

Gender equality policy at the Finnish Sports Federation

Nelli Koivisto

Equality manager

Finnish Sports Federation

nelly.koivisto@slu.fi

Some Milestones

- 1993 **National network** Women on the Move is established
- 1994 The network meets with the Minister of Culture
- 1995 **Spikes report** of the status of women in the Finnish sports culture and proposals for future development
- 1995 Gender equality work starts at the Finnish Sports Federation
- 1995 **Mentor programme** (-2000)
- 1995 Local and regional equality projects (-2000)
- 1995 **Regional network** Oulu ladies in sport is established
- 1996 Gender equality included in the FSF strategy
- 1998 FSF **Gender equality programme** Common Goal
- 1998-2000 **EWS Chairwomanship**

Some Milestones

- 2001 New regional women's networks
- 2001 European seminar on **sexual harassment** in sports
- 2002 **Guidebook** on sexual harassment in sports *Allowed to care – allowed to intervene*
- 2002 Research network *Gender, ethnicity and sexuality in sports*
- 2003 Equality as one of the **criteria for** sport organisations' **state subsidy**
- 2003 FSF starts a process to map out **large-based equality questions** in the Finnish sports (regional, economical, political, sexual, ethnic, educational, etc. equality)
- 2004 Ministry of Culture establishes a working group to develop **gender mainstreaming** in the Finnish sports

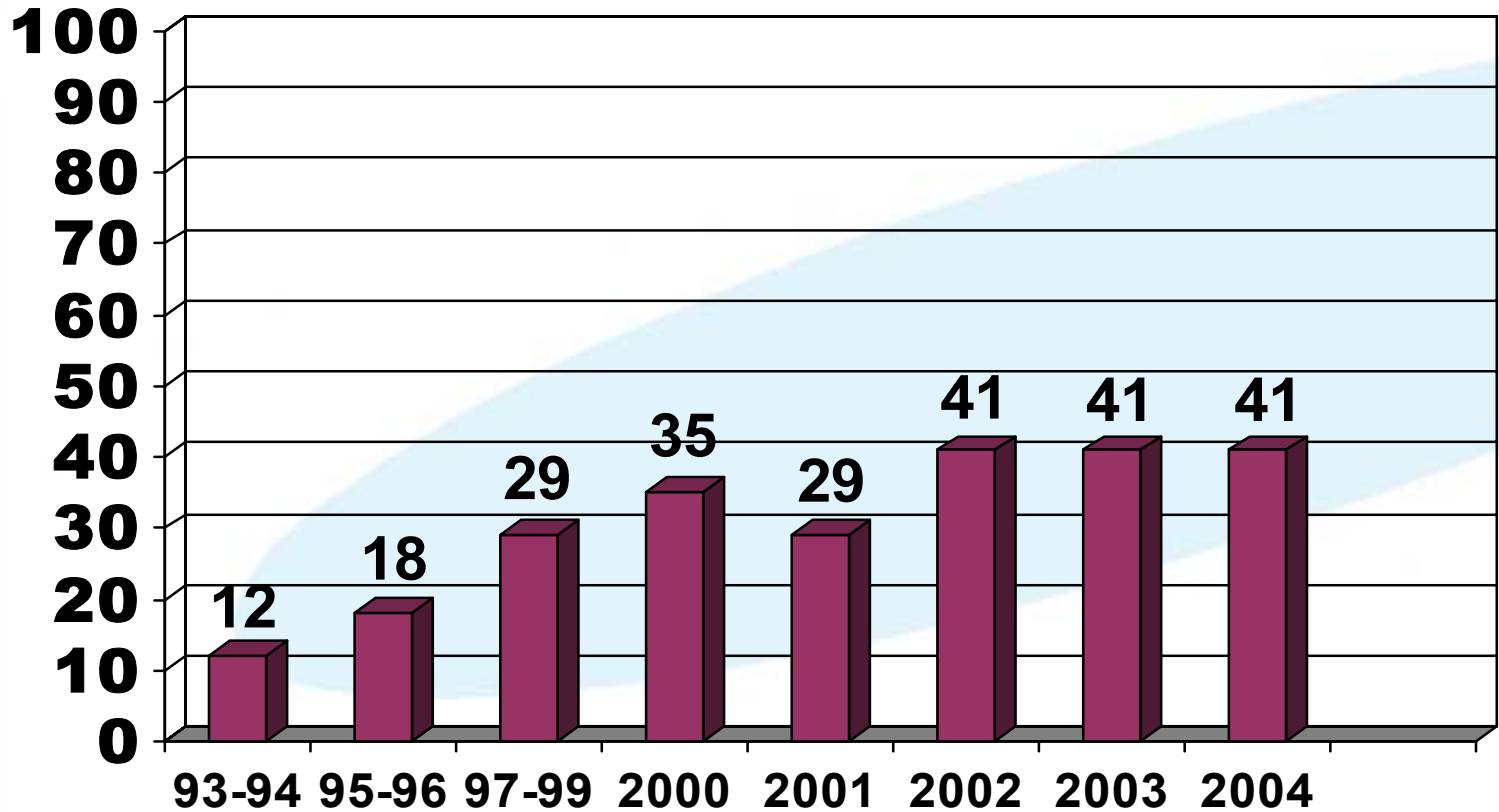
National Gender Equality Programme Common Goal 1998-2000

- Decision making
- Resources
- Education and research
- Sexual harassment
- Equality plans for the workplace
- Communication
- International cooperation

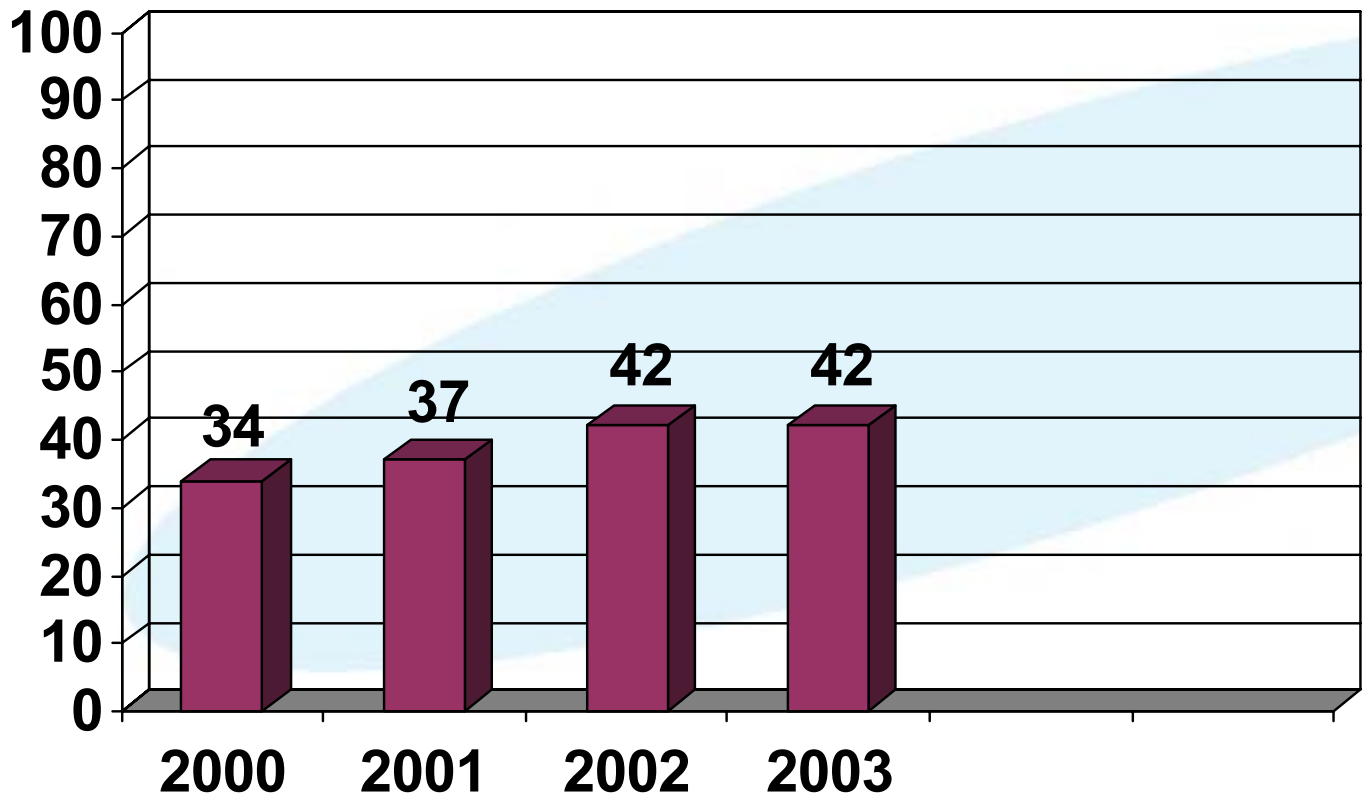
Common Goal programme: Decision making

- Objective in 1998: 40 % of both women and men in the FSF board and committee members
- FSF did not enter a quota in its statutes, but
 - changed its statutes, so that a nomination committee will be elected each year to prepare the board elections
 - nomination committee consists of both women and men
- 40 % objective was attained in 2002

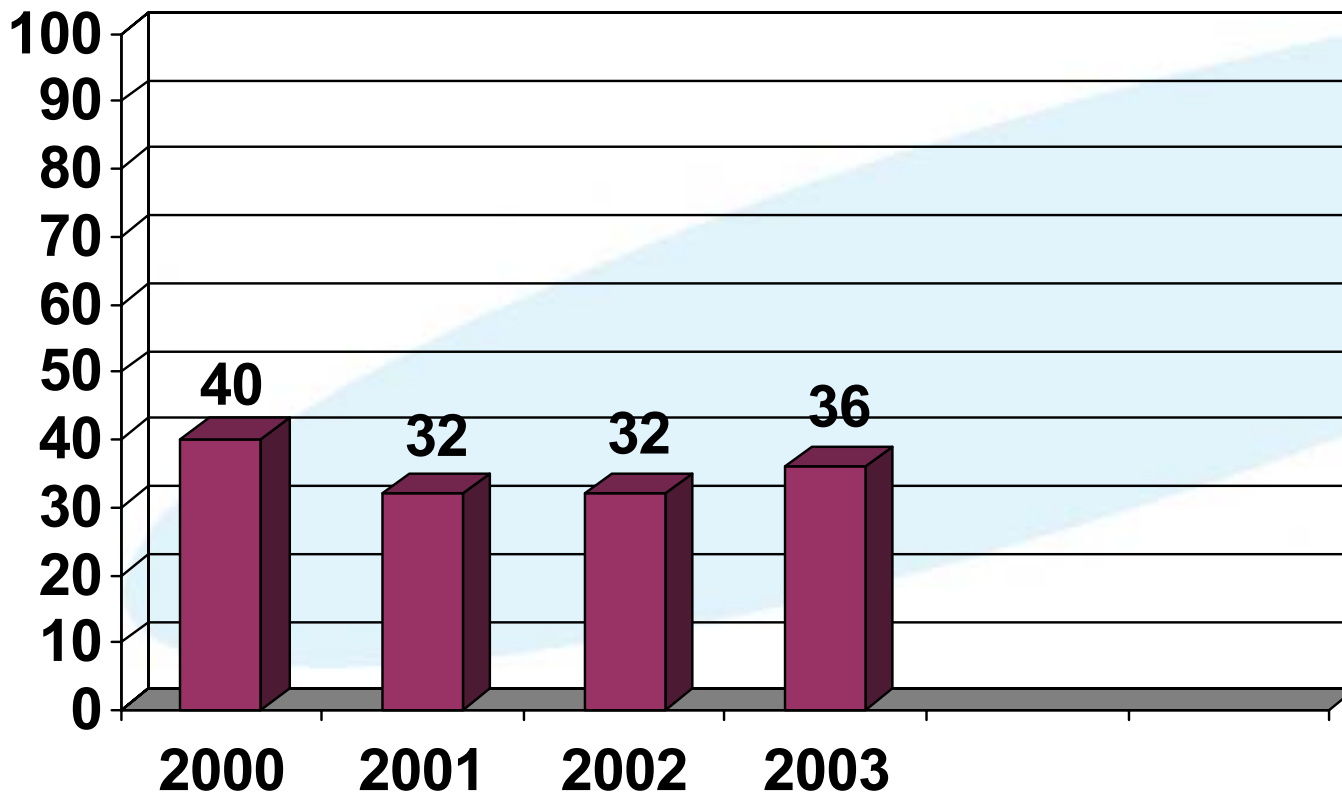
Women in the FSF Board 1993-2004 (%)



Women in the FSF Committees (%)



Women in the FSF working groups (%)



Gender in the Finnish sports in a nutshell

- 93 % of boys and 91 % girls are involved in sports and physical activities
- more women than men move sufficiently in terms of health, although differences between genders are small
- 58 % of sport **club members** are male and 42 % female
- 500 000 **volunteers** are involved in sports and physical activities; 44 % of them are women
- 26 % of **board members** of sport organisations (127) are women
- 14 % of **presidents** of sport organisations (127) are women
- 22 % of **secretary generals** of sport organisations are women

Concrete tools in gender equality work in the Finnish sports

- **Networking** locally, regionally, nationally and internationally
- **Mentor** programmes for women
- **Financial support** to equality projects
- **Education** (seminars, materials, discussion groups)
- Annual *Spikes award* for gender equality work
- Equality as one of the criteria in the allocation of **state subsidy** for sport organisations
- **Statistics**
- **Research**
- Changes in **statutes**
- Active **communications**