

Social firm - definition

- Operates in the open market like other companies.
- Founders: entrepreneurs, business firms, third sector (associations), municipalities.
- Company forms and lines of business: a wide variety (no limitations).
- No limited profit share.
- Pay at least the minimum wage (about 1500 euros/month, depend the branch of business).
- Wage subsidy 50 % of the salary costs, max 1 300 euros/month (for 1-3 years, option to continue in some cases).
- At least 30 % of the personnel belong to the target group.
- 180 social firms in Finland (May 2008).
- In social firms 900 employees (in total), half of them belong to the target groups.



- The oldest and one of the most successful rinkball associations in Finland.
- Bewe consists of 120 different rinkball teams at many levels.
- This league team has many national championships.
- Arranges also rinkball tournaments to 5 000-6 000 schoolchildren in Helsinki region.

BEWE SPORT AS SOCIAL FIRM

- The association established a social firm in 2007, owned by Bewe Sport.
- Number of the personnel in the social firm 8.
- Number of the "personnel" in the association is more than 30 (job coaches, part-time volunteers etc.). The figures does **not include** players or sport coaches.
- The jobs consist of: kiosk selling during matches, security staff in matches, bookkeeping, selling in second hand stores, rinkball result services for the national TV broadcasting company: etc. result data services, text-TV, statistics (all rinkball matches in Finland).
- Bewe Sport has got Good Employer awards.



THE GOOD PRACTICES

- A social innovation in Finland, sport association as social firm and employer.
- Bewe gives money to the charity by "selling" each goal to the sponsor what the league team have scored.

Executive manager Teukka Ulander: *Without good partners and sponsors our work couldn't be possible.*