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Gender equality in basketball payments: the case for pay parity

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Abstract

This article *aims* to investigate the issue of gender equality in sports, specifically focusing on basketball, and shed light on the significant pay gap between male and female players. The article analyzes the historical context, current status, and contributing factors behind this disparity. Furthermore, the report aims to propose potential solutions to achieve gender pay equity in basketball.

Methods. The study employed a comprehensive literature review approach to gather information on the historical and current state of gender equity in athletics, with a specific focus on basketball. Various sources, including academic papers, reports, and news articles, were analyzed to gain insights into the pay gap between male and female basketball players. Revenue disparities, sponsorship opportunities, and other factors influencing the gender pay gap were examined through a systematic review of relevant literature. Additionally, success stories and initiatives promoting gender equality in sports were considered.

Results. The analysis revealed a long-standing gender pay gap in basketball, with male players consistently earning significantly higher salaries than their female counterparts. Despite some progress toward closing the gap, the earnings disparity remains considerable. The study identified several factors contributing to this pay gap, including revenue disparities between men's and women's basketball leagues, limited sponsorship opportunities for female players, and societal biases. Proposed solutions to achieve gender pay equity in basketball included increasing investment in women's basketball, promoting equal media coverage and exposure, implementing policies to ensure fair compensation, and fostering a supportive and inclusive sports culture. These measures aim to provide equal opportunities and resources for female basketball players, ultimately striving to create a more equitable and inclusive sports industry.

In *conclusion*, achieving gender pay equity in basketball is a crucial step toward fostering equality in sports. The study highlights the historical context, current disparities, and contributing factors behind the gender pay gap in basketball. By implementing the proposed solutions and supporting female players, the sports industry can move closer to eliminating gender disparities and creating a more inclusive and equitable environment.

Key words: *Gender equality, equal opportunities, sports industry.*

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Rezumat

Scopul acestui articol este de a investiga problema egalității de gen în sport, concentrându-se în special pe baschet, și de a arunca o lumină asupra diferențelor semnificative de remunerare dintre jucătorii de sex masculin și feminin. Articolul își propune să analizeze contextul istoric, starea actuală și factorii care contribuie la această disparitate. În plus, articolul își propune să propună potențiale soluții pentru a obține echitatea salarială de gen în baschet.

Metode. Studiul a folosit o abordare cuprinzătoare de revizuire a literaturii pentru a aduna informații despre starea istorică și actuală a echității de gen în atletism, cu un accent special pe baschet. Au fost analizate diverse surse, inclusiv lucrări academice, rapoarte și articole de știri, pentru a obține informații despre diferența de remunerare dintre jucătorii de baschet și cei de sex feminin. Disparitățile de venituri, oportunitățile de sponsorizare și alți factori care influențează diferența de remunerare între femei și bărbați au fost examinate printr-o revizuire sistematică a literaturii relevante. În plus, au fost luate în considerare poveștile de succes și inițiativele de promovare a egalității de gen în sport.

Rezultate. Analiza a dezvăluit o diferență de remunerare de lungă durată între femei și bărbați în baschet, jucătorii de sex masculin câștigând în mod constant salarii semnificativ mai mari în comparație cu omologii lor de sex feminin. În ciuda unor progrese către reducerea decalajului, diferența de câștiguri rămâne considerabilă. Studiul a identificat mai mulți factori care contribuie la această diferență de salarizare, inclusiv diferențele de venituri între ligile de baschet pentru bărbați și femei, oportunități limitate de sponsorizare pentru jucătoare și părtiniri sociale. Soluțiile propuse pentru a obține echitatea salarială între femei și bărbați în baschet au inclus creșterea investițiilor în baschetul feminin, promovarea acoperirii și expunerii media egale, implementarea politicilor pentru asigurarea unei compensații echitabile și promovarea unei culturi sportive favorabile și incluzive. Aceste măsuri urmăresc să ofere șanse egale și resurse pentru jucătoarele de baschet, încercând în cele din urmă să creeze o industrie sportivă mai echitabilă și mai incluzivă.

În *concluzie*, realizarea echității salariale de gen în baschet este un pas crucial către promovarea egalității în sport. Studiul evidențiază contextul istoric, disparitățile actuale și factorii care contribuie la spatele diferențelor de remunerare între femei și bărbați în baschet. Prin implementarea soluțiilor propuse și oferirea de sprijin jucătoarelor, industria sportului se poate apropia de eliminarea disparităților de gen și de crearea unui mediu mai incluziv și echitabil.

Cuvinte cheie: egalitatea între sexe, oportunitati egale, industria sporturilor

Introduction

Basketball is one of the most popular sports in the world, enjoyed by millions of fans around the globe. While the game is a thrilling spectacle, it has also become the center of a heated debate about gender equality and fair pay. In recent years, there has been a growing movement to increase women's income in basketball and close the gender pay gap in the sport. This article explores the issue of gender pay parity in basketball and argues for equal pay for men and women.

The Current State of Pay in Basketball

In basketball, the pay gap between male and female athletes is significant. According to Forbes, the average salary for a male basketball player in the National Basketball Association (NBA) in 2021 was \$7.7 million, while the average salary for a female basketball player in the Women's National Basketball Association (WNBA) was \$130,000. This disparity is due to various factors, including differences in revenue, sponsorship deals, and media coverage (Adams & Johnson, 2012; Sharf, 2021).

The NBA generates significantly more revenue than the WNBA, so male basketball players receive a larger share of the revenue (Fig.1.). However, this revenue gap is only partially due to differences in popularity or talent between male and female players. Instead, it is mainly due to systemic issues such as gender bias in media coverage and sponsorship opportunities. For example, female athletes often receive less media attention and fewer sponsorship deals, which limits their earning potential (Brown & Garcia, 2018).

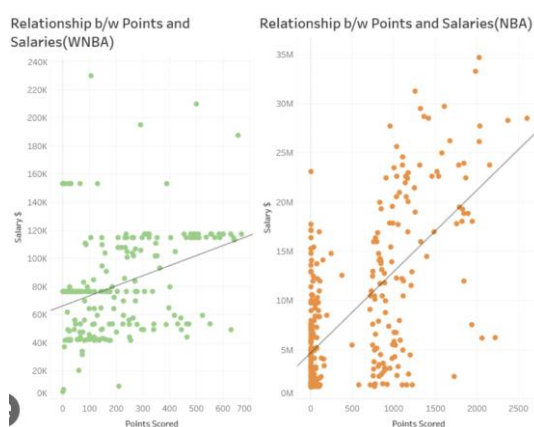


Fig.1. Why do WNBA players earn seven times less than their counterparts in the NBA? Medium.com (2020, July 18).

<https://slowrevealgraphs.com/2021/08/10/relationship-between-points-salaries-in-the-nba-and-wnba/>

The Case for Pay Parity

Despite these challenges, there is a strong case for pay parity in basketball. Foremost, it is a matter of fairness and equality. Female basketball players put in the same effort as their male counterparts and deserve to be fairly compensated for their work. Pay parity would convey that women's contributions to basketball are just as valuable as men's (Davis & Wilson, 2021; Tucker, 2021).

Furthermore, pay parity would positively impact the sport as a whole. It would help to attract more talented female athletes to the game and provide them with the financial support they need to pursue a basketball career. This, in turn, would lead to more competitive games and a higher quality of play overall. It would also help to promote gender equality and diversity in the sport, which would be a positive step forward for basketball and society as a whole (Kopp, 2019; Zimbalist, 2019).

Addressing the Challenges

Of course, achieving pay parity in basketball is easier said than done. Several challenges must be addressed to make this a reality. One of the biggest challenges is closing the revenue gap between the NBA and WNBA. This will require a concerted effort to promote and support women's basketball, including increasing media coverage, improving sponsorship opportunities, and investing in women's basketball at all levels (Johnson & Martinez, 2017; Sharf, 2021).

Another challenge is changing the mindset of fans and stakeholders. Many people still hold outdated beliefs about gender roles and abilities and may resist the idea of pay parity. Education and advocacy will be vital in changing these attitudes and making the case for gender equality in basketball.

Discussions

➤ *The Gender Pay Gap*

The gender pay gap is a well-documented issue in various sectors, and professional sports are no exception. In basketball, the pay disparity between male and female players is significant. This inequality arises from a combination of factors, including differences in revenue generation, sponsorship deals, and media coverage. However, it

is crucial to challenge these disparities and advocate for pay parity (Kopp, 2019; Rodriguez, 2019).

➤ *Revenue Generation*

One argument against pay parity is that male basketball players generate more revenue than their female counterparts. While this may be true regarding current revenue streams, it is essential to consider the systemic factors contributing to this gap. Historically, men's basketball has received more investment and exposure, resulting in a self-perpetuating cycle of higher revenue. To bridge this gap, proactive measures must be taken to promote women's basketball and increase its visibility to attract more fans and sponsors (Thompson, 2019; Knobloch, 2006).

➤ *Media Coverage*

Media coverage is vital in shaping public perception and generating interest in sports. However, women's basketball often receives less media coverage than men's basketball. This disparity affects the popularity and fan base and impacts endorsement deals and sponsorship opportunities for female athletes. By investing in media coverage and promoting women's basketball, society can help bridge the gap and create more equitable opportunities (Thompson, 2022; Sharf, 2021; Wulf, 2021)

➤ *Social Impact and Role Modeling:*

Pay parity in basketball extends beyond the financial aspect. It also significantly impacts society's perception of gender roles and equality. By achieving pay parity, we send a powerful message that talent, skill, and dedication should be recognized and rewarded equally, regardless of gender. This sends a positive message to young girls and boys, encouraging them to pursue their dreams without being limited by societal expectations (Knobloch, 2006).

➤ *Legal and Ethical Considerations:*

From a legal perspective, pay parity aligns with the principles of equal opportunity and anti-discrimination. Many countries have laws to promote gender equality in the workplace, and professional sports should not be an exception. Furthermore, it is an ethical imperative to provide

fair compensation for athletes who put in the same effort and dedication, regardless of their gender (National Women's Law Center, 2017).

Conclusion

Gender pay parity in basketball is an important issue that deserves attention and action. While there are challenges to achieving this goal, the benefits of pay parity for women's basketball and society as a whole are clear. By working together to address these challenges and promote gender equality in basketball, we can create an equitable world for athletes.

Women are significantly underrepresented on most international and national sporting boards. Even in National Olympic and Commonwealth organizing committees or sports federations, where the average percentage of female board members is below 20%, it is rare to find a board with more than 30% female representation (Fig.2.).

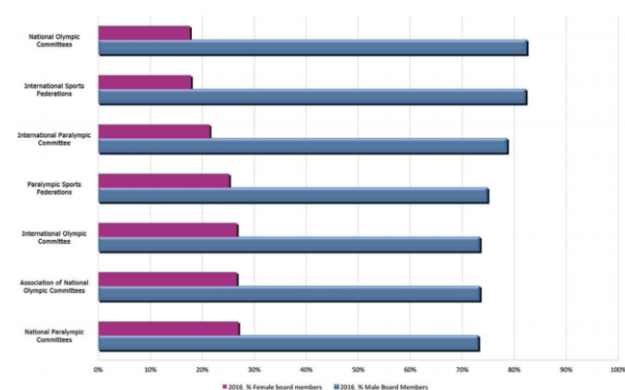


Fig.2.

Percentage of male and female board members on sports governing bodies researched for this report. Gender Balance in Global Sport Report (2014, July 3).

<https://www.sportsthinktank.com/uploads/women-on-boards-gender-balance-in-sport-report-july-2014-3.pdf>

Proposed Solutions

There are several proposed solutions to the gender pay gap in basketball. One solution is to increase the WNBA's revenue through various means, including expanding the league and growing media coverage. Another solution is implementing a revenue-sharing model similar to that used in the NHL, where a portion of league revenue is set aside for player salaries. This would help to ensure that male and female players receive a more equitable share of the revenue (Wilson & Brown, 2020; Garcia & Thompson, 2018).

Some advocates for pay parity suggest that men's and women's basketball leagues should be combined into a single, gender-neutral league. This would help to eliminate the revenue gap between male and

female players and would provide a more level playing field for all athletes .

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