



23<sup>rd</sup> May 2016

To: All FIL Members

## **FIL Hosting costs (Women's Events) / Officiating Costs**

As many of you will know from discussion at previous General Assemblies and also from the various mailings seeking your input, the FIL Board has been reviewing position of Hosting costs and Officiating costs at world events.

The intent of the Board is to address three different but inter-related matters. These being:

1. Officiating Costs at Women's Events
2. Harmonization of the Men's and Women's Officiating finances
3. The inequality, based on where most events are currently held, on the men's Officials travel costs for those based in the Asia Pacific Region

### **1. Officiating Costs at Women's Events**

At the present time the accommodation and food costs (for two meals) at world events is the responsibility of the event host organization. This is a considerable burden on any host, deters potential hosts from bidding for events and is not sustainable going forward.

Events are agreed on the current arrangements through to 2019 and consequently any change would not be effective until after this date unless favorable to a Host Organization.

The FIL Board is of the view that from 2019 the total cost should not be a host responsibility but recognizes that any change will have to be on a phased basis.

## **2. Harmonization of the Men's and Women's Officiating finances**

At the present time the main differences are:

	<u>Transport</u>	<u>Board and Accommodation</u>
Men	Pay own way (or NGB support)	Teams pay (shared) [3 meals]
Women	Teams pay (shared)	Event Host pays [2 meals]

Further detail is shown at Appendix A

The shared costs incurred by participating teams at world events are shown at Appendix B

## **3. Inequality for men's Officials travel costs from the Asia Pacific Region**

This can be addressed by making the transport costs to the arrival airport (or destination if driving) the shared responsibility of the Competing Teams as occurs with the Women's events.

By making the transport cost the shared item rather than the accommodation this has the impact of:

- a) addressing the inequality of Asia Pacific region officials generally having to pay more
- b) accommodation costs will be the same for officials at a specific event wherever the officials come from.

### **Accommodation and Food**

The remaining issue is who pays for the accommodation and food for Officials at all events (both Men's and Women's).

The options could include:

4. Teams bear this as an added shared cost
5. Officials bear this as a cost or part cost
6. Host Organizations bear some of the costs

#### 4. Overall Costs of Officiating at World Events

Estimates of the effect are quite difficult as they depend on the location of the event (accommodation costs differ considerably whether university or hotel based) and the distribution of where the Officials originate from (air fares).

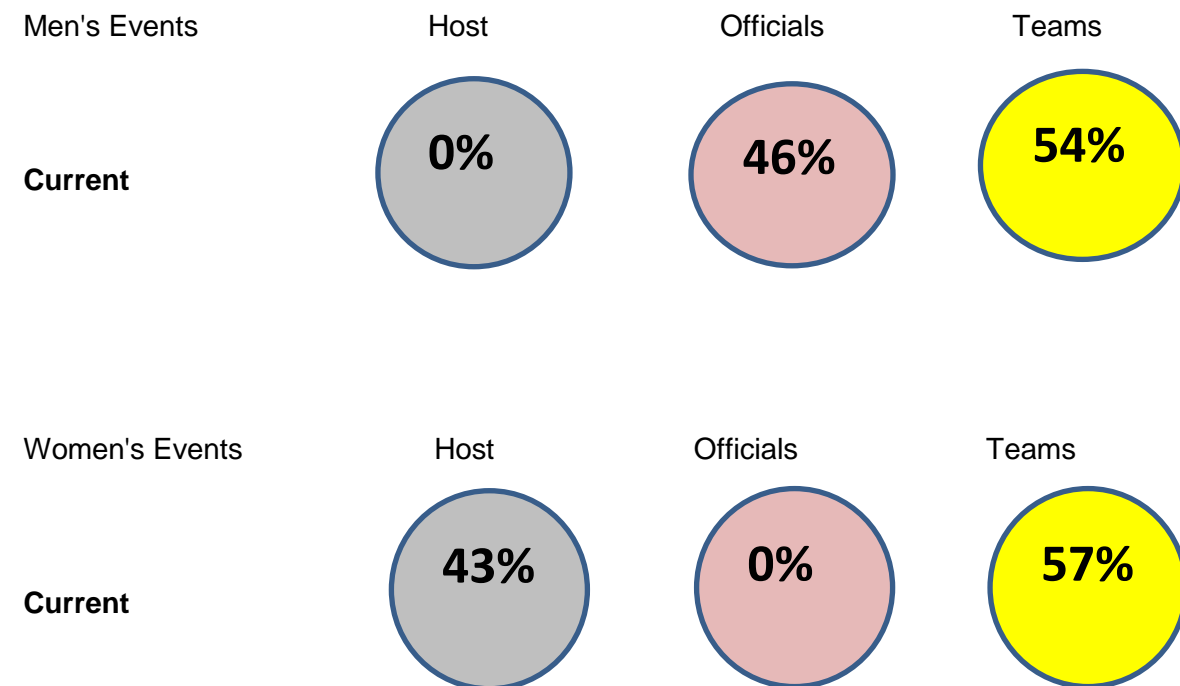
Using information from the past Host Organizations (Accommodation and Food costs for Women's Events) and obtaining estimates of travel costs (Men's Events) the overall costs have been assessed. The average over 6 events (5 past and WC2016) is \$6,000.

Details of each event and the impact if these charges were applied to the participating members are shown at Appendix C.

It should be noted that on average there are about 16% more Officials (based on a per team basis) at Men's Field events compared to Women's.

The average cost for each Official at Women's events is \$2,550 and Men's \$2,360 with the overall average being \$2,430. Further information is at Appendix D.

The breakdown of who pays for what based on the 6 events considered is:



## **FIL Board Proposal**

The FIL Board recognizes that it will take time to achieve the full position of harmonization between Men's and Women's and removing the cost burden on hosts and will propose to the General Assembly a number of interim stages to commence the move.

### **The specific proposals are:**

- 1. For the Women's Under 19 Championship 2019 (WC2019) that each appointed Official will contribute \$300 to the Host Organisation to partly alleviate accommodation and food costs.**
- 2. For the Men's Under 19 Championship 2020 (WC2020) and following events that the travel costs for the Officials will be the shared teams cost and that the Officials will pay their own accommodation and food costs.**
- 3. For the Women's World Cup in 2021 (WC2021) that each appointed Official will contribute \$600 to the Host Organisation for their accommodation and food costs.**
- 4. For the Men's World Championship 2022 (WC2022) and following events that the Host Organization to be responsible (logistically and financially) for Officials travel from the arrival airport to the accommodation and return at the end of the event.**

A handwritten signature in dark ink, appearing to read 'Ron Balls', is written over a horizontal line.

Ron Balls  
FIL Board

## FIL Hosting costs (Women's Events) / Officiating Costs

### Current Responsibility for Officials costs at FIL World Events

Appendix A

Item		World Event <b>Men</b>	<b>Women</b>
Transportation to the event	note 1	Officials pay own way or NGB assists	Shared cost between teams Event host covers cost from arrival point to residence
Accommodation at the event	note 2	Shared cost between teams	Host Organisation
Breakfast at event		Shared cost between teams	Host Organisation
Lunch at event		Shared cost between teams	Host Organisation [or at own cost]
Dinner at event		Shared cost between teams	Officials pay own way or NGB [or host, who pays for 2 meals per day]
Pre - event clinic		not applicable, covered by accommodation allowance. Time periods differ see note 2 below	Accommodation and 2 meals Host Organisation

### Notes

1 For the men the transportation of the Referee in Chief and one Deputy Referee in Chief (if he /she is the appointed RiC for the next world event) is also a shared cost between the teams.

2 Time periods differ : Referees 14 nights (allows for fitness testing / exams), Assessors and Admin 12 nights

## FIL Hosting costs (Women's Events) / Officiating Costs

### Costs for Officiating incurred by teams at FIL World Events (\$US)

Appendix B

		Teams	\$	
WC2009	Women's World Cup	16	3,000	Equates to \$3000 per team, in practice first timers paid \$800 and others \$4400
WC2010	Men's World Championship	29	2,800	
WILC2011	Men's Indoor Championship	8	3,000	
WC2011	Women's U19 Championship	13	3,790	
WC2012	Men's U19 Championship	12	3,750	
WC2013	Women's World Cup	19	3,360	Under estimate advised to teams, unexpected travel costs of \$3,800
WC2014	Men's World Championship	38	3,000	
WC2015	Women's U19 Championship	14	3,400	
WILC2015	Men's Indoor Championship	13	3,000	Syracuse and 19/24 Officials from N. America
WC2016	Men's U19 Championship	15	3,500	

## FIL Hosting costs (Women's Events) / Officiating Costs

Overall costs for Officiating at FIL World Events (\$US)

Appendix C

Event	Event Type	Teams	Team Cost \$	Travel Costs/ Teams (Men) [Paid by Officials]	Accommodation and Meals /Team (Women) [Paid by Hosts]	Total cost per team if fully allocated	% increase on team costs
WC2012	Men's U19	12	3,750	3,400		7,150	91%
WC2013	Women's Seniors	19	3,360 (under estimate)		2,700	6,060	80%
WC2014	Men's Seniors	38	3,000	2,800		5,800	93%
WC2015	Women's U19	14	3,400		2,300	5,700	68%
WILC2015	Men's Indoor	13	3,000	1,600 (19/24 from North America).		4,600	53%
WC2016	Men's U19	15	3,500	3,000		6,500	86%

**FIL Hosting costs (Women’s Events) / Officiating Costs**

**Cost per Official at FIL World Events (\$US)**

Appendix D

Event	Event Type	Teams	Team Cost \$	Number of Officials	Travel Average cost per Official \$	Accommodation and Food Average cost per Official \$	Cost per Official \$
WC2012	Men's U19	12	3,750	35	1,150	1,290	2,440
WC2013	Women's Seniors	19	3,360 (under estimate)	41	1,560	1,250	2,810
WC2014	Men's Seniors	38	3,000	100	1,100	1,140	2,240
WC2015	Women's U19	14	3,400	35	1,360	920	2,280
WILC2015	Men's Indoor	13	3,000	25.	850 (19/24 North America)	1,560	2,410
WC2016	Men's U19	15	3,500	43	1,100	1,300	2,400