an income of 20,000 EUR or more.
- ▶ When we exclude World Tour riders, that percentage drops to 36% for all other riders.
- ▶ In the two previous years (2023 and 2022), only 15% of non-World tour riders surveyed received an income of 20,000 EUR or more.

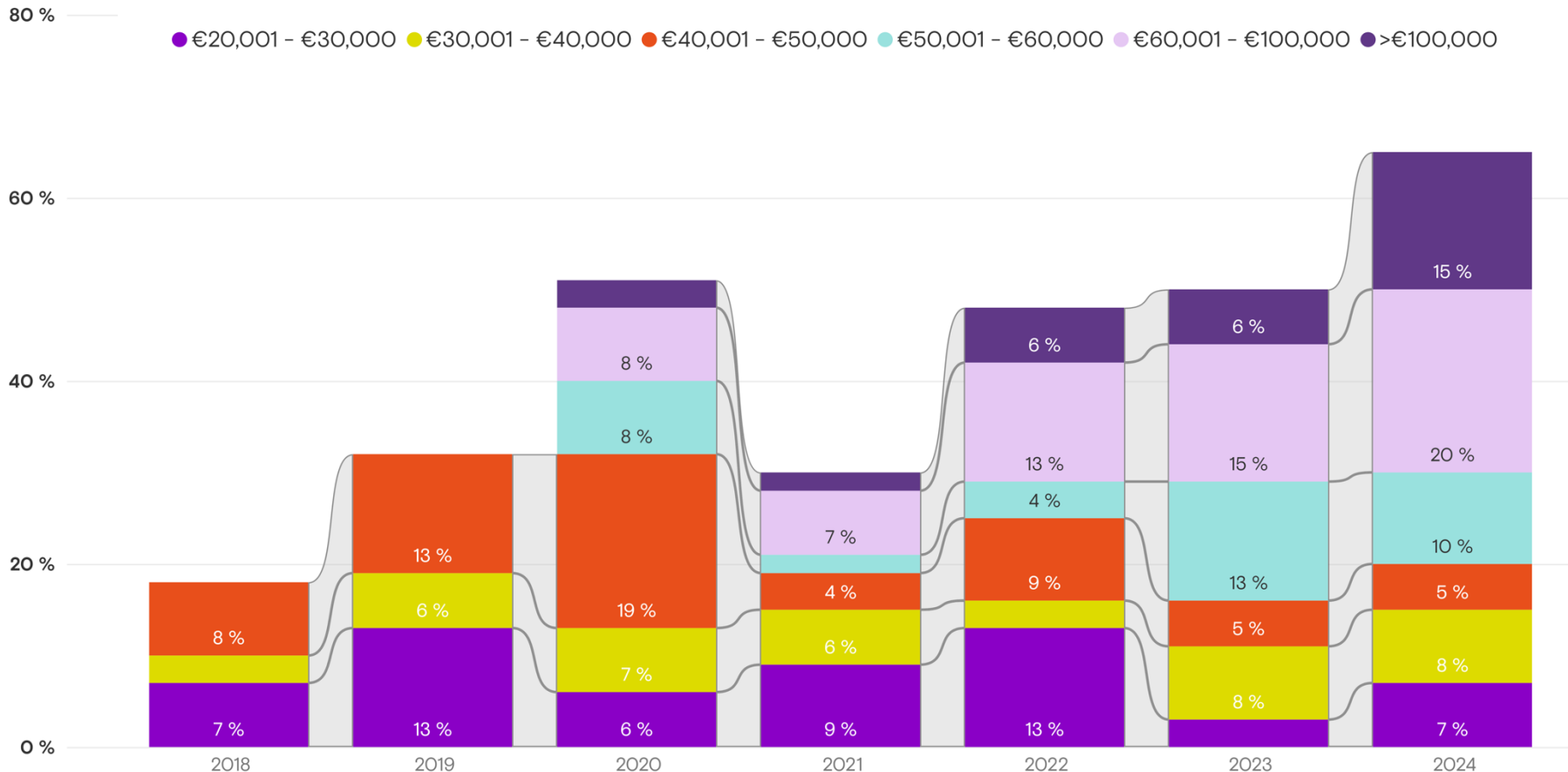
Paid 50,001 EUR or more

- ▶ 2020 was the first year that riders surveyed reported earning 50,001 EUR or more.
- ▶ Last year, in 2023, 34% earned 50,001 EUR or more.
- ▶ This year, in 2024, 44% earn more than 50,000 EUR, a 10-percentage point increase from 2023.
- ▶ There appears to be a positive trend, which will in part be influenced by the mandatory minimum wage levels set by the UCI.

Paid 100,001 EUR or more

- ▶ In 2024, 15% of respondents earned more than 100,000 EUR.
- ▶ This percentage of riders surveyed who earn more than 100,000 EUR has more than doubled since last year, when 6% reported earning more than 100,000 EUR.

Salaries (10 of 11): Earning 20,001 EUR per year or more, 2018-2024 (I)



*Caveat: Respondent numbers and identity will vary across years, meaning that it is not a like for like comparison

Salaries (11 of 11): Earning 20,001 EUR per year or more, 2018-2024 (II)

From 20,001 EUR and more, between 2018 and 2024

- ▶ In good news, there is **an overall trend towards** higher salaries. In 2018, we saw less than 20% of riders surveyed were earning 20,000 EUR or more. Today in 2024, we see that 65% of riders surveyed earn more than 20,000 EUR.
- ▶ Again, some aspects of these trends will be influenced by the UCI mandatory minimum wages, which have also increased incrementally every year since 2020.
- ▶ 50% of riders surveyed in 2024 are getting paid 40,000 EUR or more. In 2018, before the minimum wage, only 8% of riders were earning this level of income.
- ▶ 2020, the first year of mandatory minimum wages, was also the first year that we saw salaries above 50,000 EUR (18%). Today, in 2024, 45% of riders surveyed earn above 50,000 EUR.
- ▶ In more recent years, we have seen an increase in the percentage of riders surveyed earning more than 100,000 EUR. Results tend to suggest that a small percentage of female riders today are able to earn more than ever before.

CONTRACTS AND EMPLOYMENT

- 50% of riders have a contract which is only one year long

Contracts and employment (1 of 2)

- ▶ Out of the 100 respondents to the survey,
 - 32% have a contract and are employed with a salary i.e. 'They're employed'
 - 48% have a contract and are self-employed with an income i.e. 'They're self-employed'
 - 16% have a contract but do not receive salary or income
 - 4% were not sure or did not have a contract

- ▶ By comparison, in 2023,
 - 31% had a contract and were employed with a salary
 - 37% had a contract and were self-employed with an income
 - 21% had a contract but did not receive salary or income
 - 11% were not sure or did not have a contract

Contracts and employment (2 of 2)

- ▶ In 2024, when surveyed about the length of their contract
 - 50 % of respondents have a contract which is only one year long
 - 41 % have a two year contract
 - 9 % have a contract which is three years or more

- ▶ In line with last year's results, around half the peloton has a contract for only one year. This reflects the relatively high-risk nature and financial insecurity of working as a professional cyclist.

- ▶ In 2023, when surveyed about the length of their contract
 - 47 % of respondents have a contract which is only one year long
 - 39 % have a two year contract
 - 8 % have a contract which is three years or more
 - 6 % do not have a contract or did not wish to disclose

- ▶ Results from 2022 were similar to these results from 2023 and 2024.

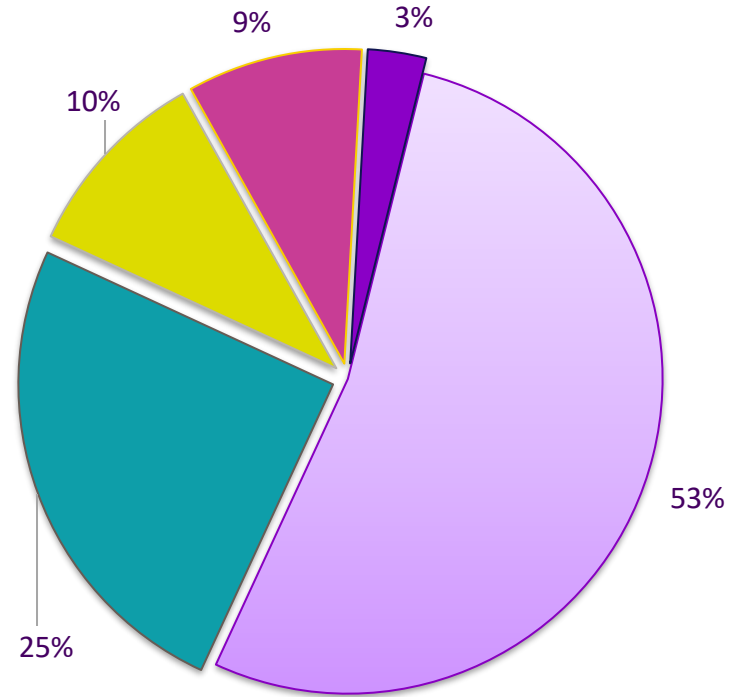
WORK AND EDUCATION OUTSIDE CYCLING

- 53% of riders surveyed rely on cycling as a sole source of income
- 1 in 4 riders surveyed work a second job alongside racing
- 86% have either completed or are enrolled in third level /post-secondary education - this is down from 98% in 2023

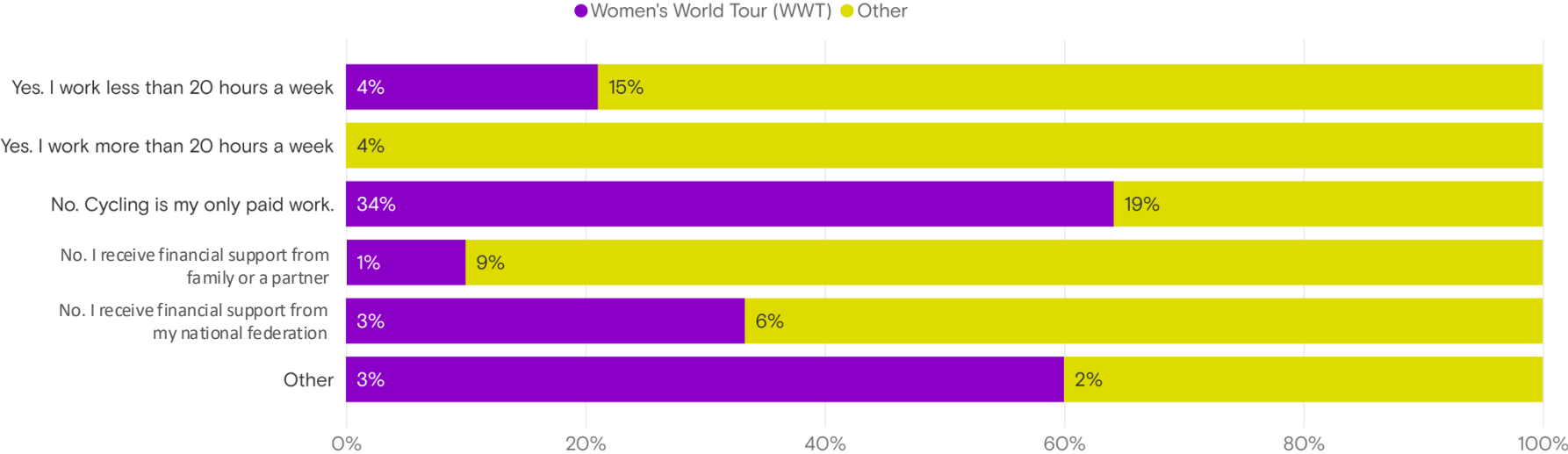
Work and education outside cycling (1 of 3): Financing a career in cycling

- ▶ 53% of riders surveyed rely on cycling as their sole source of income in 2024, up for 46% in 2023.
- ▶ In 2022, it was 54%.

- Cycling is my only paid work
- I work alongside racing
- Financial support from family member/partner
- Financial support from national federation
- Other

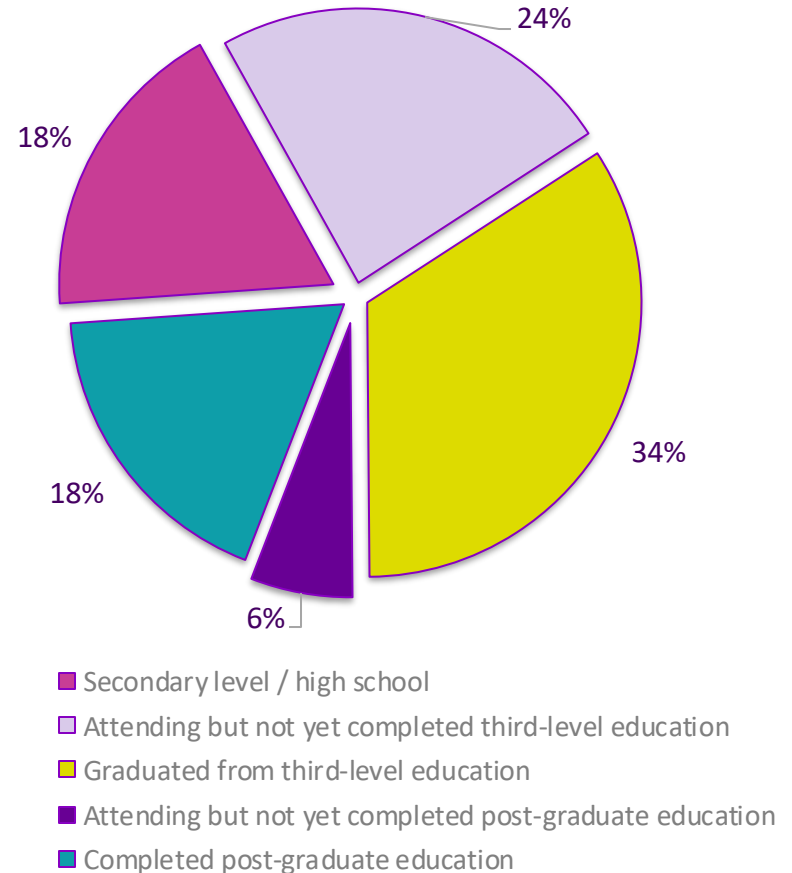


Work and education outside cycling (2 of 3): Split by World Tour and all others



Work and education outside cycling (3 of 3): Level of education attained

- ▶ 82% of surveyed riders have either completed or are enrolled in third level/post-secondary education.
- ▶ This is a reduction from 2023, when it was at 98%.
- ▶ 30% of riders surveyed are studying alongside racing.
- ▶ In 2023, this was similar in 2023 and 2022, at 34% for both years.
- ▶ 34% of respondents have completed third level/post-secondary education.
- ▶ Nearly 1 in 5 professional female cyclists have completed post-graduate education.



PROFESSIONAL SUPPORT

- 44% of riders sought professional assistance when negotiating or signing a contract
- 55% of riders surveyed currently work with an agent

Professional support and representation (1 of 2)

Professional assistance for contracts

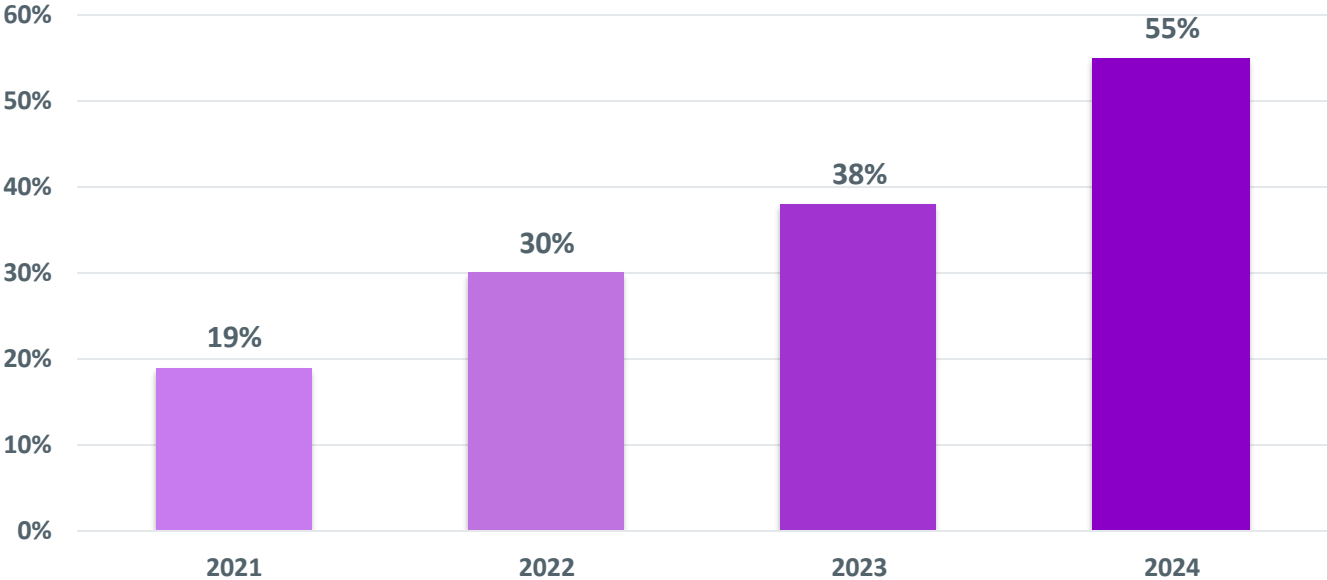
- ▶ 44% of riders sought professional assistance when negotiating or signing a contract.
- ▶ This figure has stayed stable since 2023 (41 %).
- ▶ It confirms a positive increase since 2022, when only 15 % of riders surveyed used legal assistance when signing their contract.

Working with an agent

- ▶ 55% of riders surveyed currently work with an agent. This is an increase from 38% of riders surveyed in 2023, and 30% in 2022.
- ▶ When we look only at World Tour riders, we see that this percentage increases to 66% working with an agent.

The demographic (2 of 2): Riders who work with an agent, 2021-2024

Do you currently work with an agent?



LIFE IN A CYCLING TEAM

- Nearly 1 in 5 riders have said they feel unsafe in their cycling team
- The percentage of riders reporting that they feel unsafe in their team has doubled since 2023

Life in a Cycling Team (1 of 2)

This year we asked riders two questions relating to their experience within the team:

- ▶ Number of race days
- ▶ Concerns about safety

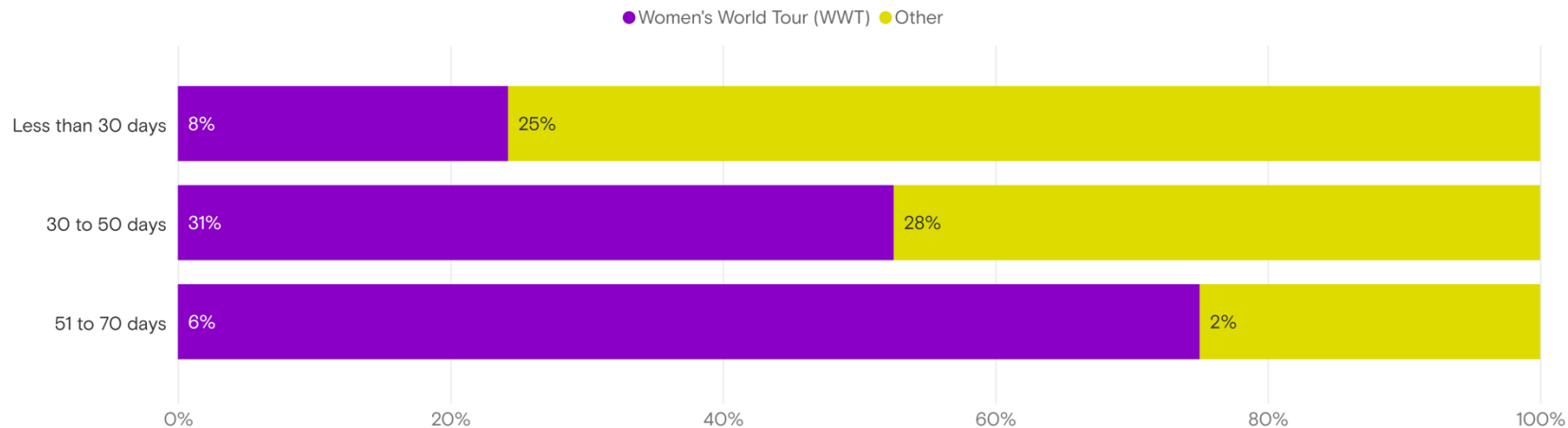
Race days

- ▶ The majority of riders have between 30 and 50 race days, which is consistent with results from 2023.
- ▶ 1 in 4 riders outside the World Tour have 30 or less race days per year.

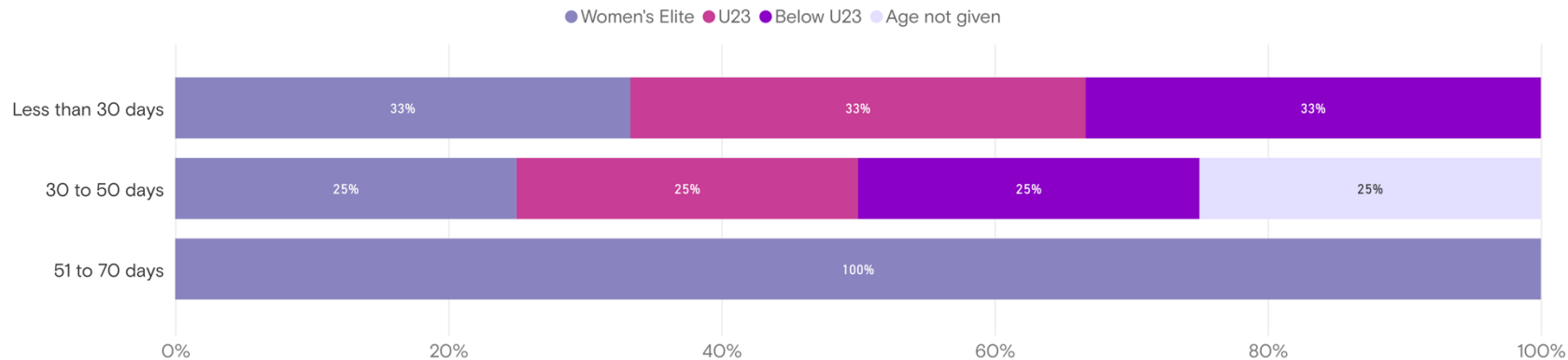
Safety

- ▶ The percentage of riders who responded with a 'Yes' to the question, 'Have you ever felt unsafe in your team?' has doubled since last year. In 2024, 18% of riders responded yes, whereas this was 9% in 2023.

Life in a cycling team (2 of 2): Race Days in the 2023 season per age and level



Race days



MAJOR CHALLENGES FOR THE PELOTON

- The most common reason to leave the sport early overall is that racing is too dangerous
- Outside of the World Tour, financial reasons are the most important issue and a cause for riders to consider leaving the sport early

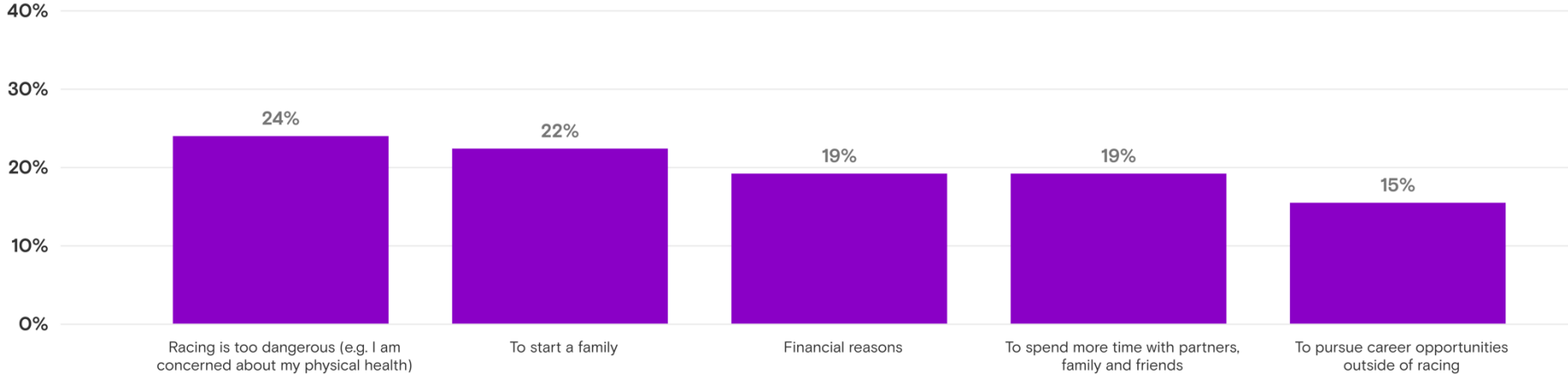
Major challenges (1 of 8): Reasons to leave the sport early

Every year, we ask riders to select all reasons that might cause them to leave the sport sooner than they would otherwise choose to.

- ▶ In 2024, the most common reason to leave the sport early is that racing is too dangerous.
- ▶ However, when we break the results down, we see some differences depending on age and level.
- ▶ For professional female cyclists in the World Tour, the number one reason to leave is to start a family.
- ▶ For all other riders outside of World Tour, the number one reason to leave is financial reasons.
- ▶ In 2023, the most common reason overall for leaving the sport early was financial reasons.

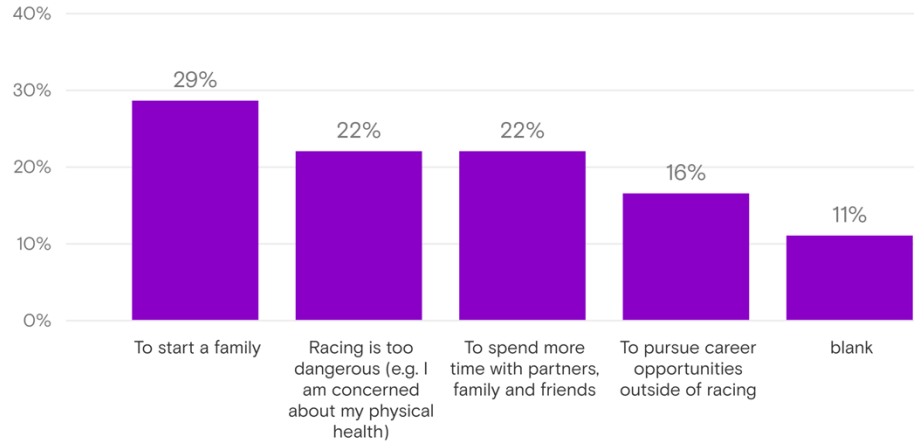
Major challenges (2 of 8): Reasons to leave the sport early, overall

Most common reasons to leave early

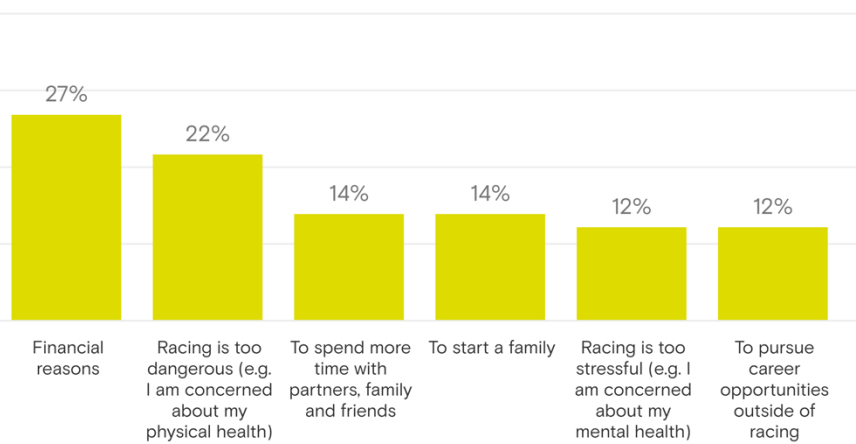


Major challenges (3 of 8): Reasons to leave the sport early, split by level

Most common reasons to leave early - WWT

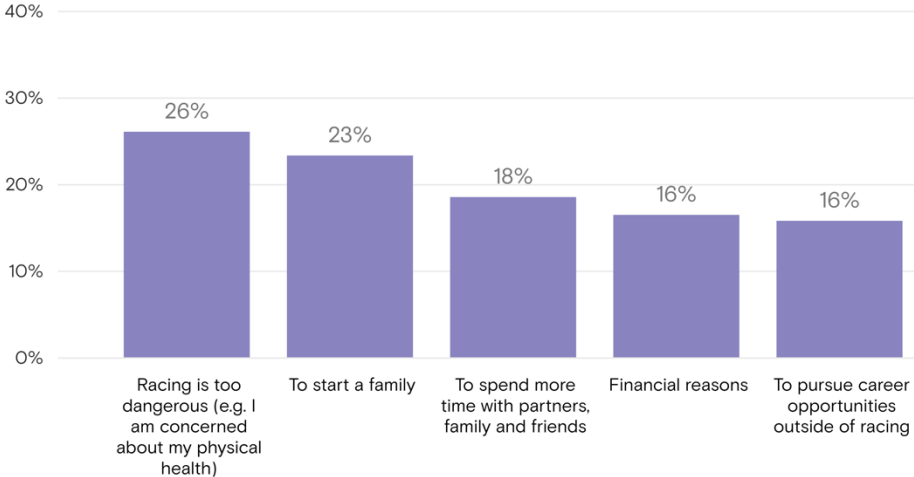


Most common reasons to leave early - Other

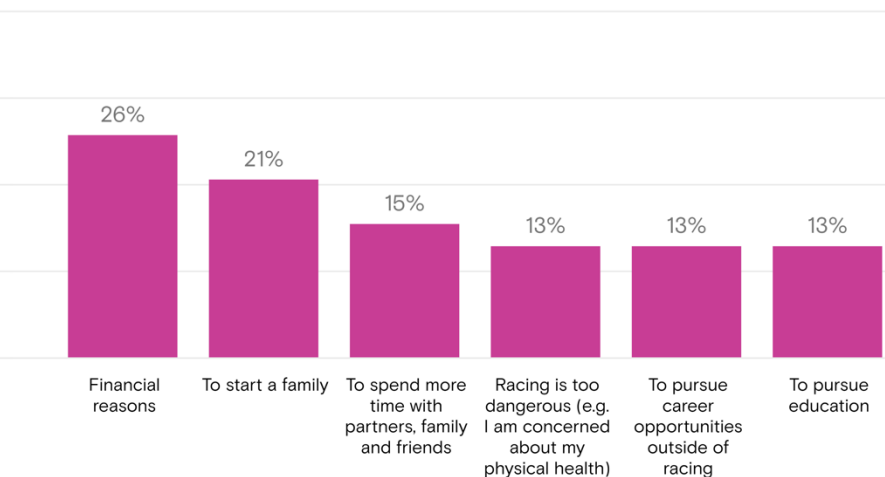


Major challenges (4 of 8): Reasons to leave the sport early, split by age

Most common reasons to leave early - Women's elite



Most common reasons to leave early - U23



Major challenges (5 of 8): Top three issues

- ▶ In 2024, the most important issue for riders overall is increased live TV coverage.
- ▶ However, when we break the results down, we see some differences depending on age and level.
- ▶ For World Tour riders, the top issue is also increased live TV coverage.
- ▶ For riders outside of the World Tour, the most important issue in 2024 was all riders to earn a minimum salary. This is the same as the overall result from 2023.
- ▶ For younger (U23) riders, the most important issue is to have all team staff members to be qualified and checked to a professional standard.

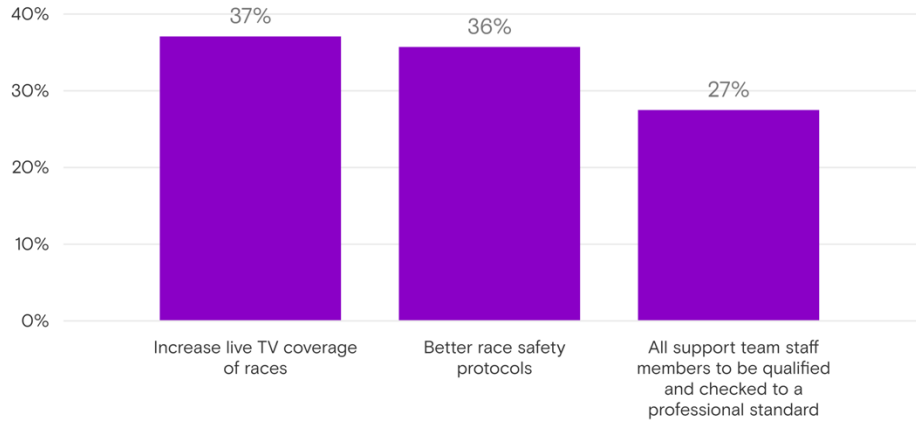
Major challenges (6 of 8): Top three issues, overall

Top 3 issues



Major challenges (7 of 8): Top three issues, split by level

Top 3 issues - WWT

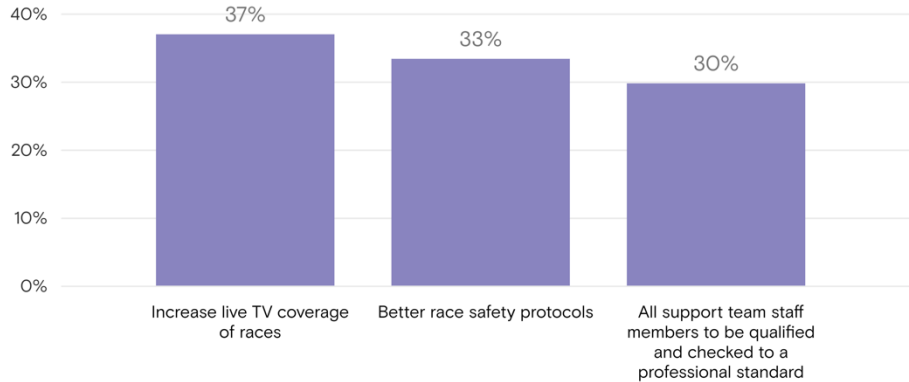


Top 3 issues - Other

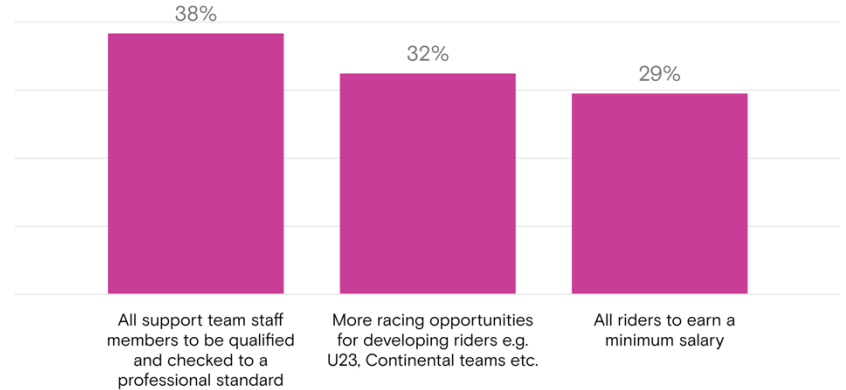


Major challenges (8 of 8): Top three issues, split by age

Top 3 issues - women's elite



Top 3 issues - U23



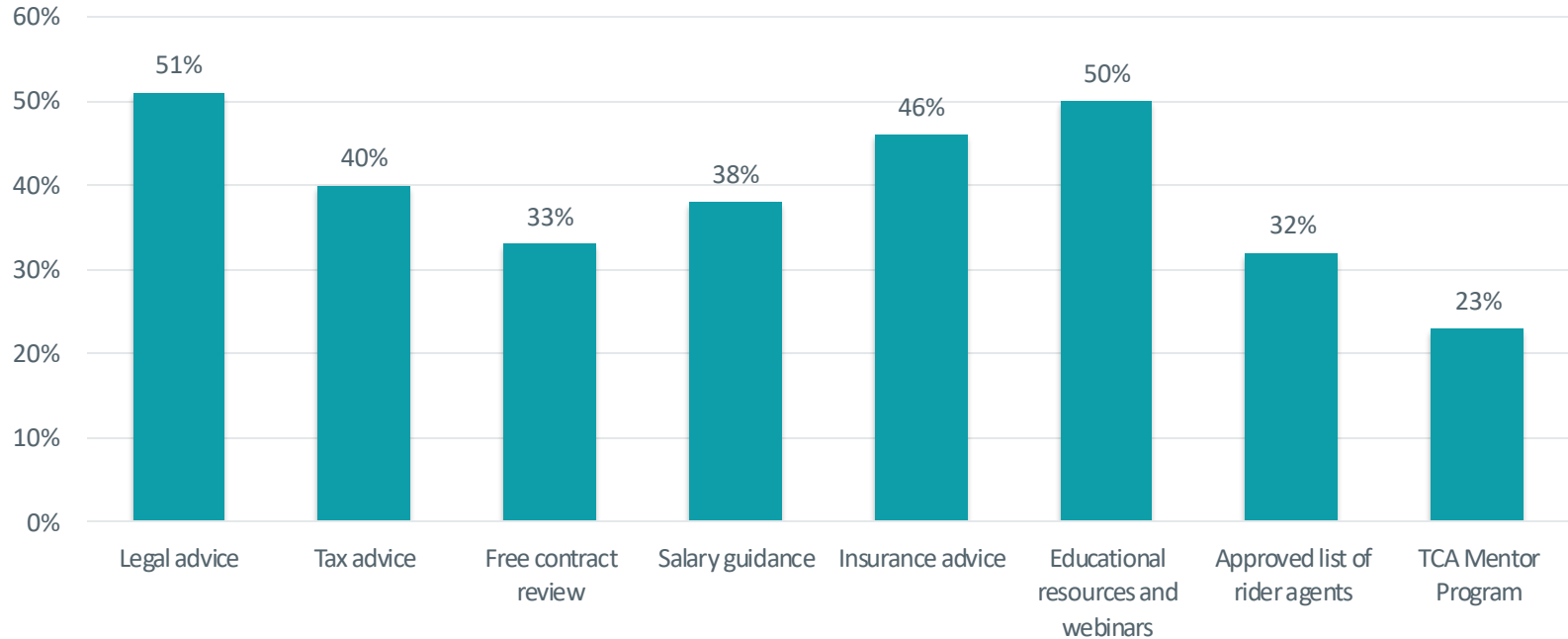
TCA AND THE PELOTON

- Riders continue to value TCA's free legal advice as the most important service provided to members, followed closely by educational resources and webinars

TCA and the peloton: What services are valued by TCA rider members? (1 of 1)

- ▶ The most valued service was legal advice, followed closely by educational resources and webinars.

Riders were asked to tick the boxes of all services which were 'valuable' to them.



CONTACT US FOR MORE INFORMATION
communications@cyclistsalliance.org

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