

UNI World Athletes – Statement on Gender Equality

Preamble

- I. UNI World Athletes, the world players' association across professional sport, exists to promote the dignity of the athlete and the humanity of sport.
- II. The goal of UNI World Athletes is to develop a strong and transparent global sporting economy which is governed in partnership with the athletes and at all times advances the essence of sport, on and off the field. This starts with sport's accountability to the athletes and other key stakeholders.
- III. Men and women athletes 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.¹
- V. Many female athletes in the world today are required to pursue sport on terms and under conditions which are highly disadvantageous when compared with male athletes.
- 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. UNI World Athletes 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 athletes participate in sport including in major sporting events.

Principle 2 – Equal Remuneration and Conditions

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

Principle 3 – Status of Women Athletes

1. Where a woman is employed or otherwise engaged as a professional athlete, 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 athlete has the right to just and favourable conditions of work,² 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 athletes is of the same value as that performed by men professional athletes, 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 athletes 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 athletes 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;³
 - 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. UNI World Athletes 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 athletes and sporting bodies and ensures that sport inspires dreams and builds opportunities and careers for girls and boys throughout the world.

Adopted by the Executive Committee of UNI World Athletes

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¹ 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)*.

² United Nations, *The Universal Declaration of Human Rights, 1948* (article 23.1).

³ UNESCO, *International Charter of Physical Education, Physical Activity and Sport, 2015* (article 3).