

TAKE YOUR POSITIONS:

READY

SET

GO



Application to host the 6th IWG World
Conference on Women and Sport 2014 in

HELSINKI, FINLAND

and IWG Secretariat and Co-Chair 2010–2014

Finnish Sports Federation, Finnish Ministry of Education, City of Helsinki
City of Espoo, City of Vantaa
Helsinki Convention Bureau, Finland Convention Bureau

**Empower women
in sport today:
harvest the fruits
tomorrow**



Picture: Eero Venhola,
Finlandia Hall



Picture: Paul Williams,
City of Helsinki Tourist & Convention Bureau

Good Morning my Dear Friend!

Look around – yes, you are in Helsinki, Finland, and the water you see behind you is Töölönlahti. It is a bay in the middle of the cultural and sports center of our capital.

For us it is like a living room especially this time of the year, June, when the sun sleeps for just a couple of hours a day - if even that!

Turn round a bit. Can you see the white marble building? That is Finlandia Hall designed by architect Alvar Aalto. It is where our Conference is going to be held. Yes, you are right - the Conference of Security and Cooperation in Europe was held in this very same building in 1975. In Finland we are proud to hear world leaders speak about “the spirit of Helsinki”.

Behind you can see the beautiful National Museum of Finland, designed by famous architects Herman Gesellius, Armas Lindgren and Eliel Saarinen. It is a wonderful example of national romanticism and absolute must to visit.

Behind the museum you can probably see some high granite pillars, which belong to the House of Parliament. If you did not know already, Finland was the first country in the world where women got the right to vote and also to stand for election.

Around the bay a bit there is also the modern Opera House and further down still the just newly opened Music Hall of Helsinki.

But it is worth knowing that if you turn again, you will also see the sport centre of Helsinki; the Olympic Stadium in which the Olympic Games were held in 1952, the Ice Stadium, which has hosted many big championships including the European Championships of Basketball in 1967. There is also the Eläintarha Stadium where Paavo Nurmi ran during his best years.

This Töölönlahti area is where we love to walk and run, be romantic and enjoy the culture. Why not walk around the bay yourself?

These are also the delightful surroundings that will inspire us seven hundred participants to plan for the future of women in sports. Here we, women and men, must find ways to cooperate more closely with women from other cultures and other continents, here we must seek empowerment and discuss the ethical challenges in women’s sport now and for the future. Here we must find ways to promote equality in sports by encouraging women everywhere to get to leadership positions locally, nationally and globally.

Helsinki, today, in June 2014 should be ideal for that work. We are in one of the most modern societies in the world and in a city where it is easy to analyse future challenges and turn the threats into victories.

Looking forward to meeting you in Helsinki!

*With kindest regards,
Finnish Sports Federation*

Together with Timo, Pirjo, Kirsti, Birgitta, Sirpa, Kaisu, Jukka, Raija, Ulla-Maija, Kristiina, Heidi, Essi, Eila, Ari, Reetta, Alisdair, Sirkku, Jouko, Pauliina, Heikki, Terhi and All the Rest of the Bid Team.



CONTENT

SECTION 1 – WORLD CONFERENCE HOST AND ORGANISER..... 5

A. Introduction	6
B. Conference Dates and Location	15
D. Accommodation and meals	18
E. Transport	20
F. Experience	22
G. Collaboration	25
H. Finances	31
I. Other	33

SECTION 2 IWG SECRETARIAT (September 2010-2014) . 36

SECTION 3 POSITION OF CO-CHAIR (2010–2014) 39

APPENDIX 1 Letters of Support

APPENDIX 2 Anttola Declaration 2008

APPENDIX 3 Budget

SECTION 1

WORLD CONFERENCE HOST AND ORGANISER





Picture: Antero Aaltonen

A. Introduction

Carrying the message of equality forward to new partners

1. Details of your Organisation including background, purpose, activities, scope of operations, source(s) of funding, names and positions of board members and contact information: address, telephone, fax, email, website.

Sport is the most popular form of citizen activity and participatory pastime in Finland. Finland is one of the leading countries in Europe for physical activity. As much as 64 per cent of women and 60 per cent of men engage in physical activity and sports at least twice a week. Moreover, 93 per cent of the boys and 91 per cent of the girls are involved in sports. Sports activities are organised mainly on the sports clubs and federation levels. In some age groups women are more active than men regarding physical activity and sports.

- Over 20 per cent of the population (1.1 million Finns) are members of sports clubs
- 530 000 volunteers, every tenth citizen, are involved in sports and physical activities; 41 per cent of them are women
- 58 per cent of sport club members are male and 42 per cent female

- 40 per cent of Finnish children and youth are active in sports clubs
- The economic value of voluntary work is estimated to be about 1.5 billion euros per year (2.25 billion US dollars at October 2009 exchange rates)

Organisational background of Finnish Sports Federation

The Finnish Sports Federation (FSF) is a non-governmental non-profit sport confederation for all sports in Finland. It was founded in November 1993, to replace four preceding organisations. The FSF serves as an umbrella organisation for all of its member organisations. The member organisations include 127 bodies, which consist of: the national sports federations, regional organisations, Finnish Workers' Sports Federation, Swedish language sports organisations, Student and school organisations, Fitness sports organisations, Sports organisations for Adapted physical activity, Finnish Olympic Committee, Finnish Paralympic Committee, Young Finland Youth Sport Association and support members.

Voluntary activities form the basis of the Finnish sports culture. On the local organisational level, Finnish sports consist of 9000 sports clubs and other local organisations, located in all municipalities in Finland. The provincial organisation is made up of 15 regional federations of the FSF. The national level consists of national member organisations of the FSF, an FSF Board, an FSF Office and an FSF Service Unit. In the FSF Office there are 30 employees and in the Service Unit 20 employees.

Purpose

The aim and purpose of the FSF is to promote an equal sports culture, where all Finns have equal opportunities to

participate, act and make decisions concerning sports. The FSF wishes to build a healthy, safe, inspirational and equal Finland and enhance the wellbeing of the population.

The most important functions for the FSF are to emphasise and promote the wellbeing of children and youth, ensure a healthy lifestyle for all citizens and to promote the non-profit voluntary sports movement. The FSF has chosen to operate through a vital, non-governmental activity in sports. Furthermore, success in top sport is stressed on the agenda of the Finnish Sports Federation.

The ethical background of the FSF is based on the principles of Fair Play. Fair Play is intended to be the watchword everywhere: on sport fields, on jogging paths, in sport halls, locker rooms, meetings, lobby discussions, letters, events and work places.

The general principles of FSF Fair Play Programme are adopted by all 127 Member Federations and are outlined as Respect for other people and life, Promotion of health and wellbeing, Responsibility for education, Openness and transparency, democracy, honesty and fairness, Everyone's equal right to sports and physical activities, Sustainable development and Respect for nature and the environment.

Besides these, there are complementary principles which are: Multicultural sports and tolerance, Anti-doping, Responsible use of medicinal drugs, Non-violence, Prevention of sexual harassment, Public safety and comfort and Responsible economy.

Activities

The Finnish Sports Federation functions in the following areas: sports policy, education, ethical work, communication, international affairs, project management, services for member and sports organisations, IT services and adminis-



Picture: Testure Oy,
City of Helsinki Tourist & Convention Bureau

tration services. The FSF's responsibility is to promote and encourage voluntary activities that form the basis of Finnish sports culture.

Apart from representing sports organisations on a national level, the FSF also actively participates in international representation and cooperation in sports. For example, the FSF is an active contributor to and has connections with the European Non-Governmental Sport Organisations (ENGSO), the European Olympic Committees (EOC), the European Olympic Committees' EU Office, the European Union, the Council of Europe and the International Olympic Committee (IOC). The FSF currently holds the ENGSO Presidency for 2007-2011 under **Ms Birgitta Kervinen** of Finland as its President.

Scope of operations

The FSF operates in all areas of sport: Children and youth sport, Sport for all, Adapted physical activity and Elite sport.

The main priority for the FSF is to support its member organisations and sport clubs. This work is divided in developmental activities and both operational and economic support.

The main task of sports policy is lobbying nationally and within the European Union. Within the EU, the FSF deals with legislative and sport policy issues, secures the position of the non-profit voluntary sports movement, safeguards the national lottery systems in the EU and carries out international sports policy work. The FSF information technology and communication takes part in all activities of the FSF.

The FSF prepares annually a gender equality plan for the employed staff.

The FSF Office has been awarded the status of WWF (World Wild Life Fund) Green Office Label. Green Office is a simple and light environmental management system developed by WWF Finland. With the assistance of Green Office education, the FSF has been able to reduce office waste and save on materials and energy costs at the same time.



Sources of funding

The economic position of the FSF is stable and its balance sheet is sufficiently strong.

In the FSF budget for 2010 the total amount of operational expenses is 6 092 000 euros (9 138 000 US dollars), of which the share of administrative services is 2 015 000 euros (3 022 500 US dollars). The developmental projects, which are covered by financial support to the tune of 1 438 000 euros (2 157 000 US dollars) from the budget. In addition, the budget covers employee, facilities, equipment

and office expenses for 50 employees, outsourcing services, material and travel expenses. The greatest proportion of expenses are allocated to the employees and administrative services.

The main sources of funding in 2009 have been obtained from the Finnish Ministry of Education including project funding (35.8%), the revenues of various FSF activities (28.8%) and other sources such as sponsoring and lottery (35.4%).

Names and positions of Board Members

The Finnish Sports Federations Board consists of a President and 16 members. An independent Preparatory Committee is appointed before the elections of the FSF Board and is responsible for overseeing and applying the principles of equality between men and women. The representation of a minimum of 40 per cent for either sex in the FSF Board is compulsory.

President of the Finnish Sports Federation's board is **Timo Laitinen**. Vice Presidents are: **Sirpa Paatero**, President of Finnish Workers' Sports Federation, **Kirsti Partanen**, President of Finnish Gymnastics Federation and **Pirjo Rusanen** President of FSF Southern Savo District Sport Organisation.

The members of the board are: **Kalevi Halonen**, Finnish Ice Hockey Association, **Jorma Hyytiä**, Finnish Ski Association, **Hanna Iiskola-Kesonen**, Finnish Volleyball Association, **Anneli Kiljunen**, Finnish Floorball Federation, **Sirpa Makkonen**, Finnish Amateur Boxing Association, **Tapio Mäki**, Finnish Judo Association, **Timo Virolainen**, Finnish Basketball Association, **Jukka Ukkola**, Finnish Workers' Sports Federation, **Jouko Purontakanen**, Finnish Olympic Committee, **Kaisu Laasonen**, Sport organisations for Adapted Physical Activity, **Pekka Alanen**, Finnish Outdoor and Recreation Organisation, **Raija Vahasalo**, Finnish School Sport Association and **Michael Oksanen**, Swedish Sports Federation in Finland.



Mr Timo Laitinen
President, FSF



Ms Pirjo Rusanen
Vice-President, FSF



Ms Kirsti Partanen
Vice-President, FSF



Ms Sirpa Paatero
Vice-President, FSF

FSF International Committee

The FSF International Committee deals with the international and European sport policy issues. The Committee is chaired by **Pirjo Rusanen**, President of FSF Southern Savo District Sport Organisation. Members of the Committee are: **Antti Heikkinen**, Finnish Paralympic Committee, **Anna-Mari Hämäläinen** Young Finland Youth Sport Association / ENGSO Youth, **Pekka Hämäläinen**, Football Association of Finland, **Timo Hämäläinen**, FSF District Sport Federations, **Arja Jääskeläinen**, Cultural and Sports Association of Finnish Vocational Education, **Birgitta Kervinen**, ENGSO, **Ari Koivu**, Sports Development Organisation LiiKe, **John Liljelund**, International Floorball Association, **Sirpa Makkonen**, Finnish Amateur Boxing Association, **Antti Pihlakoski**, Finnish Athletics Federation, **Jorma Savola**, Finnish Sport For All Association, TAFISA, **Saara-Sofia Sutela**, Finnish Youth Sport Committee, **Roope Takala**, Finnish Fencing Association, **Jukka Tirri**, Finnish Student Sports Federation and **Terhi Heinilä**, **Kristiina Heinonen**, **Heidi Pekkola**, **Essi Puustonen**, FSF.

Contact information

Address: Finnish Sports Federation, 00093 SLU, Finland.

Telephone: +358 9 3481 21

Fax: +358 9 3481 2602

E-mail:

FSF President: timo.laitinen@slu.fi

FSF Vice-Presidents: sirpa.paatero@eduskunta.fi,

kirsti.partanen@svoli.fi, pirjo.rusanen@surffi.fi

Office Staff: firstname.lastname@slu.fi

FSF Website: www.slu.fi

2. Nominate details of the Contact person for this application

Ms Terhi Heinilä, Manager for International Relations, Finnish Sports Federation.

Ms Heinilä, Master of Sport Science, is responsible for the international affairs of the Finnish Sports Federation since 1994. Her main areas of responsibilities are the European Union and the Council of Europe sport policy issues and ensuring good contacts with these institutions. Her other activities currently include the preparations of the FSF Presidency of European Non-Governmental Sports Organisations ENGSO (2007-2011) and have included preparatory work of the European Women and Sport EWS Chairwomanship of FSF in 1998-2000.

She worked as a responsible expert for sport policy issues during the Finnish Presidency of the European Union in the Finnish Ministry of Education in 2006 and as a National Expert in the European Commission Sport Unit in 1996.

Furthermore, she has been in charge of organising many international conferences and meetings both in Finland and in Europe. Her extensive experience covers many years in the area of women and sports, in addition to development

work, dealing with both policy issues and also the organisation of international conferences. She is also a Member of the FSF Steering Group and the Head of International Department.

E-mail: terhi.heinila@slu.fi

GSM +358 40 530 5544

Fax +358 9 3481 2602

Postal address: Finnish Sports Federation, 00093 SLU, Finland

3. What are your principal motivations and objectives for hosting the 6th World Conference on Women and Sport?

Motivations

Information only has value when shared. The Finnish Sport Federation is grateful for all the information and knowledge gained from the IWG Conferences in Brighton 1994, Windhoek 1998, Montreal 2002 and Kumamoto 2006. Besides this, the process of the conferences has developed our understanding in equality issues. This process is based on the shared values of the IWG. Both declarations and strategies have been implemented into Finnish sports culture.

However, this important process must be maintained now and in the future in order to achieve a sports movement of equality. **We are ready to take the responsibility to extend this process and to bring the message to new partners.** One of our aims is to carry this vital philosophy forward by means of new technologies and social media.

Objectives

- **To implement the IWG strategic plan 2007-2012** and together with the IWG Group **to initiate a new IWG strategy.** To monitor the development of IWG policies and activities, of networks of different continents and to monitor the role of women in sport from Brighton 1994 to Helsinki 2014. Apart from organising the conference, the aim is to maintain and to develop the IWG organisation throughout the whole four year period.



Picture: Janne Tarmio

Left Mr Stefan Wallin, the Minister of Culture and Sport and right Ms Birgitta Kervinen, ENGSO President, IWG Co-Chair.



Picture: Ari Koivu

- To protect, promote and enhance the interests of **women in sport globally, regionally and locally**, and expand networking, increase partnership and contacts between all these levels, in the spirit of the Kumamoto Commitment 2006, by developing communication with the use of new technologies and social media in global networking.
- To promote equality by increasing the number of **women in leadership positions**, in addition to increasing sustained investment human and financial resources for women's leadership in sport. To strengthen the participation of young women in the activities of the IWG.
- To include both **governmental and non-governmental organisations at all levels** to promote equality in sport. Continue the important strategic partnership with the UN and the UN agencies established by the Australian IWG Chairwomanship. Furthermore, increase and improve co-operation in the field of women and sport with some international sport organisations, such as the International Olympic Committee (IOC) and International Paralympic Committee (IPC).
- To cooperate closely with **women in other continents** and sport networks such as enhancing the activities of girls and women in organised sport with special development programmes in Africa.
- To strengthen **cooperation with neighbouring regions** to activate their participation in the IWG.
- To **organise a successful conference** with a legacy of sustained improvements in women's participation in all areas of sport.

4. Please describe your history and involvement in the area of women and sport

1. History and involvement in the area of women and sport

Gender equality in Finland

Equality between women and men is a crucial part of the Finnish welfare state model. The extensive provision of social and health care services by the municipalities has enabled women to access paid work, in addition to supporting the evolution of more equal gender relations. Today Finnish women are actively involved in every sphere of society.

The centenary of **women's full political rights** was celebrated in 2006. In 1906, Finland became the first country in which women could fully exercise their voting rights and be eligible to stand for elective office. A total of 19 female MPs were elected to Parliament in 1907. Today 41.5 per cent of the Members of the Parliament are women. However, the first female president was elected in Finland as late as in 2000, nearly one hundred years after the women had got their political rights

The first **Act on Equality between Women and Men** came into force in 1987. It has three major goals:

- the prevention of sex discrimination
- the promotion of equality between women and men
- the improvement of women's status, especially in working life

The Act places a duty for promoting equality purposefully and systematically on all authorities, employers, in education and research. In 1992, discrimination on the grounds of pregnancy and family care responsibilities was prohibited. Since 1995, employers with 30 or more regular workers are obliged to include measures to promote equality in annual staff and training programmes or in labour protection programmes. The Amendment of 1995 includes a quota system; in official committees and councils the proportion of representatives of either sex should not be below 40 per cent.

The ban on discrimination in employment covers hiring, wages, sexual harassment, supervision and termination of employment amongst other things. The Ombudsman for Equality monitors the observance of the Equality Act and particularly the observance of the prohibition on discrimination and discriminatory job and training advertising.

In 2005, a new Act on Equality between Women and Men came into force. The new Act is based on the old legislation augmented by the EU legislation and directives.

At governmental level, equality issues falls under the auspices of the **Ministry of Social Affairs and Health** in Finland. The Ministry has three independent bodies working for the promotion of equality between women and men, the **Gender Equality Unit**, the **Ombudsman for Equality** and the **Council of Equality**. The **Equality Board** acts as an independent body within the structure.

A long tradition of Women and sport in Finland

Non-governmental organisations, voluntary work, and sports, are deeply rooted in Finnish culture. The story of organised sport in Finland began more than 150 years ago, when the first sport club was founded in 1856. Since those days women have been actively involved in sport. The first women's gymnastics club was founded in 1876. A couple of decades later the first federation for women and sport saw the light of day in 1896. Today, the Finnish Gymnastics Federation, one of the oldest and biggest sports federations in Finland, has more than 400 member clubs and 140 000 members, most of them women.

Before the FSF was founded in 1993, there were four central sports organisations in Finland. These organisations had women's committees and thus some objectives on how to improve gender equality in sports were enhanced. However, the international progress in women and sport issues has had a major impact on development in Finland since the 1990's.

Development of the gender equality work at the Finnish Sports Federation

The Brighton Declaration on Women and Sport (1994) gave a boost to the Finnish equality work in sport. This gave rise to the initiative of the Finnish women's sport network: "Women on the Move". The then Minister of Culture, Ms. Tytti Isohookana-Asunmaa, appointed a committee to conduct gender analysis of Finnish sports culture in the summer of 1994. The committee was named Spikes.

The committee submitted its report "Spikes - faster, higher and more equally", to the Ministry of Education in 1995. According to the report, the division of tasks in the sports culture is well-described by the following statements:

- the more highly valued the positions are, the fewer the women
- the closer to competitive sport the positions are, the fewer the women
- the higher the positions are hierarchically, the fewer the women.

The five main proposals of the Spikes Committee were that:

1) The Ministry of Education and the sports organisations shall launch a project that encourages sports organisations and other communities to promote a diversified sports culture, improve women's and men's, girls' and boys', opportunities to take part in physical activity and in decision-making in sport. The Ministry of Education shall grant a subsidy for this purpose.

2) The non-governmental organisations, the Government and the municipalities shall adopt the promotion of gender equality as a criterion for governmental subsidies and other grants.

3) The sports organisations and other communities receiving subsidies and grants from the public sector shall elect women and men on an equal basis to their decision-making bodies.

4) The Ministry of Education and the sports organisations shall follow up the implementation of these proposals and revise the recommendations on the basis of results achieved.

5) The Ministry of Education shall annually grant a 'Spikes' award for merit in the promotion of gender equality in sport.

The gender equality work of the Finnish Sports Federation started systematically in accordance with the proposals of the Spikes Committee report in the spring of 1995. Since the Spikes Report, the Finnish Ministry of Education has provided a special subsidy for the FSF's equality work on an annual basis.

Since 1995, the Ministry and the FSF have jointly given out a National Equality in Sport Prize "Spikes" for exemplary action promoting gender equality in sports. Every year a Spikes award is given to (an) individual(s), group, project or organisation as recognition of his/her/their equality enhancing work in the field of sports.

Common Goal Equality Programme

The 1996 Spring General Assembly of the FSF took a decision on its position on gender equality as part of the FSF strategy as follows: "The aim of the Finnish Sports Federation is an equal sports culture where all girls and boys, women and men, shall have equal opportunities to participate, act and make decisions in sport." Special emphasis was placed on girls' and women's advancement to positions of leadership in sport.

In 1997, the FSF General Assembly wanted to speed up and systematise the equality work and decided that the FSF in cooperation with its member federations draw up a national gender equality programme for the sports organisations for the years 1998-2000. The FSF Board set up a committee to prepare the **equality programme "Common Goal"** which was launched by the FSF General Assembly on 26 April 1998.

Common Goal set an objective for the FSF that both genders will be represented on its board and other committees by at least 40 per cent. The FSF did not enter a quota in its statutes but instead changed them so that each year a **Preparatory Committee** is formed to prepare the FSF Board elections for the General Assembly.

Both women and men are represented in the Preparatory Committee that is elected in the FSF Spring General Assembly.

The practice of the Preparatory Committee has been vital in accelerating the development of gender balance in the FSF board. Each autumn the presiding Preparatory Committee asks the member organisations to nominate both male and female candidates to the FSF Board. After receiving the member organisations' nominations, the Committee makes a public proposal of new members to be elected for the FSF board. Gender equality is one of the guiding principles whenever this proposal is decided by the Committee.

The Autumn General Assembly makes the final decision but most often it follows the Committee's proposal. The 40 per cent objective was attained at the Board of the FSF in 2002, four years later after the objective was set. Today, the relation is 47 per cent women and 53 per cent men in the FSF Board.

In Common Goal, the FSF recommended that the member organisations and their local groups/clubs strive for the same objective and adopt the practice of the Preparatory Committee. Thus the organisations may apportion the number of men and women in the decision making to the division of gender among the members (men/women) according to the 40 per cent criterion.

Gender statistics in a nutshell

Slow progress has been made in the member organisations, although situations differ greatly from one organisation to another. Today, the situation looks generally like this:

- 93 per cent of boys and 91 per cent of girls are involved in sports and physical activities in Finland
- in some age groups women are more active regarding physical activities and sport, though differences between genders are small
- 58 per cent of sport club members are male and 42 per cent female



Picture: Antero Aaltonen

- there are 500 000 **volunteers** working for sports and physical activities in Finland; 43 per cent of them are women
- 25 per cent of **board members** of sport organisations (127) are women in Finland
- 12 per cent of **presidents** of sport organisations (127) are women in Finland
- 20 per cent of **secretary generals** of sport organisations are women in Finland

A full-time or part-time **equality manager** is working in the FSF office since 1998 supported by a **Fair Play Committee**.

The Committee is chaired by a member of the FSF board.

The FSF gender equality work has focused on the promotion of girls' and women's advancement to positions of leadership in sport (Mentoring programme, distribution of financial support to local and regional equality projects, information on equality themes in addition to international, national and regional networking).

Mentor programme

The Finnish Sports Federation organised mentoring programmes for women in Finnish sports organisations for the 1995-2000 period. During these five years, 53 women took part in the mentoring programme. The FSF organised these programmes with the help of the International Women's Management Institute Finland Oy (WOM). The role of WOM was to choose the mentors and actors and match the pairs. WOM also helped the participants to orientate to the subject and trained the mentors.

Each mentoring project started with a preparation meeting where the participants specified their own needs. Later, in a start-up meeting the mentors and their protégées (actors) were introduced to mentoring in general. The actors defined their objectives for mentoring and composed a plan for the programme. Between monthly meetings of pairs there were workshops for mentors and actors. In these workshops the participants shared their experiences and evaluated the progress of their own development. The mentoring programme ended with a closing seminar during which the participants compared the objectives they made with the outcomes of the programme.

National and regional Women's networks

The national **Women on the Move network** (est. 1993) consists of over 300 women representing FSF member organisations, sport clubs, schools, sport institutes, municipalities, the government, universities, media, commercial companies and other non-governmental organisations.

In addition to the national network, there are **regional and local Women on the Move networks** located around the country. The regional Women on the Move Networks work in conjunction with the regional FSF offices in the 15 provinces of Finland and plan their activities based on the needs of local conditions. The first regional network, Oulu Ladies in Sport, was established in 1995. One of the functions of the regional network is to strengthen the connections between women of various age groups in different fields of sports around the country. Consequently, through their accrued contact networking women will be more likely to appoint a competent "sister" to a decision-making position when one becomes available.

European Women and Sport Chair 1998-2000

Finland held the Chair of the **European Women and Sport** network 1998-2000. When the Finnish Sports Federation began its work as the EWS chair, there were 29 member countries involved in the network. When Finland handed over the chairmanship to the German Sports Confederation in 2000, a total of **41 member countries** were part of EWS. During this time, the EWS chairwoman was Ms Birgitta Kervinen and Ms Pirjo Puskala, Manager in Gender Equality at the Finnish Sports Federation, who served as the secretary to the network.

During Finland's EWS chairmanship, the **EWS Guidelines** were established for the first time. The EWS Guidelines define the concepts and means of achieving the goals of EWS work. Three times a year the Finnish EWS secretariat published an EWS newsletter that contained current information about the EWS objectives, marketing, steering group, contact person functions and meetings. This newsletter also forwarded a survey about gender equality work to all member countries.

In 1999, the EWS secretariat produced an EWS binder for all the contact persons and members of the EWS 2000 Conference organising committee. This binder contained all EWS related documents including Finland's objectives for its EWS chairmanship, EWS history, meeting calendar, a list of contact persons, and a list of steering group members.

The Finnish secretariat organised the **4th EWS Conference** in Helsinki in June 2000. The theme of the conference was "Women, Sport and Culture - How to Change Sports Culture?" A total of 250 participants from 47 countries took part in the conference. The Conference gave "Helsinki Spirit 2000 Conference" recommendations.

Alongside EWS Chairmanship in 1998-2000, the FSF also represented Europe in the IWG Group. The FSF organised an **IWG Group meeting** in connection of the EWS Conference in Helsinki in 2000.

EWS Chairmanship brought international recognition of the equality work of the FSF and created opportunities for spreading the influence wider in European sports culture. The most notable result of this is the Finnish Vice-presidency of ENGSO, 2001 - 2007 and the Finnish ENGSO Presidency since 2007. Birgitta Kervinen is the first female President of ENGSO.

Sexual harassment in sports

In the autumn of 2001, a new topic for discussion was tackled at the FSF, **sexual harassment** in sports and physical activities. In September 2001, the FSF together with the Finnish Ministry of Education and under the supervision of the Council of Europe Sports Committee (CDDS) organised a European seminar on the protection of children, young people and women from sexual abuse and harassment in sport.

Prior to the European seminar, a national round table

meeting was held on the subject followed by a series of working seminars for the purpose, inter alia, of preparing a guidebook. The "Allowed to care - allowed to intervene" guidebook on sexual harassment in sports was published in Finnish, Swedish and English in the autumn of 2002. The guidebook was a result of the cooperation between FSF member organisations, specialists in child welfare, and experts in equality work and harassment. The guidebook is targeted at all adults in sports. It offers information on sexual harassment and gives a set of guidelines to prevent sexual harassment in sports from occurring.

Gender impact assessment

Gender mainstreaming and gender impact assessment are current challenges in equality work in sport organisations. One of the essential tools of gender mainstreaming is the systematic collection of gender specific statistics. Since 1995, the FSF collects statistics on the number of men and women in the decision-making bodies of sport organisations. Statistics, reports and investigations make gender issues visible and thus identify the situation so that if necessary, remedial action can be taken.

In 2004, the Finnish Ministry of Education set up a working group to develop methods of assessing the impact of legislation, budgeting, distribution of subsidies etc. on gendered opportunities. Other important methods of gender mainstreaming are education, evaluation, awards, changes in statutes and communications.

Equality with a larger scope

In 2003, the Finnish Sports Federation started a process, the aim of which was to map out **equality in Finnish sports with a wider scope** of perspectives including: Regional, Biological, Educational, Political, Sexual, Generational, Economic equality in addition to Equality between different sports, and Equality related to health and capacity. Gender is seen as a horizontal perspective crossing all equality questions.

Four working seminars were organised in 2003-2004 to exam the various equality questions regarding sports and physical activities, discuss the most current factors causing inequality in society and in sports and also to brainstorm ideas for the appropriate and innovative measures to tackle inequality. The seminars were attended by participants representing the special sports federations including disabled sports, masters sports, municipal personnel, different political groups, sports facility workers, language minorities, sexual minorities, ethnic minorities, scholars, the Ombudsman for Equality, Ministry of Education etc.

"An Overview on quality with a wider scope in Finnish sports", which examined the aforementioned themes and covered some field research was published in April 2004. As a result of this overview some equality aspects will be in-

cluded in the **criteria for state subsidy** granted to national special sport federations in 2006: 1) gender, 2) ethnic, lingual and cultural, 3) health and capacity and also 4) economic equality.

In 2004-2005, the FSF arranged a series of round table discussion meetings and prepared a handbook on **sexual minorities** in sports and physical activities.

Enhancing women's leadership in sport

The FSF is a partner in an ENGSO equality project called **ENGSO ENTER**. The aim of the ENTER Programme is to encourage women to volunteer in leadership positions at a European level. ENGSO ENTER will implement a national strategy for equality and diversity within the national sports organisations, incorporating the ENGSO statement and the ENTER vision. Apart from ENGSO there are six national sports organisations as partners. Funding has been applied for and received from the European Union funding programme "Leonardo da Vinci" which is a part of the European Commission's Lifelong Learning Programme.

ENGSO's Women's International Leadership Development (WILD) programme will consist of eight national partners from the Czech Republic, Denmark, Finland, France, Hungary, Italy, Sweden and the UK, in addition to European Women and Sport (EWS) as a pan-European partner. The overarching aims of this programme are: to increase representation by women in leadership positions in sport, to build competencies and confidence of women in decision-making positions, to increase support among organisations for the contribution that women can make to sports leadership, and to strengthen networking between women leaders, both nationally and internationally. Project funding will be received from the European Union "Preparatory Actions for Sport" in the end of 2009.

The FSF in cooperation with the Southern Savo Sports Federation arranged an **International Conference Promoting Equality in Sport - Towards Sydney 2010** in Anttola and Mikkeli, Finland, in June 2008. The conference was organised under the patronage of the Finnish Minister responsible for Culture, Sports and Equality, **Mr Stefan Wallin**, in collaboration with the **Steering Group meetings of the International Working Group on Women and Sport (IWG)** and also the **European Women and Sport (EWS)** with the authoritative contributions by some of the leading experts in the field. The conference gathered 120 participants from 20 countries from 5 continents and celebrated the National Equality in Sport Awards.

Delegates adopted a statement called the "**Anttola Declaration**". The Anttola Declaration demanded increasing human and financial resources for women's leadership in sport and monitored the development of equality work and the role of women in sport from Brighton 1994 to Anttola 2008.

Current international commitments

The FSF Board Member and the Chair for the Fair Play Committee, Ms Kaisu Laasonen, has been a member of the European Women and Sport Steering Group in 2004-2009. The member of the FSF International Committee, ENGSO President Birgitta Kervinen is the IWG Co-Chair for 2006 - 2010 who also was a European representative in 1998-2000.

Challenges still remain

The awareness of questions related to gender equality has increased in Finnish sport organisations during the past 15 years with the help of consistent training, a continual flow of educational materials, communications, changes in statutes, networking and awards for best practices. Nowadays, increasing number of women in Finland are involved in voluntary activities in sports and physical activities, a fact which is also reflected in the decision-making of sport organisations.

Yet, many challenges still remain. There are still organisations that lapse into 'the old ways' when no positive attention to equality work is being paid. Vigilance is important. Educational materials in the field of sport should be prepared with a gender appropriate approach. Many trainers and coaches have positive attitudes towards equality questions per se, but do not know how to enhance these values in their own day-to-day work. Therefore their education should systematically include practices that develop gender sensitivity, which, among other things, involves awareness of what one regards as "natural" for girls and boys, women and men. Many talents may never reach their full potential when we limit young boys and girls by stereotyping.

Furthermore, the concepts commonly used in sports often work against gender equality when women are pejoratively compared to men. On the other hand, the model of masculinity is quite narrow. In terms of resources, women are still often maintained on a lower resource level than their male counterparts.

Equal sport culture entails appreciating and making visible both genders - communicating new points of view of girls and boys, women and men, in sports and physical activities.

Tours in Finland and neighbouring countries

When in Finland, many delegates may wish to explore the country, or the neighbouring countries, more extensively. There are excellent opportunities for pre-congress and post-congress tours. The surrounding countryside is within easy reach and offers ample opportunities for excursions and for relaxation. Visit the Lake District, the South-West coast with its beautiful archipelago or enjoy the midnight sun in Lapland. Perhaps experience a foreign trip to the neighbouring cities of Stockholm, St. Petersburg and Tallinn.



Picture: Katri Pynnönen,
Finlandia Hall

B. Conference Dates and Location

The conference site in Helsinki
12-15 June 2014:
The world-famous Finlandia Hall,
Alvar Aalto's masterpiece

1. Proposed dates for the Conference are 12 - 15 (Thursday-Sunday) June 2014.

2. Proposed city for Conference is Helsinki.

Helsinki, a human-scale metropolis

Helsinki is a safe and reliable destination, easily accessible from all over the world. Its geographical location between East and West makes it especially suitable as a conference venue as it is easy to reach for delegates coming from Asia, Europe, Africa and the Americas. The country's northern location, its tidy towns and unpolluted environment, its versatile culture and friendly people make it ideal for international gatherings.

Over the past decades Helsinki, the capital city, has gained a reputation as a host for numerous international congresses. Helsinki has a lot to offer: excellent conference and exhibition facilities, pleasant hotels in various price categories and lots of opportunities for leisure activities.

3. Visa Requirements

Finland is one of the 27 Member States of the European Union. Entry to Finland of foreign nationals are subject to the provisions of the Finnish Aliens Act and the Schengen Acquis agreement. As a rule, foreign nationals who need an entry visa are requested to apply for it from the Finnish mission/consulate/embassy that represents Finland in their home country.

General enquiries regarding travel documents accepted by Finland and visa issues should be e-mailed to the passport and visa unit at the Ministry for Foreign Affairs. Enquiries about the progress of visa applications or about the application procedure itself should be made directly to the Finnish embassy processing the matter. For more information, please see: www.formin.fi e-mail: visas.passports@formin.fi

According to current regulations issued by the Ministry for Foreign Affairs in Finland, a **visa is not required** for citizens of the following countries: Andorra, Argentina, Australia, Austria, Belgium, Bermuda, Brazil, Brunei, Bulgaria, Canada, Chile, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, El Salvador, Estonia, France, Germany, Great Britain, Greece, Guatemala, Honduras, Hungary, Iceland, Ireland, Israel, Italy, Japan, Republic of Korea, Latvia, Liechtenstein, Lithuania, Luxembourg, Malaysia, Malta, Mexico, Monaco, Netherlands, New Zealand, Nicaragua, Norway, Panama, Paraguay, Poland, Portugal, Romania, San Marino, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Uruguay, USA, Vatican City, Venezuela. (Situation in 2009)

Citizens of the following countries **need to present a valid passport and a visa**: Afghanistan, Albania, Algeria, Angola, Antigua and Barbuda, Armenia, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belize, Benin, Bhutan, Belarus, Bosnia-Herzegovina, Bolivia, Botswana, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Central Africa, Chad, China, Colombia, Comoro, Congo, Democratic Republic of Congo, Cuba, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Fiji, Gabon, Gambia, Georgia, Ghana, Jamaica, Jordan, Grenada, Guinea, Guinea Bissau, Guyana, Haiti, India, Indonesia, Iran, Iraq, Ivory Coast, Kazakhstan, Kenya, Kiribati, Kosovo, Kuwait, Kyrgyzstan, Laos, Lesotho, Lebanon, Liberia, Libya, Macedonia, Madagascar, Malawi, Maldives, Mali, North Mariana, Marshall Islands, Mauritania, Mauritius, Micronesia, Moldova, Mongolia, Montenegro, Mozambique, Myanmar, Namibia, Nauru, Nepal, Niger, Nigeria, North Korea, Oman, Pakistan, Palau, Palestinian Authority Area, Papua-New Guinea, Peru, Philippines, Qatar, Russia, Rwanda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and Grenadines, Samoa, Sao Tome and Principe, Saudi Arabia, Senegal, Serbia, Seychelles, Sierra Leone, Solomon Islands, Somalia, South Africa, Sudan, Suriname, Swaziland, Syria, Taiwan, Tajikistan, Tanzania, Thailand, Timor-Leste, Togo, Tonga, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Tuvalu, Ukraine,

Uganda, United Arab Emirates, Uzbekistan, Vanuatu, Vietnam, Yemen, Zambia, Zimbabwe. (Situation in 2009)

4. Health Requirements for entry to your country

There are no health requirements or certifications required for entry to Finland.

5. Proposed venue for conference

To guarantee ideal conditions for the 6th IWG World Conference on Women and Sport in 2014 Finlandia Hall has been reserved to accommodate the conference.

Helsinki's famous congress and concert venue, Finlandia Hall, was designed by the world-renowned architect Alvar Aalto. Since its opening in 1971, Finlandia Hall has hosted numerous international meetings of world-wide importance including the Conference on Security and Co-operation in Europe in 1975. During the Finnish Presidencies of the European Union in 1999 and 2006, Finlandia Hall was the scene for many EU level meetings.

Finlandia Hall is ideally situated in the very heart of Helsinki, in Hesperia Park and is in a short and pleasant walking distance from the largest hotels. The main shopping areas and several good restaurants are also within easy reach.

High-level technical facilities

The modern facilities of Finlandia Hall are designed to attract even the most demanding congress organisers and delegates. The technical and electronic equipment is of the highest international standard. Highly experienced technical staff is available to assist congress organisers and delegates and to ensure a successful and enjoyable conference.

5. Proposed venue for conference (including capacity and facility information)

Schedule

Thursday 12 June, at 12-18

Friday 13 June, at 8-18

Saturday 14 June, at 8-18

Sunday 15 June, Social Programme

Facilities

Plenary sessions

Finlandia Hall: auditorium with 1200 seats (in the stalls)

- 2nd floor
- size: 1217 square meters

Workshops

Helsinki Hall: auditorium with 340 seats

- 2nd floor
- size: 366 square meters

Terrace Hall: theatre style 200 seats

- 1st floor
- size: 380 square meters

Elissa Hall: theatre style 130 seats

- 1st floor
- size: 169 square meters

Hall 1: theatre style 250 seats

- ground floor
- size: 235 square meters

Hall 3: theatre style 240 seats

- ground floor
- size: 241 square meters

Hall 4: theatre style 300 seats

- ground floor
- size: 277 square meters

Poster exhibition

- Piazza (Finlandia Hall foyer): net 295 square meters
- Helsinki Hall foyer: net 50 square meters
- Finlandia Hall entrance level on the 1st floor: net 130 square meters
- Helsinki Hall entrance level on the 1st floor: net 30 square meters

Other facility info

- cloakroom and toilets on the entrance level on 1st floor
- one toilet for disabled on the entrance level on 1st floor
- lift for disabled from the ground floor up to 2nd floor
- Finlandia Hall has 5 places for wheel chairs
- interpretation booths

Conference equipment

All the meeting rooms are equipped with a lectern, a top table, conference sound equipment (microphones on lectern and on top table), a data projector, a screen and a flip board. All the high level conference and concert equipment available, as well as WLAN open network for the main building. All the conference hall facilities are accessible for persons with disabilities.

6. Planned number of delegates (from host country), from immediate region and from rest of the world)

The planned number of delegates from the host country is 250 participants, another 250 from elsewhere in Europe and another 200 participants from world-wide.



Picture: Paul Williams
City of Helsinki Tourist & Convention Bureau



Picture: Antero Aaltonen

D. Accommodation and meals

Accommodation for every budget and cuisines for every taste

There are plenty of accommodation addresses in a close proximity to Finlandia Hall. Preliminary reservations of a total of 720 rooms have been made at hotels of different price categories as follows:

4 stars hotels

Crowne Plaza Hotel Helsinki
www.crowneplaza-helsinki.fi

Radisson BLU Plaza
www.radissonblu.fi

Holiday Inn City Centre
www.holidayinn.com

- Average daily room rates in 2009 are € 150 - 250 (USD 225 - 375)
- Number of rooms booked provisionally 200

3 stars hotels

Scandic Continental Hotel Helsinki
www.scandichotels.fi/continental

Sokos Hotel Presidentti
www.sokoshotels.fi/hotellit/presidentti

Sokos Hotel Vaakuna
www.sokoshotels.fi/hotellit/vaakuna

Sokos Hotel Helsinki
www.sokoshotels.fi/hotellit/helsinki

Cumulus Kaisaniemi Hotel
www.cumulus.fi/kaisaniemi

- Average daily room rates in 2009 are € 95 - 170 (USD 143 - 255)
- Number of rooms booked provisionally 470

Hostels

Hostel Academica
www.hostelacademica.fi

- Average daily room rates in 2009 are € 40 - 60 (USD 60 - 90)
- Number of rooms booked provisionally 50

There is no official hotel rating in Finland. Thus, the above rating is to be regarded as indicative only.

All the hotels are located at a distance of less than 1.5 kilometres from the conference venue and can be easily reached by tram. In addition, the Crowne Plaza Hotel and Scandic Hotel Continental, with a total contingent of 250 rooms, are located just opposite to Finlandia Hall. At each of the hotels, there are a few rooms for disabled as well.

The rates include breakfast and value added tax except for hostel Academica, where the rate does not include breakfast. However, there is a kitchenette in all rooms in that hostel.

In addition, accommodation at homes will be organised.

Meals

Lunch - starter, main course and dessert - will be served at the conference venue. During the breaks, there will be tea and coffee as refreshments for the delegates. Dinners will be hosted by a third party in another location.

Helsinki offers a variety of restaurants. The cuisine caters for all tastes covering Finnish and cuisine from five continents. Finnish cuisine is based on fresh and natural ingredients that vary according to the season. In addition to vegetables, mushrooms, berries and fish, Finnish food is typified by simplicity and purity of taste.



Picture: Matti Tirri,
City of Helsinki Tourist & Convention Bureau



Picture: Harald Raebiger
City of Helsinki Tourist & Convention Bureau



Picture: Antero Aaltonen

E. Transport

The conference site, city centre and hotels are all within easy walking distance

1. Which the main international airport that will be used?

Helsinki-Vantaa Airport, which is only 25 minutes away from the city centre, has been rated among the best by its users for many years. Almost 40 international airlines serve Helsinki-Vantaa Airport with an average of 180 international daily landings.

2. How far is the airport from the hotels?

The airport is located 18 km north of the city centre, where the conference venue and hotels are located.

3. Can you arrange for accessible return transport between the airport and hotels?

An airport bus runs every 20 minutes between the airport and the city centre close to all hotels recommended. If necessary, separate bus transport can also be arranged. There will be a dedicated reception desk to meet delegates arriving at the airport.

4. Can you arrange for accessible return transport between the hotels and Conference venue?

The hotels recommended for the conference delegates are all either within walking distance to the conference venue or easily accessible by public transport.

Helsinki has a very good public transport system including, busses, trams (also low floor entrances), an underground and local trains. Special bus transportation will also be arranged, among other things, for the evening programmes.



Picture: Mika Lappalainen,
City of Helsinki Tourist & Convention Bureau



Picture: Mika Lappalainen,
City of Helsinki Tourist & Convention Bureau



Picture: Antero Aaltonen

F. Experience

An army of experienced staff and “professional” volunteers are ready to make it a success

1. What experience has your organisation had in hosting large scale international conferences or events?

Finland is one of the most popular congress countries in the world

The list of international associations who have chosen Finland to host their conferences is long and impressive. Finland is a safe and smoothly functioning, reliable destination, easily accessible from all over the world. Its geographical location between East and West makes it ideal as a conference venue, and it attracts delegates from all over the world.

For the past 20 years Finland has been ranked as one of the top 15 most popular countries for hosting congresses. Over 90 per cent of people who responded to a recent congress survey commissioned by the Finland Convention Bureau (2008) considered the safety and security of Finnish host cities to be either good or very good.

Every year, Finland hosts international competitions in several sports and also hosts international meetings of different sport bodies. Twenty World Cups and other major sporting events are organised in Finland annually - a higher number than those held in many larger European countries.

This is exemplified by the fact that over 50 international sport events are organised in Finland for 2009 alone. The most remarkable and largest events in 2009 include:

- UEFA Women's Euro 2009
- ISU European Figure Skating Championships
- WMA World Masters Athletics Championships Stadia
- NatWest Island Games XIII
- European Youth Olympic Festival (EYOF)
- FIS Lahti Ski Games (annually).

Several cities host international sport events and congresses. Examples of international sport conferences to be organised or already organised in Finland are:

- The IOC Sport for All Congress 2010
- FIEP World Congress 2008 and 7th International Seminar for Physical Education Teachers
- FISAF Global Health and Fitness Forum 2008
- International Conference on Kinaesthesia and Motion 2008
- 77th Federation International of Gymnastics Congress 2008.

In 2014, there are no other larger sport congresses or international sport events planned to be hosted in Finland, which frees resources to host large international conferences.

Volunteers = Professional and Cost Effective Events

In Finland, sport is the most popular leisure time activity. Sport is also a major form of civic participation. The theoretical estimation of the value of the voluntary work is 1.5 billion euros each year (2.25 billion US dollars).

Finnish are particularly interested in volunteering in sports events. In the IAAF Athletics World Championships in Helsinki in 2005 more than 3000 volunteers worked without any monetary remuneration. Even though volunteers do not receive money for their work in the sport events, their love for sport shows in their enthusiasm for such organisational work. Many Finnish volunteers are already "professionals" in sport event organisation because they have worked for so many different local and international high profile events and thus gained valuable knowledge.

Government support

One of the aims of the current Finnish Government Programme is to enhance Finland's potential to bid for and organise international events in Finland.

Finnish Sports Federation's experience

The FSF has much experience in organising large scale international conferences, especially in the field of women and sport.

In 2000, the FSF organised **European Women and Sport Conference** in Helsinki. The conference gathered together 250 delegates from 47 countries. The outcome of this conference was "**Helsinki Spirit 2000 - Recommendations of the Helsinki European Women and Sport Conference**".

In September 2001, the FSF together with the Finnish Ministry of Education and under the supervision of the Council of Europe Sports Committee (CDDS) organised a **European seminar: "The protection of children, young people and women from sexual abuse and harassment in sport"**.

In 2008, the FSF organised the **International Conference Promoting Equality in Sport - Towards Sydney 2010**. This event concluded with the "**Anttola Declaration**" (Appendix 2).

In addition to the equality conferences, the FSF has also organised many other international conferences. For example:

- European Non-Governmental Sports Organisation ENGSO General Assemblies in 2001 and 2007
- European Youth and Sport Forum in 2006
- Nordic Sports Meeting of Olympic Committees and Sport Confederations in 2001 and 2008, a Nordic Conference on Children and Youth Sport in 2005 and a Nordic Sports Conference Team Norden in 1999
- ENGSO General Assemblies in Istanbul in 2008 and in Paris in 2009 (content)
- ENGSO Fora on Faroe Islands in 2007, in Stockholm in 2008 and in Portugal in 2009 (content).

In addition, the FSF has organised many international meetings, including board meetings, working group meetings, country visits, consultations and both unofficial and official gatherings.

In 2008, the Finnish Sport Federation and Finnish Olympic Committee established an office that specialises in bidding for and organising international sports events. This office participates in the annual SportAccord International Convention. There it has opportunities to meet all the international sports federations' high level leaders and to promote the IWG Conference. The office will also be put at the disposal of the IWG Secretariat in 2010-2014 if this bid of the FSF is successful.

The FSF has an actively functioning **network of more than 300 delegates of international sport organisations.** New ethical challenges for sport, including gender equality issues, are the priorities for the working agenda of the FSF with these delegates in 2010-2011.

Besides the vast experience in organising international conferences, the FSF has the commitment, passion and motivation to promote equality in sports and so to organise this event. This will make the 6th IWG World Conference on Women and Sport not only professionally organised but also a conference that will provide knowledge to promote equality and enthuse the participants to go forward even when confronting obstacles to equality.

2. Would you hire a Professional Conference Organiser to help with the organisation of the conference?

The staff working at the IWG Secretariat in 2010-2014 and the FSF Office Staff are already the most experienced international and national conference organisers. The Finnish Sports Federation organises around 40 national seminars annually. For example, the FSF is the responsible organiser in a yearly Sports Gala Dinner for more than 800 guests. The international department of the FSF is highly experienced in international policy work with its world-wide contacts. The FSF Service Unit with financial administration and a printing and publishing service will be used in the Conference organisational arrangements.

However, **the actual registrations of the Conference delegates and hotel reservations will be outsourced to a professional conference agency.**



Picture: Niko Soveri
City of Helsinki Tourist & Convention Bureau



Picture: Antero Aaltonen



Picture: Antero Aaltonen

G. Collaboration

We offer efficient cooperation from grassroots to global level

1. What is the status of support for your project by national, regional, local government and city authorities?

National Level

Finland has a long tradition regarding and promoting women's rights in Finnish society. In our national Parliament the new Parliament Act introduced universal suffrage in 1906. No longer was the right to vote dependent on social status or gender. This reform increased the electorate tenfold. When parliamentary elections were held in the spring of 1907, Finnish women became the first in the world to exercise full political rights, including the right to stand for election. Nineteen women were returned as MPs in the new unicameral Parliament.

Today 41.5 per cent of Finnish Parliament members are women and 43 per cent of sport club members are female. In some age groups, women are more active voters.

Please find attached the letter of support from Mr Sauli Niinistö, Speaker of the Parliament of Finland.

National government

Finnish Sports Federation has close contacts with the **Sport Division of the Finnish Ministry of Education**. Since 1993, the year of its founding, the FSF and the Ministry of Education have closely cooperated in developing equality in sport.

The Ministry of Education finances sports by allocating funding in all areas including supporting children's and young people's growth through sport, advancing wellbeing and health as well as developing elite sports and adapted physical activity. In 2009, the government is co-financing sports provision, supporting the activities of the FSF's 127 sport federations with 40 million euros (57 million US dollars). The Ministry also monitors the implementation of the ethical principles in sport.

The Ministry of Education has financially supported promotion of equality in sport (e.g. the mentoring process in 1995-1999) in addition to all the international equality conferences organised by the FSF such as: the European Women and Sport Conference in 2000, Council of Europe seminar on the protection of children, young people and women from sexual abuse and harassment in sport in 2001 and International Conference Promoting Equality in Sport - Towards Sydney 2010 Conference in 2008.

The Finnish Minister of Culture and Sport, **Mr Stefan Wallin**, is also responsible for equality issues in the Government. Minister Wallin was a patron of the International Conference Promoting Equality in Sport - Towards Sydney 2010 Conference in 2008. Minister Wallin also awards the National Equality in Sport Prize "Spikes" annually.

The FSF has applied for funding from the Ministry of Education for the 6th IWG World Conference on Women and Sport 2014 and IWG Secretariat and Co-Chair (2010-2014). **The Finnish Ministry of Education is strongly committed to supporting the 6th IWG Conference, Secretariat and Co-Chairwomanship.**

Please find attached the letter of support of the Government of Finland, signed by **Mr Stefan Wallin**, the Minister of Culture and Sport.

The FSF has also good contacts at governmental level with the **Ministry of Social Affairs and Health**. The Ministry has three independent bodies working for the promotion of equality, the Gender Equality Unit, the Ombudsman for Equality and the Council of Equality. The Equality Board acts as an independent body within the structure.

Finnish Sports Federation

The FSF serves as an umbrella confederation for all national sport organisations including the Finnish Olympic Committee, the Finnish Paralympic Committee and district sport federations. Most of these federations, and also FSF Headquarters, are situated in the "House of Sports", close to Helsinki City Centre.

If successful, the IWG Secretariat and Co-Chair in 2010-2014 will be based in the office of the Finnish Sports Federa-

tion and will have all the support of the FSF Office to call upon. In practice, **the IWG Secretariat will have the strong support from the FSF and its member organisations to do basic tasks of the Secretariat**. The Secretariat will not be established from scratch; on the contrary, it will have already well-established and well-built organisation for its assistance.

In 2008, the Finnish Sport Federation and the Finnish Olympic Committee established an office that specialises in bidding and organising international sports events. This office will also be put at the disposal of the IWG Secretariat in 2010-2014.

The following services will be provided by the FSF: office accommodation, accounting and legal services, information technology services, national and international information and communication services, in addition to the support of the FSF international department. All the knowhow, networks and contacts of the FSF will support the IWG secretariat.

Finland Convention Bureau

The Finland Convention Bureau (FCB) is a national organisation representing the meetings and convention industry. The FCB is an official sales and marketing organisation for the meetings and convention industry and corporate events. This body will be supporting and giving its professional help for the 6th IWG Conference.

Regional Level

Regional cooperation

The Helsinki metropolitan area consists of the cities of Helsinki, Espoo, Vantaa and Kauniainen with more than a million inhabitants.

The Helsinki metropolitan area will warmly welcome the IWG Secretariat, Co-Chairwomanship in 2010-2014 and finally the IWG Conference in 2014. The city of Helsinki will be honoured to be the host city of the World Conference on Women and Sport in 2014. Moreover, the cities of Espoo and Vantaa strongly support the IWG Co-Chairwomanship and the IWG conference. **Ms Marketta Kokkonen**, Mayor of the city of Espoo, and **Mr Juhani Paajanen**, Mayor of the city of Vantaa, are both delighted to welcome the IWG delegates to their cities.

Local and City authorities

City of Helsinki

Helsinki, the capital of the Republic of Finland, is a modern city with over half a million residents and is situated on the Baltic Sea. In 2000, Helsinki was an official European City of Culture while celebrating its 450th anniversary.

The city of Helsinki is committed to promoting equality and it has put together a Helsinki City Equality Plan.

Mr Jussi Pajunen, Mayor of Helsinki, will warmly welcome the IWG Delegates to Helsinki. On behalf of the city of Helsinki he says that **Helsinki will be honoured to host the World Conference on Women and Sport in 2014**. Helsinki will do their best to make the World Conference on Women and Sport successful and enjoyable. The city of Helsinki will invite all the IWG delegates to a welcoming dinner in Helsinki City Hall.

Please find attached the welcoming letter of Mr Pajunen, Mayor of Helsinki.

Helsinki Public Transport (HKL) is responsible for providing local public transport within Helsinki. It plans the traffic, produces tram and metro traffic services, competitively tenders and purchases bus services and takes care of the building and maintenance of the track network, the stops and depots and is responsible for the economy of the public transport. Helsinki city and HKL will provide all the journeys in HKL's vehicles at discounted fares for all IWG delegates.

Helsinki Convention Bureau

A part of Helsinki city's administration, Helsinki City Tourist & Convention Bureau promotes and develops Helsinki as a travel destination and provides visitors with information services. For meeting professionals they offer, among other things, information about meeting facilities and accommodation, proposals for social programme and pre/post tours.

The Helsinki Convention Bureau will work as a contact point for city of Helsinki when organising the 6th IWG Conference and help with the practical arrangements of the conference.

2. Please advise any other agencies, networks or groups with which you intend to collaborate with on the delivery of the Conference.

Finnish Gymnastics Federation, Svoli

The Finnish Gymnastics Federation is one of the biggest sports associations in Finland. Their 400 member clubs carry out significant work in the field of gymnastics. Most of the members in the clubs are girls and women. 61 000 women and 57 000 girls attend in different kinds of gymnastics groups every week.

The Finnish Sports Federation and the Svoli have good co-operation in many different levels. The FSF and the Svoli together have arranged several international meetings. One of the main co-operational efforts has been the equality work in sport.

The Finnish Gymnastics Federation strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached the letter from the Finnish Gymnastics Federation, **Ms Kirsti Partanen**, President, and **Ms Maria Laakso**, Secretary General.



Picture: Antero Aaltonen

Finnish Football Association

The Football Association of Finland (FAF) was founded in 1907 and it is the biggest sport federation in Finland. Football is one of the favourite sports for girls and women in Finland. The Football Association of Finland has promoted systematically both local sport club activities for girls, as well as women's top level football. The FAF organised the European Women's Championships UEFA Women's EURO 2009 in Finland in August - September 2009. For the first time Finland had the opportunity to be the responsible organiser for the UEFA Championships.

Combined with the opening game of the UEFA Women's EURO 2009 the FAF arranged a national Conference on Women in Sports with 150 participants, both men and women. The main topic of the Conference was how equality in sports culture can enhance the whole voluntary non-profit sports movement.

One of the concrete objectives was how to increase the number of women in the decision-making bodies of the FAF.

The Football Association of Finland strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached the FAF letter from **Mr Pekka Härmäläinen**, President, and **Mr Kimmo J. Lipponen**, CEO/Secretary General.

FSF District Sports Federations

At the regional level under the umbrella of Finnish Sports Federation (FSF) there are 15 independent District Sports Federations all around Finland. At the local level there are more than 9000 sport clubs, which means one sport club per every 650 Finns.

District Sport Federations support and enhance the activities of the sport clubs, especially in the fields of children and youth sport, and also health enhancing physical activity. The FSF Districts are responsible for regional sport policy and share extensive networks on the regional level.

The national Women on the Move Network consists of **regional women's networks**. These networks are linked to the District Sport Federations

The District Sport Federations strongly support the Finnish IWG Co-Chairwomanship in 2010-2014 and will be a part of the core organising team of the IWG Conference 2014 in Finland.

Please find attached the letter of the Secretary Generals of the District Sport Federations.

Women on the Move

In the spirit of the **Brighton Declaration on Women and Sport** (1994) Finnish equality work in sport moved forward strongly. The Finnish women's sport network "Women on the Move" was founded in the same year. Women on the Move is the network of Finnish sports women volunteering or working in sport. The network consists of active women from all over Finland. The different districts of Finnish Sports Federation are especially involved.

Women on the Move network strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and will be a part of the core organising team of the IWG Conference 2014 in Finland. Please find attached the Women on the Move letter from **Ms Ulla-Maija Paavilainen**, Chair.

Sports Development Organisation LiiKe

"LiiKe" is a non-governmental organisation for enhancing sport and education in developing countries. The purpose is to develop education, school attendance, gender equity and healthy lifestyle through sport. The FSF and LiiKe have a long history of cooperation.

Currently LiiKe implements physical education development projects in more than 1000 primary schools in Tanzania. One of the priorities is to give equal chances to girls to participate in sports. As an example of these activities every second year a girls' football team, FC Vito Malaika, trains in Tanzania and participates in Helsinki Cup football tournament held in Finland in June.

LiiKe and the FSF improve the Physical Education in 11 Teachers Colleges in Tanzania in 2009-2011. More than 300 PE teachers (including women) will graduate as PE teachers annually. Another important project in Tanzania is called "Moms & Daughters". Its aim is to strengthen the culture of female sports and traditional games. Part of the project is to inform young women of children's rights, the importance of education, family planning and nutrition.

LiiKe strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and will be a part of the core organising team of the IWG Conference 2014 in Finland.



Picture: Ari Koivu

Universities

Cooperation with the University of Helsinki, Faculty of Social Sciences, and the University of Jyväskylä, Faculty of Sport and Health Sciences, will commence. The FSF maintains good cooperation with both universities.

Finland's National Broadcasting Company (Yleisradio)

Finland's National Broadcasting Company (Yleisradio) and the FSF have an ongoing cooperation agreement on broadcasting which enhances equality for all sports on a broad base. Yleisradio in cooperation with the Finnish Sports Federation will organise a national campaign on health-enhancing physical activity for citizens in 2010. This will be produced as: television programmes, special events, radio and on the Internet. This campaign will be aimed at individuals who are not taking any exercise.

The FSF will actively inform Yleisradio and other media partners of the IWG process.

Sport Magazine

Sport Magazine is the Finland's largest commercial exercise magazine. It is especially targeted at women. Issues of the Sport magazine deal with all aspects of healthy and active lifestyles. Healthy lifestyle is more than sport or physical activity.

Sport Magazine has almost 50 000 subscriber and 125 000 readers every week (year 2008).

Sport Magazine strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached a letter from Sport Magazine, **Ms Ulla-Maija Paavilainen**, Editor-in-Chief.

Motion - Sport in Finland Magazine and the Finnish Society of Sport Sciences

“Motion – Sport in Finland” is a magazine for people who want to get to know the world of Finnish sport. It is an international showcase for sport and its various aspects in Finland. Each issue of the magazine invites the reader to get to know the whys and wherefores of sport and sports science in Finland. Motion is published biannually by the Finnish Society of Sport Sciences.

The Finnish Society of Sport Sciences, founded in 1933, works in cooperation with the Finnish Ministry of Education, scientific societies, sport organisations and with other organisations in the sport and health sectors. The Finnish Society of Sport Sciences disseminates information pertaining to sport. It transmits information about sport research and the background factors of sport to all interested parties.

The Finnish Society of Sport Sciences believes in research. They research topical issues and new perspectives. The Society makes Finnish sport knowledge known abroad, and relays international sport research to Finns. The international congresses and seminars arranged by the Society gather together sport researchers from different countries.

Motion – Sport in Finland magazine and its publisher the Finnish Society of Sport Sciences strongly support the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached a letter from the Finnish Society of Sport Sciences, **Mr Kari L. Keskinen**, Executive Director.

European Non-Governmental Sports Organisation ENGSO

The European Non-Governmental Sports Organisation ENGSO consists of 40 national umbrella sports organisations.

The members of ENGSO represent the national sport in its broadest sense - from children and youth sport, through “sport for all” activities to elite sports. In addition to the national umbrella organisations ENGSO includes both National Sports Confederations and National Olympic Committees. Finland holds the current ENGSO Presidency for 2007-2011.

The ENGSO President is Finland’s, **Ms Birgitta Kervinen**, who is a good example of a Finnish woman in an important leadership role in sport. One of the main priorities of the Finnish IWG Co-Chairwomanship is to promote equality further by increasing the number of women in such leadership positions.

ENGSO and its Executive Committee strongly support the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached the ENGSO letter from **Mr Predrag Manojlovic**, Secretary General.

ENGSO Youth

ENGSO Youth is the youth organisation within ENGSO. It has the aim of representing the interests of people under the age of 35 in sport in Europe and to achieve, promote and support the implementation of the ENGSO guidelines for children and youth sport.

ENGSO Youth strongly supports the Finnish IWG Co-Chairwomanship in 2010-2014 and the IWG Conference 2014 to be held in Finland. Please find attached the ENGSO Youth letter from **Mr Jan Holze**, Chair.



Picture: Testure Oy,
City of Helsinki Tourist & Convention Bureau

International Sports Organisations, National Olympic Committees and Sport Confederations

Please find attached the letters of the following organisations:

- International University Sports Federation FISU, **Mr Stefan Bergh**, Vice President
- International Workers' Sports Confederation CSIT, **Mr Wim Hoijenbos**, Secretary General
- Central Council of Recreative Physical Training, CCPR (UK), **Ms Sallie Barker**, Head of Services
- Comité National Olympique et Sportif Francais, CNOSEF, **Mr Denis Maseglia**, President
- Czech Sports Association, CSTV, **Mr Jan Bohac**, Secretary General
- Estonian Olympic Committee, EOK, **Mr Mart Siimann**, President, **Mr Toomas Tõnise**, Secretary General
- Icelandic Olympic and Sports Association, ÍSÍ, **Ms Líney R. Halldórsdóttir**, Secretary General
- NOC and Sports Confederation of Denmark, DIF, **Mr Niels Nygaard**, President
- Sport Committee of St. Petersburg (Russia), **Mr Nikolay Rastvortsev**, First Deputy Chairman
- Sports Confederation of Greenland, **Mr Niels Benjaminsen**, Sport Advisor
- Swedish Sports Confederation, RF, **Mr Mattias Claesson**, Director, Public Affairs



Picture: Antero Aaltonen



Picture: Antero Aaltonen

H. Finances

**Strong commitment
has already been obtained**

The IWG does not have a budget to support the World Conference. The organisers must secure adequate financial resources.

1. Please provide details on how you plan to raise the funds necessary to hold a conference of this size in terms of specific support and timing.

The Finnish Ministry of Education

The Finnish Ministry of Education Sport Division, is strongly committed to the funding of the IWG Conference in Helsinki in 2014. This support will be allocated in 2012-2014.

The Finnish Sports Federation

The FSF is committed to supporting the conference both with financial and human resources. The FSF will employ the **IWG Secretary General**. In addition, **the Staff of the FSF, especially the FSF international department**, will have a crucial role in participating and assisting the IWG Conference Secretariat in all duties.

The services of a conference Manager will be acquired from a highly experienced **Professional conference organiser**.

Furthermore, a great number of **voluntary sport leaders of the FSF Board, the International Committee and also Women on the Move Network** will dedicate their time and efforts to ensure the success of both the IWG Secretariat term and the IWG Conference. There is a long tradition by which voluntary leaders work a considerable number of hours for the FSF on a weekly basis to the advantage of the FSF and its international work.

A Local Organising Committee, a National Finance Committee, a Marketing and Communication Committee, and also an Honorary Committee of high-level representatives will be appointed.

The FSF Service Unit will provide all financial administration including accounting services for the IWG Secretariat. For example, printing and publishing services will be used in the day-to-day work of the Secretariat, in addition to supporting special projects such as arranging the conference. The Director of Finance is responsible for daily financial administration of the FSF. Furthermore, **legal, information and also communication services** will be provided by the FSF.

Part time employees and university trainees will also support the IWG projects. The FSF has an agreement with the Faculty of Sport Science of Jyväskylä University to employ temporary university trainees.

Volunteers will be recruited for the Conference. The FSF, member organisations and Women on the Move Network also have an extensive number of experienced volunteers with good language skills who also have a special interest in the developments of equality in sports. The estimated number of volunteers is 50.

Close cooperation will be maintained with **the national and district sport organisations**. For example, help with marketing, planning of the conference programmes and also recruiting volunteers.

Close cooperation will also be continued with **the international and European sport organisations** about the conference preparation and marketing.

Metropolitan Area

The city of Helsinki will organise and finance the Welcoming Party at Helsinki City Hall. In addition, the City of Helsinki will provide the public transport at discounted fares. In addition, **the cities of Espoo and Vantaa** strongly support the organisation of the IWG Conference.

Registration fees

Maximum inclusivity is the FSF's objective for the conference although registration fees will be a substantial part of the revenues of the conference itself. The FSF is dedicated to ensure low registration fees in order to guarantee the

maximum participation in the conference from all continents. A low registration fee also encourages students' participation. Affordability is the one of the key principles in conference management.

Other sponsors, scholarships etc.

Other sponsoring revenues, both financial support and value in-kind products and services, will be negotiated during the four year preparation for the IWG Conference.

The opportunity to receive **scholarships** for conference delegates will be taken up with the Ministry of Foreign Affairs and the Embassies. Furthermore, cooperation with airlines will be pursued in order to negotiate sponsored or discounted tickets to cover travelling costs of delegates from the developing countries. In addition, opportunities for home accommodation will be sought.

Other / In-kind resources

- The working time of the FSF Office Staff, especially the personnel of the FSF International Department.
- Input of the FSF Service Unit.
- Working time of the FSF Voluntary sport leaders.
- Traineeships.
- Scholarships.
- A team of volunteers involved in the preparation and management of the conference. The estimated number of volunteers is 50.

2. Details of any government support and / or sponsors who have committed to support your application

Please see the answer to question 1.

3. Details of any other revenue streams you anticipate

Please see the answer to question 1.

4. Estimated registration fee to be charged and what it will include

The estimated registration fee of the 6th IWG World Conference on Women and Sport 2014 will be 350 / 300 euros (525 / 450 US Dollars) per participant and 200 euros (300 US Dollars) for participants from developing countries and for students.

- The conference programme with access to all plenary sessions and workshops
- Meals (lunches and coffees) at Finlandia Hall during the conference days
- Conference material
- The social programme

5. Provide a detailed budget, listing all income and expense items you anticipate

Please find attached the detailed budget of the conference (**Appendix 3**).



Picture: Antero Aaltonen

I. Other

IWG 2014 “Empower women in sport today: harvest the fruits tomorrow.”

1. Legacies may be economic, social or cultural. Candidates are encouraged to plan for legacies that benefit women and sport in both the host country and for the future of the IWG.

The legacy of the 6th IWG World Conference for Women and Sport in 2014 and the Chairwomanship 2010-2014 will be further developed by good cooperation with the IWG Group. The process itself is an important part of the legacy.

IWG 2014 “Empower women in sport today: harvest the fruits tomorrow.”

- To create a permanent global meeting point through social media for inspiring interaction between conferences.
- To develop the IWG as a respected partner for both governmental and non-governmental organisations in the international sporting world.
- To build on a strong value base and to be able to deal with universal ethical challenges.

These are the priority themes which we are most willing to promote and develop together with the IWG Group throughout the upcoming Chairpersonship.

2. It is expected that the organisers provide scholarships for a certain number of participants and financially support the keynote speakers and other speakers where possible.

The organiser will take the main responsibility for the keynote speakers, flight tickets and hotel accommodation. There will be no participation fee for the keynote speakers. In the budget the number of keynote speakers is limited to seven.

The opportunity to receive scholarships for conference delegates will be investigated with the Ministry of Foreign Affairs and the Embassies, for example.

3. Simultaneous translations of the plenary sessions into English, French and Spanish a regionally appropriate languages is highly recommended in order to ensure active participation from internationally diverse participants. Provisions for signing is also recommended when possible English will be the official conference language. Written translations of keynote speeches in French, Spanish and Russian will be provided, if requested. Simultaneous translation is negotiable.

4. It is expected that all facilities are wheelchair accessible and provide necessary services for persons with a disability.

All conference facilities including: the conference venue, hotels, public and organised transport in addition to the social programmes are wheelchair accessible. If requested, individual volunteers can be reserved to assist and attend to delegates requiring such help during the days of the conference.

Facts about Finland

Population

5.3 million inhabitants, 17 inhabitants per sq km, 71 per cent of the population live in towns.

Capital

Helsinki, with 564,000 inhabitants. Other major cities Espoo, Tampere, Vantaa, Turku and Oulu

Total area

338,144 sq.km (130,558 sq. Miles). Finland is the seventh largest country by area in Europe.

National borders

Sweden, Norway and Russia

Local time

2 hours ahead of Greenwich Mean Time (GMT).

Climate

Four distinct seasons. Coldest month February and warmest July. Light summer nights from May to July: above the Arctic

Circle the sun does not set for several weeks.

Geography

Maximum distance from north to south 1,157 km (719 miles), From east to west 542 km (336 miles)

Coastline 1,100 km, 188,000 lakes (accounts for 10% of the total area). As many as 5100 waterfalls and rapids 180,000 islands (98,050 of which are in the lakes). Europe's largest archipelago lies off Finland's southwest coast.

Forest covers about 70 per cent of the land area.

Languages

Official languages are Finnish (about 92%) and Swedish (5.5%). About 1,700 people in Lapland speak Sami (Lapp) languages. English is widely spoken.

Religion

83 per cent Lutheran, 1 per cent Orthodox

Average household size

2.1 persons

Form of Government

Parliamentary Republic since 1917

History

Part of the Kingdom of Sweden from the 12th to the 19th century. An autonomous Grand Duchy within the Russian Empire from 1809 to 1917. Declaration of independence on 6 December 1917. Today Finland is a parliamentary republic and a member of the EU. The country's first female President was elected in 2000.

Head of State

President of the Republic of Finland, Ms Tarja Halonen

National legislature

Unicameral parliament with 200 members

International relations

Member of EU, UN, OECD and WTO, among others

Currency

Euro (EUR) since January 2002

GDP per capita

EUR 33,803 in 2007

Major exports

Metals, engineering, electronics and forest products

Principal markets

EU Member States

Largest enterprises

Nokia, StoraEnso, Neste Oil, UPM-Kymmene

Education

High standard of education with free schooling for all. 20 universities. Thirteen per cent of the Finns have a university degree or equivalent qualification.

A popular meeting destination

- 17th most popular congress country in the world (UIA statistics, 2008).
- 486 international association meetings with a total of 60,700 delegates were held in 2008.
- The most popular congress cities are Helsinki, Turku, Tampere, Espoo and Jyväskylä.

Easy to reach

Around 180 international flights arrive daily at Helsinki-Vantaa international airport. Several other cities in Finland are also served by direct international flights. The most frequent flights are run by Finnair and SAS/Blue1.

- Beijing 7 h 40 min
- Brussels 2 h 40 min
- London 3 h 10 min
- Moscow 1 h 50 min
- New York 8 h 40 min
- Paris 3 h 5 min
- Rome 3 h 35 min
- Stockholm 55 min
- Tallinn 35 min
- Tokyo 9 h 25 min

Trains

A daily train service operates between St. Petersburg and Moscow in Russia and Helsinki.

Ferries

Daily ferry services operate between Finland and Estonia, Sweden and Germany.

Find out more at:

www.visitfinland.com
www.virtual.finland.fi
www.stat.fi

10 good reasons to meet in Finland

1. Easy to reach

Around 145 daily international flights operate to and from Helsinki. Finnair is the national airline, and SAS/Blue1 also has very good connections to and from Finland. Helsinki-Vantaa regularly ranks among the best airports in the world.

2. Quality

Around 1100 venues representing the highest international standards are located throughout the country. These include a wide variety ranging from congress centres and hotels to log cabins, spas and cruise ships. Whether you have your meeting in the city or in the countryside, you can rest assured that your stay will be comfortable, friendly and excellent value for money.

3. Safety and security

Finland is a safe destination with a low crime rate - even in the capital city Helsinki, visitors can walk safely through all parts of the town. Finland is politically stable and one of the least corrupt countries in the world.

4. High standards of education and technology

Finland is one of the most popular congress countries in the world. It is known for its competitive economy and national creativity. The global mobile phone company Nokia is just one example of Finnish high-tech know-how.

5. Nature

Finland has thousands of lakes and endless forests. The coastline is 1100 kilometres long, excluding the many beautiful islands and coastal indentations. Finland offers one of the most extensive and unspoiled natural environments in Europe. The country's environmental sustainability is among the top 10 in the world.

6. Innovation and creativity

Finns enjoy a high standard of living and hold cultural forms of expression of all kinds in high regard. Our architecture and design is well known all over the world. Many architectural edifices can be admired throughout Finland. World-class Finnish Design is highlighted in our textile and glass products.

7. Cuisine

Finnish cuisine combines Scandinavian simplicity, arctic flavours and pure, organic ingredients. Fish, meat, berries and fresh vegetables are all delicious specialities. Experience an unforgettable festival of flavour in Finland!

8. Seasonal sources of inspiration

Finland offers countless summer and winter activities to choose from. In Lapland you can ride a snowmobile or go on reindeer safari, for example. In summertime you can enjoy sailing, fishing, hiking, golfing, ATV safaris, saunas by the lake or in the sea, and so much more. Finns simply adore outdoor activities!

9. Know-how

In Finland everything works well, and Finnish suppliers are always professional. The Finnish people are friendly and hospitable, and English is widely spoken and understood across the country.

10. Contrasts

In Lapland you can experience the polar night in wintertime and the midnight sun in summertime. Southwest Finland has the most beautiful archipelago in the world. We have snow and ice, northern lights and beautiful pristine lakes.



The House of Finnish Sports

SECTION 2

IWG SECRETARIAT (September 2010-2014)



The IWG 2014 Bid Team: FSF & Women on the Move



1. Proposed location of the IWG Secretariat

The proposed location of the IWG Secretariat is the Headquarters of the Finnish Sports Federation (FSF), known as the House of Sports, which is situated in Helsinki. The House of Sports is located very close to the City centre of Helsinki. The Finnish Broadcasting Company, Yleisradio, and other national television broadcasters (are quite literally neighbours) are also situated here.

Most of the member organisations of the FSF including the Finnish Olympic Committee and the Finnish Paralympic Committee have offices in the House of Sports. Furthermore, associations such as Young Finland Youth Sport Association, the newly merged Finnish Sports Association of Persons with Disabilities, in addition to some international sport federations are also in the same building.

The House of Sports is also located next to the Central park which traverses Helsinki from south to north. The Central park of Helsinki offers excellent opportunities for outdoor sports and recreation.

The House of Sports is also easily reached by public transport, train, tram and bus. The distance to Helsinki-Vantaa Airport (Finland's biggest international airport) is only 15 kilometres.

2. Human resources

It is proposed that the IWG Secretariat will consist of a **Secretary General** employed by the Finnish Sports Federation. In addition, **staff of the FSF**, especially **those of the FSF international department**, will have a crucial role in participating and assisting the IWG Conference Secretariat in all duties.

The IWG Co-Chair will be appointed and committed to work for the IWG on a voluntary basis. Our Candidate, **Ms Raija Mattila**, with the full support of the FSF, is strongly committed to the **required working time**. Raija Mattila is highly qualified in leadership positions both nationally and internationally. She has an excellent opportunity to commit herself since she is retiring from the position of Director at the Ministry of Education Sport Division. All travel and meeting expenses of the Co-Chair will be covered by the FSF.

The services of a Conference Manager will be acquired from a highly experienced **Professional Conference Organiser**.

A **Local Organising Committee**, a **National Finance Committee**, a **Marketing and Communication Committee**, and also a **Honorary Committee** of high-level representatives will be appointed.

Furthermore, a **great number of voluntary sport leaders of the FSF Board**, the **FSF International Committee** and the **Women on the Move Network** will dedicate their time and efforts for the success of the IWG Secretariat and the IWG Conference.

The FSF has the long-held tradition and practice that voluntary leaders work a considerable number of hours for the FSF on a weekly basis to the advantage of the FSF and its international work.

The staff working for the IWG Secretariat and the FSF Office Staff combined with the voluntary sport leaders are the most experienced in leading international networks and international and national conference organisers. The international department of the FSF in particular is highly experienced in international policy work and they have world-wide contacts.

Furthermore, **legal, information and communication services** will be provided by the FSF.

The FSF Service Unit will provide all financial administration including accounting services for the Secretariat and also provide printing and publishing services to be used in the day-to-day work of the Secretariat, in addition to special activities such as arranging conferences. A Director of Finance is responsible for the day-to-day financial administration of the FSF.

Part time employees and university trainees will be employed to support the project. The FSF has an agreement with the Faculty of Sport Science of Jyväskylä University to employ temporary university trainees.

3. Financial resources

The IWG Secretariat will be financed by the Finnish Ministry of Education and the FSF. In addition, other sponsors will be sought.

It also should be noted that the efforts of both the FSF staff and the FSF voluntary sports leaders will increase the number of staff and the amount of the budget.

Development and equality projects will be launched. For example, funding from the European Union preparatory actions for sport, the upcoming sports programme and other EU funding and project funding from the Finnish Ministry of Foreign Affairs are possible and will be sought for these projects.

4. Other / In-kind resources

- The working time of the FSF Office Staff, especially the personnel of the FSF International Department
- Input of the FSF Service Unit
- Working time of the FSF Voluntary sport leaders
- Traineeships
- Team of volunteers in preparing the Conference
- National cooperation with media: National Broadcasting Company, Motion - Sports in Finland Magazine, Sport Magazine

5. Description of available infrastructure

- FSF Office space with all facilities
- Information Technology Services including hardware
- Stationery supplies
- Meeting facilities, Restaurant and Cafeteria
- Printing and publishing service
- Receptionists

6. Language capacity

Finnish, Swedish (the other official language of Finland), Danish, Norwegian, English, German, French, Russian, Spanish and Swahili.

7. Statement of proposed ways in which the IWG Secretariat from 2010-2014 will build upon the work of the previous IWG Secretariats and enhance the work and the role of the IWG.

A delegation of the Finnish Sports Federation has participated actively in all IWG Conferences since the Brighton Conference 1994 and has and maintained close contacts with all IWG Secretariats. Furthermore, the Brighton Declaration inspired the FSF to enhance the national equality work in sport in Finland and promote it elsewhere. The FSF has been involved in the work of the IWG Group in 1998-2000 and since 2006.

The FSF has been active by sending large delegations to participate in the European Women and Sport Conferences since the Stockholm Conference in 1996. In addition, the FSF has closely followed the Council of Europe, the European Union and UNESCO policies of promoting equality. The Council of Europe in particular has had a long tradition in the field of developing gender equality and other ethical policies in the area of sport.

This long-term commitment at both national and international levels has been crucial to national development and has increased the expertise levels in gender equality policies and actions in Finland.

We highly appreciate the policies and actions implemented by all IWG Co-Chairs and Secretariats. In order to succeed with the Chair and the organisation of the 6th World Conference, the support and legacy of the previous Co-Chairs and Secretariats is absolutely crucial. An interactive process with the IWG representatives from different cultures and with different experiences will provide and add to the opportunities to develop further the work of the IWG. We are most willing to learn and to cooperate with all the Members of the International Working Group on Women and Sport.

The FSF is ready to enhance the work and role of the IWG through its already existing extensive international and national networks. Both governmental and non-governmental organisations can be involved with the work of the IWG. The FSF has good connections with the international sport federations which can also be utilised in promoting gender equality in international sports. On a national basis, a wide representation of sport organisations, universities, media, women's organisations etc. is guaranteed.

8. Please provide a detailed budget for the Secretariat listing all income and expenditure items

Please find attached the detailed budget of the conference (Appendix 3).

SECTION 3
POSITION OF CO-CHAIR
(2010–2014)



Ms Raija Mattila
Candidate for the IWG Co-Chair
“Looking to the Future”



Picture: Ilpo Vainionpää,
Ministry of Education

1. Name of Candidate

Ms Raija Mattila

2. Current Occupation

Director of Sport, Finnish Ministry of Education

3. Contact details

Phone: +358 40 5517279

fax (home) +358 9 45417101

e-mail: raija.mattila@minedu.fi (till 30 November 2009)

Address: Merikannontie 7 B 22, FI-00260 Helsinki

4. History of involvement in the area of women and sport

- Raija Mattila was the Chairperson of the Spikes Committee of the Ministry of Education in 1994-1995. The Committee concluded a report on women's position in Finnish sporting culture and following the Brighton Declaration, formulated development proposals for the improvement of women's position. In her official duties, Ms Mattila has overseen the implementation of these above-mentioned proposals.
- Candidate Mattila has actively participated in the activities of the Finnish women's sport network "Women on the Move" and in the development of the networks "Mentor Programme" for women in the field of sport and in the implementation of that programme.
- She has also participated in the support processes of Finland's European Women and Sport (EWS) Chair in 1998-2000.
- Raija Mattila was the Chairperson of the "Draw Committee" of the Ministry of Education 2004-2005. The functions of that Committee was to support proposals for gender visibility in research by producing information and assessing gender-related impact in decision-making and budgeting. As the Director of Sport in the Ministry of Education's Sport Division, Raija Mattila has been responsible for the implementation of the proposals of the Committee.
- Raija Mattila has, as a Chairperson and a speaker, participated in numerous national and international seminars and conferences dealing with women's positions and gender equality issues. For example, she was a keynote speaker in the IWG Conference in Windhoek.
- The International Conference Promoting Equality in Sport - Towards Sydney 2008 was organised in Mikkelin in 2008 together with the IWG Group and the EWS Steering Group meetings. Raija Mattila acted as the Chairperson of the Conference.
- Lately, Raija Mattila has been a member of a committee that organised an equality seminar dealing with women's statuses and positions in the field of sport and in society. The seminar was held along with the UEFA Women's EURO 2009. Raija Mattila acted as the Chairperson of the seminar.

5. Evidence of leadership experience and qualities

- Leading position as the Director of Arts and Cultural Heritage Division of the Ministry of Education
- Chairperson in numerous working groups and committees of the Ministry of Education
- Vice-Chairperson of the City Council in the city of Kauniainen
- Vice-Chairperson and Chairperson in the Council of Europe Committee for the Development of Sport (CDDS)
- Officer in charge during the Finnish EU Presidencies, acted as the Chairperson in different meetings, and as acting Minister of Sports.
- Raija Mattila has also functioned in different organisations (such as the scout movement and sport organisations) in leading positions of trust.

6. Experience in organising international events

- As a representative of the Ministry of Education, Raija Mattila has participated in the planning and implementation of numerous international conferences organised in Finland.
- As a representative of the Ministry of Education, Raija Mattila has participated in the bidding processes and organisational tasks of international competitions organised in Finland.
- Raija Mattila has been responsible for the planning and implementation of exchange programmes in the field of sports based on cultural agreements between Finland and other countries
- Ms Mattila has participated in numerous European governmental conferences as a representative of Finnish Government. She has also represented Finnish Government at several meetings of Unesco and WADA.

7. Additional strengths

- Raija Mattila's multifaceted experience in both national and international tasks has provided her with extensive networks in the field of sports and plenty of experience that can be utilised in the field.
- Raija Mattila's cooperation with people from different cultures has made her value differences between people and build common goals based on these.
- As the first female director of the Ministry of Education's Sport Division and as the first female Chairperson of the Council of Europe CDDS, Raija Mattila has important management experience of a traditionally male-dominated working environment.
- Ms Mattila has been responsible for the strategic work of the Ministry of Education; for example she has been responsible for the preparation of the National Sports Programme, on the basis of which the Council of State's Decision-in-Principle on promoting sports was made.

Ms Raija Mattila has been appointed Chairperson of an advisory body responsible for coordination and follow-up of the Decision-in-Principle in 2009-2011.

- Due to retiring her current position on 1 December 2009, Raija Mattila will also have the time necessary for managing the Chairpersonship.
- Language skills: Finnish, Swedish, English, German, French (passable)

8. Personal Statement

As a Co-Chair, I wish to clarify the significance of sport and physical activity for women with the aim of promoting equality on national, local and global levels. The appreciation and respect towards women in sporting culture need to be strengthened.

To revise the common goals an interactive process in which women from different cultures and different experiences have the opportunity to take part is needed. Based on these goals operational mechanisms can be developed in order to support local, national, regional and global progress.

It is essential to support operational processes by utilizing information-intensive management and through it strengthening women's knowhow. With this I mean gathering, developing and sharing knowledge. This can also be done by the means of new technologies and social media.

Moreover, successful leading of the IWG network requires intensified cooperation with governmental and non-governmental organisations based on the valuable results of the previous chairwomanships of the IWG.

I believe that my experience of cooperation with both national and international organisations and networks provides valuable prerequisites to chair the IWG process together with a knowledgeable IWG Group and an efficient Secretariat. Personally, I have an excellent opportunity to commit myself since I am retiring from the position of Director at the Ministry of Education Sport Division on 1 December 2009.

9. Copy of Candidate's Curriculum Vitae (CV)

Raija Mattila, Curriculum Vitae (CV)

b.17.9.1945, Helsinki

1970 M.A. (Pol.Sc.), University of Helsinki
Several leadership programmes and language courses

Professional activity

1970-1972 Social Secretary (inc. sport), Student Union of Helsinki School of Economics
1972-1979 PR secretary (inc. international matters), Finnish Society of Sport Sciences

1972-1979 Sub-Editor, Liikunta ja Tiede (Sport and science periodical)
1979-2000 Special Advisor/Cultural Secretary (international affairs), Ministry of Education
2000-2002 Director, Arts and Cultural Heritage Division, Ministry of Education
2002-2009 Director, Sports Division, Ministry of Education

Positions of trust

1972 Finnish Student Sports Federation, Member of Board; Chair of Fitness Committee
1973 Finnish Student Sports Federation, Member of International Committee
1976-1979 Finnish Workers' Sports Federation, Member of International Committee
1977-1988 City of Kauniainen, Member of the Sports Board
1985-1992 City of Kauniainen, Vice-Chair of City Council
1987-1993 Pajulahti Sports Institute, Member of Board
1995-1996 Committee for the Development of Sport (CDDS), Council of Europe, Vice-Chair
1996-1998 CDDS, Chair
1997-1999 Helsinki 2006 Winter Olympics Bid Committee, Member
1990- 2000 Editorial Board of the periodical Motion
2002 Finnish Society of Sport Sciences, Vice-Chair
2001-2004 Finnish Olympic Academy, Member
2002-2005 Oy Veikkaus Ab (National pools and lottery), Member of Board
2004-2006 World Championships in Athletics, Helsinki, Member of Organising Committee
2010-2012 Sibelius Academy (music university), Member of Board

Member of numerous committees in Finnish central government, notably

1994-1995 Spikes Committee (equal opportunity in sport), Chair
2004-2005 A Draw - (committee mainstreaming equality), Chair

Currently (i.a.)

2009-2011 Government Policies Promoting Physical Activity, Chair of Consultative Committee
2008-2009 Elite sports strategy committee, Ministry of Education, Member

Representative of Finland at numerous meetings of international organisations (e.g. EU, Council of Europe, Unesco, WADA) and official responsible for sport matters during the Finnish EU Presidency in 1999 and in 2006. Further, invited speaker and chair in national and international meetings and conferences.

10. Please include two referees contact details



Picture: Lehtikuva Oy/
Primeminister's Office

Ms Suvi Lindén, Minister of Communication,
former Minister for Culture and Sport

Contact details: Ministry of Transport and Communications,
PO Box 31, FI-00023 Government, Finland
Tel. +358 9 1602 8081
Fax +358 9 1602 8587
suvi.linden@lvm.fi
www.lvm.fi/web/en



Picture: Antti Viitala,
Sunlight Studios Oy

Mr Risto Nieminen, President and CEO of the National
Lottery Company Veikkaus Oy, Senior Vice President of the
World Lottery Association (WLA), Chair of the European
Lotteries (EL) Sports Committee

Contact details: Karhunkierros 4, 01640 Vantaa, Finland
GSM +358 400 501917
Tel. +358 020 750 7210
risto.nieminen@veikkaus.fi
www.veikkaus.fi

IWG Conference 2014 & IWG Secretariat and Co-Chair 2010-2014



Picture: Kimmo Brand,
Parliament of Finland
SAULI NIINISTÖ
Speaker
Parliament of Finland



Picture: Lehtikuva Oy,
Primeminister's Office
STEFAN WALLIN
Minister of Culture and Sport



Picture: Pertti Nisonen,
City of Helsinki
JUSSI PAJUNEN
Mayor
City of Helsinki



Picture: Jukka Uotila 2009,
City of Espoo
MARKETTA KOKKONEN
Mayor
City of Espoo



Picture: City of Vantaa
JUHANI PAAJANEN
Mayor
City of Vantaa

INVITATION

**A warm welcome
awaits delegates to the
IWG Conference in Helsinki
in June 2014!**

Empower women in sport today: harvest the fruits tomorrow



Opetusministeriö
Undervisningsministeriet
MINISTRY OF EDUCATION
Ministerio de Educación



APPENDIX 1

Letters of Support



Please find attached the letters of support

1. Mr Sauli Niinistö, Speaker of the Parliament of Finland
2. Finnish Government, Mr Stefan Wallin, Minister of Culture and Sport
3. City of Helsinki, Mr Jussi Pajunen, Mayor
4. City of Vantaa, Mr Juhani Paajanen, Mayor
5. Finnish Gymnastics Federation, Ms Kirsti Partanen, President, Ms Maria Laakso, Secretary General
6. Football Association of Finland, Mr Pekka Hämäläinen, President, Mr Kimmo J. Lipponen, Secretary General
7. District Sport Organisations of Finnish Sports Federation
8. Women on Move Network, Ms Ulla-Maija Paavilainen, Chair
9. Finnish Society of Sport Sciences and Motion - Sport in Finland Magazine, Mr Kari L. Keskinen, Executive Director
10. Sport Magazine, Ms Ulla-Maija Paavilainen, Editor-in-Chief
11. European Non-Governmental Sports Organisation ENGSO, Mr Predrag Manojlovic, Secretary General
12. International University Sports Federation FISU, Mr Stefan Bergh, Vice President
13. International Workers' Sports Confederation CSIT, Mr Wim Hoijenbos, Secretary General
14. ENGSO Youth, Mr Jan Holze, Chair
15. Central Council of Recreative Physical Training, CCPR (UK), Ms Sallie Barker, Head of Services
16. Comité National Olympique et Sportif Français, CNOF, Mr Denis Masseglia, President
17. Czech Sports Association CSTV, Mr Jan Bohac, Secretary General
18. Estonian Olympic Committee, EOK, Mr Mart Siimann, President, Mr Toomas Tõnise, Secretary General
19. Icelandic Olympic and Sports Association, ÍSÍ, Ms Líney R. Halldórsdóttir, Secretary General
20. NOC and Sports Confederation of Denmark, DIF, Mr Niels Nygaard, President
21. Sport Committee of St. Petersburg (Russia), Mr Nikolay Rastvortsev, First Deputy Chairman
22. Sports Confederation of Greenland, Mr Niels Benjaminsen, Sport Advisor
23. Swedish Sports Confederation, Mr Mattias Claesson, Director, Public Affairs



PARLIAMENT OF FINLAND

International Working Group on Women and Sport (IWG)

28 October 2009

Johanna Adriaanse, Chair

Madam Chair,

Finland has a long tradition regarding and promoting women's rights in Finnish society. In our national Parliament the new Parliament Act introduced universal suffrage in 1906. No longer was the right to vote dependent on social status or gender. This reform increased the electorate tenfold. When parliamentary elections were held in the spring of 1907, Finnish women became the first in the world to exercise full political rights, including the right to stand for election. Nineteen women were returned as MPs in the new unicameral Parliament.

Finnish women have also been actively involved in other spheres of society. Moreover, active women have also been frontrunners in organised sport. The first central sports organization in Finland was founded by women, the Finnish Women Sports Association, as early as 1896.

Today 41.5 per cent of Finnish Parliament members are women and 43 per cent of sport club members are female. In some age groups, women are more active voters and also more active in sports than men.

Furthermore, Finland is well known for organising various events from international sport competitions to world-wide congresses.

I believe that this experience gives the Finnish Sports Federation a strong background to organise and host a successful IWG World Conference on Women and Sport 2014. In addition, I also support the nomination of Mrs Raija Mattila to the Chair in 2010-2014.

I have the honor of being the Speaker of Parliament,

Sauli Niinistö

Speaker of the Parliament of Finland



KULTTUURI- JA URHEILUMINISTERI

Kultur- och idrottsminister

MINISTER OF CULTURE AND SPORT

Ministre de la Culture et des Sports

Helsinki, 26 October 2009

To International Working Group on Women and Sport (IWG)

6th IWG World Conference on Women and Sport 2014 and IWG Secretariat and Co-Chair (2010-2014)

The Brighton Declaration of 1994 was an important landmark in sports worldwide. It set objectives not only for the participation of girls and women in sports at different levels, but also for sport resources, research and development. Internationally, the IWG and its partners have made giant progress on the road indicated by the Brighton Declaration.

In Finland the Declaration has been actively implemented. Finnish sports bodies have been trailblazers in this domain. Their activities have had a profound effect on equality in Finnish recreational and competitive sports and generated systematic long-term work at different levels. The Finnish Sports Federation has also actively participated in the work of IWG and EWS during the past ten years.

As minister responsible for sports as well as for equality matters, I am particularly pleased to confirm that the Finnish Government endorses the candidature of Finnish Sports Federation for the 6th IWG World Conference on Women and Sport 2014 and IWG Secretariat and Co-Chair (2010-2014) and is committed to support the project.

I welcome the IWG family to our country. We are looking forward to cooperating with you in preparing and organising a high standard conference.

Yours sincerely,


Stefan Wallin
Minister of Culture and Sports



CITY OF HELSINKI

Jussi Pajunen
Mayor

October 15, 2009

To the International Working Group on Women and Sport
c/o Sally Ryan

Dear Madam,

The City of Helsinki would be honoured to host the World Conference on Women and Sport in June 2014.

Helsinki, the capital of Finland, has gained a reputation as an important venue for international conferences and events. The City has much to offer her guests; excellent congress venues, high-standard hotel accommodation and many interesting sights and places to visit.

During June summer will be at its best, offering participants opportunities for many social, cultural and sport activities. Congress delegates will have a chance to discover our unique archipelago, see and enjoy Finnish art, music, design and architecture.

On behalf of the City of Helsinki, I warmly welcome the delegates of your Congress to our city. We will do our utmost to make the World Conference on Women and Sport successful and enjoyable.

Yours sincerely,



Jussi Pajunen
Mayor of Helsinki



VANTAAN KAUPUNKI
Kaupunginjohtaja

5.11.2009

Suomen Liikunta- ja Urheilu

SLU:n hakemus Kansainvälisen naisliikuntaverkosto IWG:n puheenjohtajaksi kaudeksi 2010 - 2014

Viite
sähköpostiviesti 14.10.2009

Vantaan kaupunki kannattaa SLU:n hakemusta IWG:n puheenjohtajaksi ja ilmoittaa tukevansa Suomessa mahdollisesti vuonna 2014 järjestettävän kansainvälisen konferenssin järjestelyjä myöhemmin sovittavalla tavalla.

Kaupunginjohtaja



Juhani Paajanen

FINNISH GYMNASTICS FEDERATION *Svoli*

27 October 2009

International Working Group on Women and Sport Support letter

Dear Mrs Chair,

As a member of the Finnish Sports Federation, the Finnish Gymnastics Federation supports the application of the Finnish Sports Federation to host the IWG World Conference on Women and Sport 2014 and the IWG Secretariat in 2010 – 2014. We are also strongly behind of the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

The Finnish Gymnastics Federation is one of the biggest sports associations in Finland. Our 400 member clubs carry out significant work in the field of gymnastics. Most of the members in the clubs are girls and women. 61 000 women and 57 000 girls attend every week in different kinds of gymnastics groups. Now we are bidding for the world's biggest sport event, the World Gymnaestrada. Hosting this major event in Finland in 2015 is our dream.

With the Finnish Sports Federation we have done good co-operation in many different levels. We have arranged together several international meetings. One of the main co-operational efforts has been the equality work on the field of sport.

The Finnish Sports Federation is a competent, vital and trust worthy organizer of international events.

Kind regards,



KIRSTI PARTANEN
President of the Finnish
Gymnastics Federation



MARIA LAAKSO
Secretary General of the Finnish
Gymnastics Federation

FINNISH GYMNASTICS FEDERATION



Helsinki, 31 October 2009

International Working Group on Women and Sport
Johanna Adriaanse, Chair

Dear Madam Chair,

Football is one of the most favorite sports among girls and women in Finland. The Football Association of Finland (FAF) has promoted systematically both local sport club activities for girls, as well as women's top level football. The FAF organised the European Women's Championships UEFA Women's EURO 2009 in Finland in August –September 2009. For the first time Finland had the opportunity to be the responsible organiser for the UEFA Championships.

Combined to the opening game of the UEFA Women's EURO 2009 the FAF arranged a national Conference on Women in Sports with 150 participants, both men and women. The main topic of the Conference was how equality in sports culture can enhance the whole voluntary non-profit sports movement. One of the concrete objectives was to increase the amount of women in the decision-making bodies of the FAF in the future.

We had the pleasure to listen to both Birgitta Kervinen, the current IWG Co-Chair, and Raija Mattila, the Finnish Candidate for IWG Co-Chair 2010-2014, as keynote speakers and discussion moderators in the Conference. In her speech Mrs Mattila monitored the equality in the Finnish sports movement since the Brighton Conference 1994.

We warmly support the application of the Finnish Sports Federation as a host for the IWG World Conference on Women and Sport 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education, for the position of IWG Co-Chair.

Kind regards,

Football Association of Finland

Pekka Hämäläinen, President Kimmo J Lipponen, CEO/General Secretary

30 October 2009

International Working Group on Women and Sport (IWG)

Johanna Adriaanse, Chair

Dear Madam Chair,

Finnish people are enthusiastic in sports and physical education at all levels. At the regional level under the umbrella of Finnish Sports Federation (FSF) there are 15 independent District Sports Organisations all around Finland. At the local level there are more than 9000 sport clubs, which means one sport club per every 650 Finns.

District Sport Organisations support and enhance the activities done by the sport clubs, especially in the fields of children and youth sport and health enhancing physical activity. In addition, District Sport Organisations administer a great number of local, regional and national sport projects, a few of them being funded by the Regional and Structural Funds of the European Union. The FSF Districts are responsible for regional sport policy and share extensive networks on the regional level.

The national Women on the Move Network consists of **regional women's networks**. These networks are linked to the District Sport Federations. Since the first IWG World Conference in Brighton 1994 regional network members have actively participated in the IWG and EWS Conferences. The 5th IWG World Conference on Women and Sport to be held in Sydney, Australia, in May 2009, also shares our interest.

As an example of the activities in the field of equality in sport **an International Conference Promoting Equality in Sport – Towards Sydney 2010** was organised by the FSF in cooperation with the Southern Savo District Sports Federation in Mikkeli, Finland, in June 2008.

From a local and regional perspective we strongly believe that organising the 6th IWG World Conference on Women and Sport 2014 by the FSF in Helsinki will benefit the whole voluntary sports movement in Finland. Furthermore, it will enhance the creation of contacts from global to local level and improve cultural understanding. Furthermore, we are delighted to support the nomination of Raija Mattila, Director of Sports, Ministry of Education, for the position of IWG Co-Chair in 2010-2014.

Kind regards,



FSF Häme District Sport Organisation



Jarmo Suomäki

FSF Lapland District Sport Organisation



Pekka Räsänen

FSF Northern Ostrobothnia



Jari Hurskainen

FSF Northern Karelia District Sport Organisation



FSF Ostrobothnia District Sport Organisation



Heino Lipsanen, aluejohtaja, ESLI



FSF Southern Savo District Sport Organisation



FSF Central Ostrobothnia District Sport Organisation



FSF Southern Finland District Sport Organisation



FSF Kymenlaakso District Sport Organisation



FSF Southwestern Finland District Sport Organisation



FSF Southern Karelia District Sport Organisation

05 November 2009

International Working Group on Women and Sport

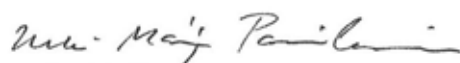
Johanna Adriaanse, Chair

Dear Madame Chair,

Finnish Sports Federation is applying for the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Women on the Move Network held a meeting on the 21st of October concerning the matter, and as a result of that meeting the whole network expresses its' strong support for the application. The network is committed to support the Finnish IWG Secretariat during the years of Finnish presidency in case Finland is granted that opportunity.

In the spirit of the **Brighton Declaration on Women and Sport** (1994) Finnish equality work in sport moved forward strongly. The Finnish women's sport network Women on the Move was founded in the same year. Women on the Move is the network of Finnish Sports Women volunteering or working in sport. The network consists of active women from all over Finland. The different districts of Finnish Sports Federation are especially involved.

Best regards,



Ms Ulla-Maija Paavilainen

Chair of the Women on the Move Network

28 October 2009

Johanna Adriaanse, Chair
International Working Group on Women and Sport

Dear Madame Chair

The Finnish Society of Sport Sciences in collaboration with a consortium of Finnish sports organizations publishes the magazine *Motion – Sport in Finland* about Finnish sports and sports culture. The magazine also examines exercise and sport broadly as a social and cultural phenomenon.

Motion – Sport in Finland is published for international readership within sports organizations, sports administration, sports research institutes and the media in various countries.

The Finnish Society of Sport Sciences and the *Motion – Sport in Finland* magazine are pleased to support IWG Secretariat to promote equality and equal opportunities in sport internationally. We are confident that our Finnish colleagues would be excellent choices to organize the IWG World Conference on Women and Sport 2014, and to hold the IWG Secretariat from 2010 to 2014. We also support the nomination of Raija Mattila, the Ministry of Education's director of sports, for the position of IWG co-chair.

Yours sincerely

FINNISH SOCIETY OF SPORT SCIENCES



Kari L. Keskinen
Executive Director

27 October 2009

International Working Group on Women and Sport

Johanna Adriaanse, Chair

Dear Mrs Chair,

Sport Magazine is by far the largest lifestyle and sport magazine in Finland, with a specialised and encouraging hold on sport. The Sport Magazine was founded in 2002. Its circulation is now 47 000 and the amount of readers is 120 000.

The secret behind the magazines popularity is in its tolerance and pluralistic approach. Readers of the Sport Magazine are active and easily inspired. The core target group consists of 18 - 44 year old people, in addition to people who have internalised an active way of living.

The mission of the Sport Magazine is to inspire and motivate women to move, take care of their physical condition and by doing so, feel better and enjoy life. Our values are liability and tolerance and our aim is to live an enjoyable life. Sport Magazine has a wide and equal perspective in reporting women's sports.

Sport Magazine is published by Sanoma Magazines Finland. Sanoma Magazines is one of the largest magazine publishers in Europe; they publish 230 magazines in 13 European countries.

Sport Magazine wishes to support the Finnish Sports Federation in their IWG bidding process, since we believe that the FSF with their Co-Chair candidate Raija Mattila would be an excellent choice to run the IWG World Conference on Women and Sport 2014 and to hold the Secretariat in 2010-2014.

Kind regards,


Ulla-Maija Paavilainen

Editor-in-Chief

Sport Magazine



Belgrade, November 4, 2009

To the special attention of
Ms. Johanna Adriaanse, Chair
International Working Group on Women and Sport

Dear Ms. Adriaanse,

In the forthcoming elections in the IWG, ENGSO Executive Committee, at its meeting held in Oeiras, Portugal, October 28, 2009, unanimously decided to support Finland and the nomination of Ms. Raija Mattila Director of Sports in the Ministry of Education of Finland, for the position of the IWG Co-Chair.

As you may well know, Finland has indeed been very active in promotion of women in sport, both through its active participation and through developing leadership opportunities at home and abroad. Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge would surely be vital in further developing the work and positive messages of the IWG.

Europe has had the opportunity to learn from Finland's experience, expertise and good practice. ENGSO ExCom has agreed that, globally speaking, it would be a great choice for the colleagues from Finland, to run the IWG World Conference on Women and Sport 2014, and to hold the IWG Secretariat for the period 2010-2014. In that sense, nomination of Ms. Raija Mattila, who has proven her knowledge and experience over the years would prove to be an excellent choice in achieving basic goals for the IWG.

With best regards,

Predrag MANOJLOVIC
Secretary General



3 November 2009

International Working Group on Women and Sport
Johanna Adriaanse, Chair

Dear Mrs Chair,

The countries in the northern part of Europe have a long tradition in cooperating in many areas within sport. In my capacity of Director of the Department of Sport Policy at the Swedish Sports Confederation, I had the pleasure to meet many different representatives of the Finnish Sports Authorities. During the eight years that I held this position (1998-2006), I met Raija Mattila at several occasions.

Mrs Mattila is an excellent representative in promoting Finnish sport. She symbolizes the modern way to approach sports development, combining vital leadership with a professional way to communicate.

In my present capacity as Vice President in the International University Sports Federation (FISU) I am often in contact with the Finnish branch. Finland is an active FISU member which frequently organizes FISU events. Actually, the Finnish University Sports Federations in a typical example of a sports federation in this country. This federation is organizing sport at all levels and diversity – including equality - is a key word in everything that they are doing.

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

I believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014.

Furthermore, I support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,

Stefan Bergh
Vice President
Chairman, Development Committee
FISU, International University Sports Federation



CSIT - CONFÉDÉRATION SPORTIVE INTERNATIONALE DU TRAVAIL

Secretary General/Sécretaire Général
Wim Hoeijenbos
Boedapestlaan 87
NL - 3404 CC IJsselstein
E-mail: csit@planet.nl; fax: +31 30 6000865

International Working Group on Women and Sport
Mrs. Johanna ADRIAANSE, Chair
Bye e-mail: sally.ryan@uts.edu.au

IJsselstein, November 4th 2009

Dear Mrs ADRIAANSE,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 - 2014.

Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

We wish you and all participants a good Conference in Sidney and appreciate it very much to receive some information about the results.

Best regards,

Wim HOEIJENBOS
Secretary General CSIT
csit@planet.nl

25 October 2009

International Working Group on Women and Sport

Johanna Adriaanse, Chair

Dear Mrs Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Especially in the youth field – girls are key target group among youth – Finland has great examples of how to involve girls and young women in leadership and sport in general.

Kind regards,



Jan Holze

30 October 2009



International Working Group on Women and Sport

Johanna Adriaanse, Chair

Dear Mrs Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,

A handwritten signature in blue ink that reads 'Sallie Barker'. The signature is written in a cursive style and is underlined with a single, long, horizontal stroke.

Sallie Barker

Head of Services

CCPR / the Central Council of Recreative Physical Training, UK



Le Président

Ms Johanna ADRIAANSE
President
International Working Group on Women
and Sport
Secretariat
University of Technology Sydney
PO Box 222
LINDFIELD NSW 2070
Australia

Référence : DM/DS/ 2263
Affaire suivie par Danièle Salva et Sophie Christ
Tél. : 01.40.78.29.38
Mail : danielesalva@cnosf.org

Paris, le 3 novembre 2009

Dear Ms President,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija MATTILA, Director of Sports, Ministry of Education, for the position of IWG Co-President.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,



Denis MASSEGLIA

C.N.O.S.F. - Maison du Sport Français

1, avenue Pierre de Coubertin 75640 Paris Cedex 13 - Téléphone : 01 40 78 28 00 - Télécopie : 01 40 78 29 51 - www.franceolympique.com
Fondé en 1908 - Reconnu d'utilité publique par décret du 6 mars 1922



Office : Zátokova 100/2, PO Box 40
160 17 PRAHA 6 - Břevnov, Czech Republic
Phone: ++420 233 017 333
Fax: ++420 233 358 467
E-mail: bohacj@cstv.cz
Internet: www.cstv.cz

**International Working Group on Women and Sport
Johanna Adriaanse, Chair**

23 October 2009

Dear Mrs Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,

Jan Bohac
Czech Sports Association, Secretary General



**International Working Group World Conference on Women and Sport
Johanna Adriaanse, Chair**

Copy:
IWG Secretariat

November 3rd, 2009
In Tallinn

Dear Mrs Chair,

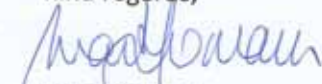
For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014.

Furthermore, we support the nomination of Mrs. Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,



Mart Siimann
President



Toomas Tõnise
Secretary General



**International Working Group on Women and Sport
Mrs. Johanna Adriaanse, Chair**

30 October 2009


Dear Mrs. Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 - 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

**With best regards,
Icelandic Olympic and Sports Association**


**Liney R. Halldorsdottir
Secretary General**

3 November 2009

International Working Group on Women and Sport

Johanna Adriaanse, Chair

Dear Mrs Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,

NOC and Sports Confederation of Denmark



Niels Nygaard, President

ПРАВИТЕЛЬСТВО САНКТ-ПЕТЕРБУРГА
КОМИТЕТ

ПО ФИЗИЧЕСКОЙ КУЛЬТУРЕ И СПОРТУ

ул. Миллионная, 22, Санкт-Петербург, 191186

Тел.: (812) 312-1541 Факс: (812) 315-9795

E-mail: kfis@gov.spb.ru

<http://www.gov.spb.ru>

ОКПО 00087082 ОКОГУ 23360 ОГРН 10378430312147

ИНН/КПП 7803050795/784101001

International Working Group on
Women and Sport

Johanna Adriaanse, Chair

02.11.2009 № 01-21-2543/09

На № _____ от _____

Dear Mrs. Adriaanse,

On behalf of the Government of Saint-Petersburg the Committee for physical culture and sport would like to express the attitude for the promotion of women in sport both in participation and through developing leadership opportunities.

The Government of Saint-Petersburg supports the successful cooperation with Finland in the field of sport from 1998. We believe from a global perspective that our Finnish colleagues would be excellent choices to run IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010-2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of education for the position of IWG Co-Chair.

Finland initiative much of the networking in Europe for women in sport. This experience and knowledge will be vital in the further developing the strong work and positive messages of the IWG.

With kind regards,

**The First deputy chairman of
the Committee for physical culture and sport**

Nikolay Rastvortsev

Ekaterina Shibalova
571-42-90

05 November 2009

International Working Group on Women and Sport

Johanna Adriaanse, Chair

Dear Madame Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,

Niels Benjaminsen



Sport adviser
The Sport Confederation of Greenland
P. O. Box 84
GL - 3900 Nuuk



23 October 2009

International Working Group on Women and Sport

Johanna Adriaanse, Chair

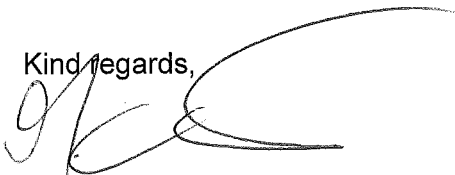
Dear Mrs Chair,

For many years, Finland has been the standard bearer in Europe for the promotion of women in sport both in participation and through developing leadership opportunities.

Europe has learnt from Finland's expertise over the years and has developed close working relationships. We believe from a global perspective that our Finnish colleagues would be excellent choices to run the IWG World Conference on Women and Sport 2014 and to hold the IWG Secretariat in 2010 – 2014. Furthermore, we support the nomination of Raija Mattila, Director of Sports, Ministry of Education for the position of IWG Co-Chair.

Finland initiated much of the networking in Europe for women in sport through chairing the European Women in Sport through its formative years. This experience and knowledge will be vital in further developing the strong work and positive messages of the IWG.

Kind regards,



Director Public affairs
Swedish Sports Confederation

APPENDIX 2

Anttola Declaration 2008



ANTTOLA DECLARATION 2008

Increasing resources for women's leadership in sport

The International Conference Promoting Equality in Sport – Towards Sydney 2010

in connection with the Steering Group meetings of the International Working Group on Women and Sport (IWG) and the European Women and Sport (EWS) with the generous contribution by some of the leading experts in the field

organised by the Finnish Sports Federation and the Southern Savo Sports Federation under the patronage of the Finnish Minister responsible for Culture, Sports and Equality Mr Stefan Wallin

gathered 120 participants from 20 countries from 5 continents and celebrated the National Equality in Sport Awards in Anttola and Mikkeli, Finland, on 13-14 June 2008.

- Monitored the development of equality work and the role of women in sport from Brighton 1994 to Anttola 2008.
- Demanded increased and sustained investment in human and financial resources to promote equality in sport and to increase financing for success and security.
- Raised, in the spirit of the 2006 Kumamoto Commitment, the need for better collaboration of local and global sports organisations on equality in sports.
- Emphasized the significance of gender mainstreaming policies and women-specific initiatives at all levels in organised sport including gender impact assessment.
- Urged the voluntary non-profit sport organisations to strengthen the active participation of girls and women.
- Encouraged the growth of gender sensitive approaches and methods in coaching and training for men and women and recommended an increase to the number of female coaches, officials and leaders within sport organisations.
- Highlighted among others the following themes:
 - making sport a safe and inclusive place free of sexual harassment and abuse
 - strengthening advocacy and influence at national level for gender equality and physical activity
 - strengthening sport programmes for all girls and women including those with disabilities
 - increasing the representation of women at national and international decision-making levels
 - the need for rigorous evaluation of women and sport policies and programmes
 - using sport as a tool for women's empowerment and development
 - using sport as a tool against HIV and AIDS
- Underlined the importance of public funding for sport to promote broad and equal opportunities for girls and boys, women and men.
- Provided the seminar participants with a Roadmap to Sydney 2010 IWG Conference.
- Reminded and encouraged the delegates to participate in the following international conferences: IAPESGW Congress in Cape Town, in South Africa, in July 2009, European Women and Sport Conference in Limassol, Cyprus, in October 2009 and the 5th IWG World Conference on Women and Sport in Sydney, Australia, in 2010.

APPENDIX 3

Budget

