



# GENDER EQUALITY PRINCIPLES

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## Preamble

- I. The **World Players Association** (“World Players”) exists to promote the dignity of the player and the humanity of sport.
- II. World Players has a three-part goal in the pursuit of this vision. First, the human rights of everyone involved in the delivery of sport must be protected, respected and, where needed, upheld. Second, the same must be true for the players. Third, the impact of sport must be positive, including in sporting, economic, environmental and cultural terms.
- III. Men and women players pursue the same dreams, make the same sacrifices, display the same skills and overcome the same obstacles in their pursuit of a calling which requires great talent, but which is highly risky and precarious.
- IV. If sport is to be true to what it represents, then it must stand by the universal principle that every human being has a fundamental right to pursue sport freely, without discrimination on the basis of gender and free from any form of harassment or violence. Where the pursuit of sport is undertaken professionally, then international labour standards including the principle of equal remuneration for men and women workers for work of equal value must apply.<sup>1</sup>
- V. Many female players in the world today are required to pursue sport on terms and under conditions which are highly disadvantageous when compared with male players.
- VI. This statement sets out fundamental principles for the eradication of gender based discrimination and the attainment of gender equality in sport (**Gender Equality Principles**).
- VII. World Players calls for the universal adoption, application and implementation of the Gender Equality Principles by sporting bodies, especially by working in partnership with player associations.



## **PRINCIPLES:**

### ***Principle 1 – Good Governance and Gender Equality***

1. As a principle of good governance, gender equality must extend to and include the terms upon which players participate in sport including in major sporting events.

### ***Principle 2 – Equal Remuneration and Conditions***

1. Sporting bodies must ensure the application to all players of the principle of equal remuneration and conditions for men and women players for work of equal value.

### ***Principle 3 – Status of Women Players***

1. Where a woman is employed or otherwise engaged as a professional player, she has the right to be recognised as a worker by her sporting body and for the purposes of the law.

### ***Principle 4 – Just and Favourable Conditions of Work***

1. As a worker, a woman professional player has the right to just and favourable conditions of work,<sup>ii</sup> including:
  - a) a minimum wage;
  - b) fair hours of work;
  - c) rest;
  - d) leisure;
  - e) occupational health and safety;
  - f) a safe workplace environment free of any form of harassment or violence;
  - g) injury compensation and insurance;
  - h) medical treatment;
  - i) travel;
  - j) maternity protection;
  - k) protection in respect to family and caring responsibilities;
  - l) secure employment conditions; and
  - m) workplace representation.

### ***Principle 5 – Application of the Gender Equality Principles***

1. The effective application of the Gender Equality Principles by sporting bodies is essential to the promotion of sport including the economic development of women's sport.
2. The Gender Equality Principles should be interpreted and applied by sporting bodies:
  - a) with good faith; and
  - b) in a way that furthers the spirit and intent of the Gender Equality Principles to sport as

set out in the Preamble, including the eradication of gender based discrimination and the attainment of gender equality.

3. In objectively appraising whether the work performed by women professional players is of the same value as that performed by men professional players, any disparity in the revenue generated by the sporting sector in which men are performing equivalent work can only be taken into account if the men are receiving a fair and equitable share of that revenue, usually measured in the form of a collective bargaining agreement.

### ***Principle 6 – Implementation of the Gender Equality Principles***

1. Sporting bodies, player associations and men and women professional players should take immediate steps to implement the Gender Equality Principles by:
  - a) researching existing remuneration and conditions and measuring them against the Gender Equality Principles;
  - b) engaging in collective bargaining in accordance with international labour standards, including by recognizing the right of women professional players to organise and collectively bargain and by building their capacity to do so;
  - c) collaborating to create a strategic vision for sport including the economic development of women's sport;<sup>iii</sup>
  - d) ensuring the balanced representation of women within their decision-making bodies and memberships; and
  - e) addressing cultural barriers to the acceptance of the Gender Equality Principles, especially through education and dialogue.
2. World Players is committed to working in partnership with all international sporting bodies to ensure the effective and positive implementation of the Gender Equality Principles in a manner that advances the interests of players and sporting bodies and ensures that sport inspires dreams and builds opportunities and careers for girls and boys throughout the world.

Adopted:

Executive Committee

**World Players Association**

Toronto, Canada

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#### **Notes**

- i UNESCO, International Charter of Physical Education, Physical Activity and Sport, 2015 (articles 1.1 and 10.5), United Nations, The Universal Declaration of Human Rights, 1948 (article 23), and International Labour Organization, Equal Remuneration Convention, 1951 (No. 100) (articles 1 and 2) and Equal Remuneration Recommendation, 1951 (No. 90).
- ii United Nations, The Universal Declaration of Human Rights, 1948 (article 23.1).
- iii UNESCO, International Charter of Physical Education, Physical Activity and Sport, 2015 (article 3).