

Face-off: athlete representation in global sport

In more than 40 years of existence, the IOC AC has failed to reach an agreement on the most basic and fundamental matters affecting athletes, including terms and conditions of participation, remuneration, dispute resolution and health and safety.

Accordingly, the most important terms and conditions of work and competition are unilaterally imposed upon athletes in Olympic disciplines. By contrast, their peers represented by PAs enjoy vastly better conditions as a result of collective bargaining, as outlined in the table below.

| Category | % Negotiated in PA CBAs | Negotiated by IOC AC |
|--|-------------------------|----------------------|
| Anti-doping programs | 67% | X* |
| Player development & wellbeing programs | 87% | X |
| Standard player contracts | 87% | X |
| Labour market restraints | 46% | X |
| Revenue sharing | 46% | X |
| Player health and safety | 75% | X |
| Participation at mega-sporting events | 54% | X |
| Group licensing programs | 56% | X |
| Grievance arbitration and dispute resolution | 75% | X |
| Insurance and pensions | 67% | X |
| Protection of player data | 54% | X |

Note: % refers to where formal agreements are in place (67.1% of all responses)

*The World Anti-Doping Agency Athlete Commission does not even negotiate anti-doping policy.

