

INTEGRATION OF IMMIGRANTS IN FINLAND

THE ROLE OF HAKUNILAN INTERNATIONAL ORGANIZATION

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ABSTRACT

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This study is to find out the how the social aspect of integration of immigrants is being carried out to build a strong peaceful and intensive interaction between foreigners and the locals in the Hakunila district. It also looks at the role of nongovernmental organizations (Hakunilan International Organization) in the integration process of immigrants.

Interviews and observation were the methodological tools used in this qualitative study. In all, fourteen (14) people from who are members of the organization were interviewed. Those interviewed were from different cultural background.

The study also observed through active participation of activities organized by the organization throughout the studies. Through observation, the study was able to build an in-depth understanding of how those being studied see and experience about their surrounding and interpret as such.

The findings of the study show a very positive impact of the organization in integrating immigrants into the Finnish mainstream society. This is because, their activities reflects the wishes and aspirations of the immigrants and the host community.

The findings also revealed that, the organization is plagued with inadequate resources.

The findings of the study further revealed that, Finnish government policy of integration is geared towards helping immigrants getting requisite knowledge about employment and working life.

Key words: social integration, assimilation, social exclusion, social cohesion.

1. INTRODUCTION

Finland as one of the promising and economic booming countries in the world has become a hot spot for immigrants from all over the world. Based on this, the researcher will like to find out how immigrants with their diverse cultures integrate into the Finnish main stream society.

Personal integration plans are designed for those immigrants and refugees who need help finding their place on the Finnish labour market and within society. Such individual integration plans are not intended for all immigrants, but only for those who are registered as unemployed job seekers and who receive public assistance. Integration plans include additional language instruction, the drawing up of a plan for studies or employment, daily routines, practical training, vocational training and social contacts. Immigrants who are committed to an integration plan are entitled to receive public assistance that is a special integration support instead of the 'ordinary unemployment benefits'. If immigrants do not follow the plan, they lose part of their assistance (Final report, 2001, p. 34).

The Immigrant Act formally gives the Ministry of Labour charge of the general development, planning, control, coordination and supervision of immigrants' integration. At the regional level, employment and economic development centres are responsible for the immigrants' integration into society and working life. At the local level the municipality prepares integration programmes together with the employment offices and other appropriate authorities. In public and political debate some assume that the Finnish model of dealing with migration and integration issues is too scattered, since there is no coherence in policies at different levels and different authorities have different, sometimes even contradictory aims. Recently there has been discussion of whether a special authority for immigration and immigrant affairs, as in Sweden, would be appropriate for Finland (Sagne, Saksela and Wilhemsson, 2005, p. 14).

Migration to an area as we are all aware changes the size and the composition of the area or society that receives the migrants. I became interested in the above topic after

having my practical placement in Nongovernmental organisations whose work is focused on multiculturalism and social integration of migrants.

The purpose of this research is to study the impact of Hakunila International Organisation in process of social integration of immigrants in Hakunila district, Finland.

This study will look at the ways that social integration supports in creating multicultural community cohesion and residential satisfaction after migrants have settled with the indigenes. This study is imperative because it calls into question the relationship of social integration and multiculturalism in the global phenomenon of migration in the world of which Finland as country is not exempted from.

It will also contribute to the growing theories of social integration and multiculturalism. The research was carried out with the use of interview as methodological tool in this study. The people who were involved in the interview are immigrants and social service providers in Hakunila, a suburb of Vantaa region.

2. BACKGROUND

The City of Vantaa has around 200,055 residents and two official languages: Finnish and Swedish. Approximately 13,201 people of foreign background live in the city, representing 6.6% of the total population of Vantaa city (statistics Finland, 2010, table 1). In its city brochure Vantaa declares that ‘multiculturalism constitutes a resource, which the city desires to develop’ (City of Vantaa, 2006a, p. 14).

The challenge of integrating third-country nationals lies at the heart of the core objectives of the European Union of which Finland is a member. It is important to the successful delivery of the objective, established at the Lisbon Council, for the EU to become more economically competitive while maintaining and strengthening social cohesion. In the context of the Social cohesion, issues at stake include the integration and socio-economic inclusion of disadvantaged groups (including migrants), as well as the potential for migrants to make an important contribution towards alleviating labour shortages which have arisen as a result of demographic developments.

At the Tampere European Council in 1999, Member States reinforced their commitment to cooperation in the field of justice and home affairs, including asylum, immigration and integration. Following the action plan set up in Tampere, a series of initiatives has been progressed by Finland which highlights the importance of taking a more proactive stance towards integrating third-country nationals, with the objective of providing them with a comprehensive set of rights and obligations comparable to those of EU citizens. Finland is putting much effort in making sure that immigrants found within its jurisdiction and willingly wants to live, are properly integrated. There are various methods being adopted to meet this goal. After working with one of the organisations whose main work is helping immigrants integrate into the Finnish mainstream society, I became interested in the above subject.

Table 1

Number of foreign nationals in Finland by region

Municipality	Number of foreign nationals	Population	Proportion of foreign nationals %
Helsinki	44,461	588,549	7.5
Espoo	16,699	247,970	6.7
Vantaa	13,201	200,055	6.6
Turku	8,900	177,326	5.0
Tampere	7,879	213,217	3.7
Oulu	3,501	141,671	2.5
Lahti	3,437	101,588	3.4
Vaasa	3,214	59,587	5.4
Jyväskylä	3,175	130,816	2.4
Kotka	2,665	54,824	4.9
Lappeenranta	2,477	71,982	3.4
Salo	2,203	55,235	4.0
Kouvola	1,863	88,072	2.1
Kuopio	1,663	96,793	1.7
Porvoo	1,577	48,768	3.2

Source: Statistics Finland

2.1 Location of research

The focus of attention was on the Hakunila International Organization and immigrants living in the Hakunila district. Focusing on Hakunila alone was to help me to meet the purpose of this research and also since the case study is focused on this area.

The Hakunila International Organization (Hakunilan kansainvälinen yhdistys in Finnish) was established in 1998. Their objective is to promote the awareness and knowledge of the different cultures and advance multicultural activities in Finland. They aim for overall tolerance in Finland by applying preventive and antiracist policies. Gradually, the organization has expanded its operations and has become the supportive organization for immigrants in the area of integration too. They have immigrant support unit at Hakunila which offer advice for asylum seekers in Vantaa area. In short, the organization is a multi-dimensional institution in the field of social services.

2.2 Purpose of study

The main aim and objectives of this research is to analyse the role of Hakunila International Organization in the integration process of immigrants and Vantaa Municipal policies (services) in integration. In other words, the research work will focus on the history of immigrant's settlement pattern in the district and also history behind the formation of the organization and activities of the above mentioned institutions. The study seeks to explore the possible ways that the state and NGOs can involve the communities where immigrants find themselves or live so as to help them in the process of social integration.

2.3 Hakunilan international organization

The organisation as I mentioned is a multi-dimensional institution whose activities vary in respect to the various clients they work with which I will talk about later on.

They organise multicultural activities, such as; panel discussions, lectures, courses, and clubs for children, excursion trips and exhibitions.

In 2006, they have opened a new centre for elderly immigrants in Lansimaki area which is also located within Vantaa region. The centre provides services and organizes different activities for elderly immigrant and helps them to cope with their daily life needs and support them to organize social and cultural activities. The International centre of Lansimaki is also used during evenings and weekends for different activities such as children art courses, cultural evenings for women, discussion evenings for youth, art exhibitions. The centre receives volunteers and trainees from different institution.

In the course of my study placement, so many cultural activities such as Cuba night, Nigeria night and Syria night were organised to highlights the various cultures of these countries.

In 2007 they opened a Youth Café in Tikkurilla area/the centre of Vantaa city. The centre provides meeting ground for both immigrant and Finnish youth who independently plan their activities such as sports, arts, music, dance, etc. Youth leaders are also participate to organize discussion evenings for issues such as racism, human rights, anti-drugs, and violence. It is also possible to organize and participate in the youth programs organized by Council of Europe and other EU youth programs.

Hakunila International Organization is considered as the support centre for immigrants in Vantaa city. In addition to their 3 centres, Hakunila International Organization is involved in the following projects and programs:

Intercultural and interreligious dialogues between the various groups are one aspect of their work. Hakunila organizes yearly a Jewish-Islam Forum as a part of their Peace project. Various Internationally well-known scholars and experts have participated in our Forums such as Prof. Heikki Palva, Prof. Paul Fenton, Dr. Daoud Abdullah, writer Sami Mikhael, psychiatrist Ben Furman, Dr. Hanan Awad, Prof. Heikki Räisänen and many others.

Hakunila International Organisation as a service institution can never work on its own in an effort to providing adequate and efficient service to its clients. They therefore work through partnership and sponsorship with the other organisations in Finland. Their main source of funding is from RAY (Finland's Slot Machine Association). RAY (Finland's Slot Machine Association).

The Hakunila International Organisation main clients are the youth, immigrants and the Finnish people located within in and around Vantaa region. The services they provide is an evident to the client they work with.

A sociologist from Syria is the executive manager. The society is led by an elected board for one year period and. The members of the board are the chairman and eight to ten actual members and eight to ten substitutes. The substitutes have always right to participate into the board's meetings. Most of the board members come from different ethnic backgrounds. The chairman for of the association at the moment is an Albanian immigrant. In addition to the formal board function, each member is in charge for his or her own ethnic group activities.

The intention is to help all to function according to their own cultural way, however, in collaboration with other cultural groups.

2.4 Research Question

How did integration of immigrants start in Hakunila by the organization?

- What is the impact of Hakunila International Organisation in process of social integration of immigrants in Hakunila district, Finland?
- What are the activities of hakunila international organisation?

3. DEFINITION OF TERMS AND CONCEPTS

3.1 Integration

Integration is one concept used to explain the changing connection between relative newcomers to a country and the society in which they live. There are various definitions to this concept based on national contexts. In Finland, the Ministry of the Interior guides integration activities. Methods to promote integration are also taken by educational and employment services which fall under the responsibility of the Ministry of Education and Culture and the Ministry of Employment and the Economy. Centres for economic development, transport and the environment are the regional authorities acting under the direction of the Ministry of the Interior in association with the Ministry of Employment and the Economy. Municipalities and employment and economic development offices carry out actions at local level.

Integration is, however, generally conceptualized as a process or processes, not an end state (Penninx 2004), and as taking place in differing spheres: economic, social, cultural and political. ‘Social’ integration, the focus of this study, is here taken as a broad category to include all the four aspects which are economic, social, cultural and political integration cited (a review of European literature 2000-2006).

Academic authors differ, however, in the ways in which they group the different dimensions or levels of integration. Thus, Heckmann, for instance, identifies four dimensions (see figure 1): structural (acquisition of rights and access to the labour market and core institutions); cultural (behavioural and attitudinal change); social (relationships, engagement in voluntary associations) and identification (belonging and identity) (Heckmann et. al. 2001).

Integration is also a normative term, definitions of which reflect differing perspectives on the desired end goal: the optimal relationship between migrants and the host society. Thus, while some authors stress migrants’ one-way adaptation to the host society, others

emphasise a two way process in which the host society also adapts for instance by addressing barriers to integration such as discrimination. This distinction is significant in identifying responsibility for 'failure' in the integration process as well as priorities for policy intervention.

A range of alternatives to the term integration are employed depending on how the desired outcome has been identified. For example, the term assimilation is sometimes used where the emphasis is on the migrant's adaptation to the host society. Assimilation refers in particular to change in the cultural sphere, often with the implication that migrants are assimilating into a homogenous majority culture (Rudiger and Spencer 2003). Some states, notably France, emphasise political assimilation: the migrant is expected to achieve equality with native residents and become part of a single national identity through the acquisition of full citizenship rights.

Brubaker argues that, while the concept of assimilation is 'analytically discredited and politically disreputable' it remains an essential analytic tool for understanding domains and degrees of emerging similarities and persisting differences. Rather than focus on an end state of 'complete absorption', in which migrants are the objects of assimilation, assimilation can help us understand how migrants become similar in some respects in the cultural and socio-economic spheres. Thus the question is not 'how much assimilation' but assimilation in what respect, over what time period, and in reference to what population (Brubaker 2001). Significantly, however, the concept retains its focus on the migrant as opposed to the simultaneous process of change within the institutions of the host society cited (a review of European literature 2000-2006).

Assimilation can be the other way to multiculturalism, in which cultural difference between ethnic groups is acknowledged as a continuing feature, and to multicultural policies, in which that difference is valued and accommodated. Empirical studies find variations in multicultural approaches across Europe with greater or lesser acknowledgement of ethnic identities in the public and private spheres (Ireland 2004:222), whether or not under the official label of multiculturalism. Multicultural policies do not necessarily accord rights to ethnic groups but do recognize ethnic identities and accord rights and sometimes attach funding to membership of ethnic

groups. While some authors argue that such policies strengthen cultural boundaries, others argue that this need not be the case. Multicultural integration policies support neither the crossing of boundaries from one culture to another, as do assimilation policies, nor the preservation of those boundaries, as the case of segregation, but aim to foster their permeability. By facilitating participation of all groups in all social, economic and political spheres, such policies promote the continual progress and cross-fertilisation of cultures and identities and can therefore help defeat divisions and segregation (Rudiger & Spencer, 2003) cited (a review of European literature 2000-2006).

So many researchers and authors have come up with various arguments that, if the society is able to put concrete mechanism in place, the issue of integration will work more effectively. According to Parekh, when certain ground rules are in place a multicultural society can be successful, stable and cohesive (Parekh 2000). The report of an independent commission on the future of multi-ethnic Britain which Parekh chaired concluded a diverse society could be united if it is recognised as a community of communities as well as of individuals, if it develops an inclusive, plural national identity, and action is taken to address racism and structural inequalities (Runnymede Trust 2000).

3.2 Social Integration

Social integration can be explained from different perspectives and angles base on the fact that it has a lot of indicators to look at. According to Geust&Stamm(1993), social integration can be defined as the existence of strong social ties that produce stability. These ties may be informal through friendship and kin networks, or more formal through participation in associations or member-based activities. Following Lockwood, sociological theory of social systems has developed the concepts of system integration and social integration (Lockwood, 1964). System integration is the result of the anonymous functioning of institutions, organisations and mechanisms – the state, the legal system, markets, corporate actors or finance. Social integration, by contrast, refers to the inclusion of individuals in a system, the creation of relationships among individuals and their attitudes towards the society. It is the result of the conscious and motivated interaction and cooperation of individuals and groups. To some, it is a

positive goal, implying equal opportunities and rights for all human beings. In this case, becoming more integrated implies improving life chances. To others, however, increasing integration may conjure up the image of an unwanted imposition of conformity. And, to still others, the term in itself does not necessarily imply a desirable or undesirable state at all. It is simply a way of describing the established patterns of human relations in any given society. Thus, in the latter view, one pattern of social integration may provide a more prosperous, just or humane context for human beings than another; but it is also possible for one pattern of social integration to be markedly different from another without being either better or worse. The Oxford English Dictionary also defines integration in a social context as: “The bringing into equal membership of a common society those groups or persons previously discriminated against on racial or cultural grounds” (“Integration” 2: 1065).

Social integration is calculated in a multiplicity of ways, the most observable being the amount of time a person is engaged in activities with the networks in which he or she is a member. How one feels about his or her community becomes an important tool in measuring the amount to which integration is producing and satisfying its stabilizing role. The following variables are examples of ways to measure social integration:

Involvement in neighbourhood groups, involvement in religious groups or churches, involvement in local school, involvement in civic organizations. Involvement will include amount of time dedicated as well as the importance of involvement to the respondent’s quality of life and the returns he or she gets from it.

Neighbourly measures – familiarity with neighbours and the extent to which respondent has a trusting relationship with them.

Community satisfaction – the level of satisfaction respondent has of community overall. These will include measures of importance of nongovernmental organizations’ in respondent’s life, involvement in activities (amount of time spent and role played), and the subjective benefits of activities participation.

3.3 Assimilation

The word assimilation defies a simple and generally accepted definition. In classical sociology it is intended to mean a progressive change from a more diverse to a less diverse behaviour. Park and Burgess are one few people who gave authoritative definition about assimilation. They defined assimilation as a process of interpenetration and fusion in which persons or groups acquire the memories, sentiments and attitudes of other persons or groups, and sharing their experiences and history to incorporate with them in a common cultural life (Park & Burgess, 1921, 735).

A more recent definition (Alba Nee 2003, 30-31) defines assimilation as the “attenuation of distinctions based on ethnic origin”. In other words assimilation is the adoption by an individual or a group of individuals of some or all aspects of a dominant culture. Usually it is considered as a socialisation process and it can be either voluntary process or forced one.

In the process of assimilation the members of the minority cultural groups lose their culture in favour of the dominant culture. Brubaker argues that, while the concept of assimilation is ‘analytically discredited and politically disreputable’ it remains an essential analytic tool for understanding domains and degrees of emerging similarities and persisting differences. Rather than focus on an end state of ‘complete absorption’, in which migrants are the objects of assimilation, assimilation can help us understand how migrants become similar in some respects in the cultural and socio-economic spheres. Thus the question is not ‘how much assimilation’ but assimilation in what respect, over what time period, and in reference to what population (Brubaker 2001) cited (a review of European literature 2000-2006).

Significantly, however, the concept retains its focus on the migrant as opposed to the simultaneous process of change within the institutions of the host society. This concept was widely used by the French during the era of colonialism in Africa. This has in a way help build a stronger ties between France and its former colonies till date. While assimilation brings unlimited bond between two different cultures, its negative effects is clearly visible for all to identify. The adoptees lose a vital cultural heritage which defines who they are in the process.

3.4 Social Exclusion

The vague term "social exclusion" is used often in a blanket manner and can mean many things to researchers from various academic disciplines. D'Ambrosio, Papadopoulos, and Tsakloglou (2002) write that, the concept of social exclusion deal with the inability of an individual to participate in the basic political, economic and social functioning's of the society in which he/she lives." Of interest here is exactly how this concept can be operationalised into observable indicators available to researchers. An individual is considered to be "excluded" if based on many indicators, he/she cannot participate fully in society where he/she may find him/herself. The question then is raised, thus simply to be lacking in one particular area does not constitute "exclusion" and therefore we are interested in a multi-dimensional index which summarizes information from many domains. In the strictest sense of the term, exclusion deals with not having access to something not because one chose not to have it but rather because it was simply beyond the reach of a person, whether due to budget restrictions or institutional restrictions etc.

Mickelwright (2002) provides an overview of the European Union's definition of social exclusion. Eurostat (1998) states, social exclusion is considered a dynamic process, best described as descending levels: some disadvantages lead to some exclusion, which in turn leads to more disadvantages and more social exclusion and ends up with persistent multiple(deprivation) disadvantages.

3.5 Social Cohesion

The ever increasing nature of divisions and tensions among foreigners and host society has led to an intensive study of the term social cohesion in the area of immigrant's integration. Social cohesion level at the national and local is one of the useful tools to evaluate the outcome of integration processes. It is usually considered to have two dimensions: how people feel about place and people (whether local or national) and their relationships with one another. Thus a cohesive society is expected to have meaningful community relations of mutual support or tolerance and to encourage active participation in social networks, for instance, and to be one in which people trust their neighbours and have a common sense of identity and belonging.

Social cohesion emphasises unity and stability (Zetter and Flynn 2005), is generally defined as an end state rather than a process, and is spatially oriented. Ireland argues, however, that cohesion should not be confused with consensus. The key is to find a means of dealing with conflicts of interest which allow the airing of alternative views and the development of a resolution acceptable to all parties (Ireland 2004:234).

The concept of cohesion does not itself include an economic dimension but the extent of cohesion is affected by, for instance, levels of deprivation (Robinson and Reeve 2006). Whereas legal rights are usually given some prominence in analyses of integration, they are less evident in writings on cohesion.

Social cohesion outcomes are difficult to evaluate, and are tied in large part to other integration indicators, including residential segregation and housing. Indicators currently being employed include host country attitudes towards migrants, discrimination and incidents of racial bias, crime rates, and incidents of violence. The use of such indicators may be challenging, particularly because it is difficult to establish migration-related factors (as opposed to ethnicity, socio-economic status, etc.) as the source of poor cohesion. Furthermore, Beauvais and Jenson (2002) point out that only a limited body of literature seeks to define the reasons behind declines in social cohesion as opposed to efforts to operationalize it or measure the effects of achieving cohesion. It must be said that literature on social cohesion policy generally evaluates and provides recommendations for government and community action.

Figure 1

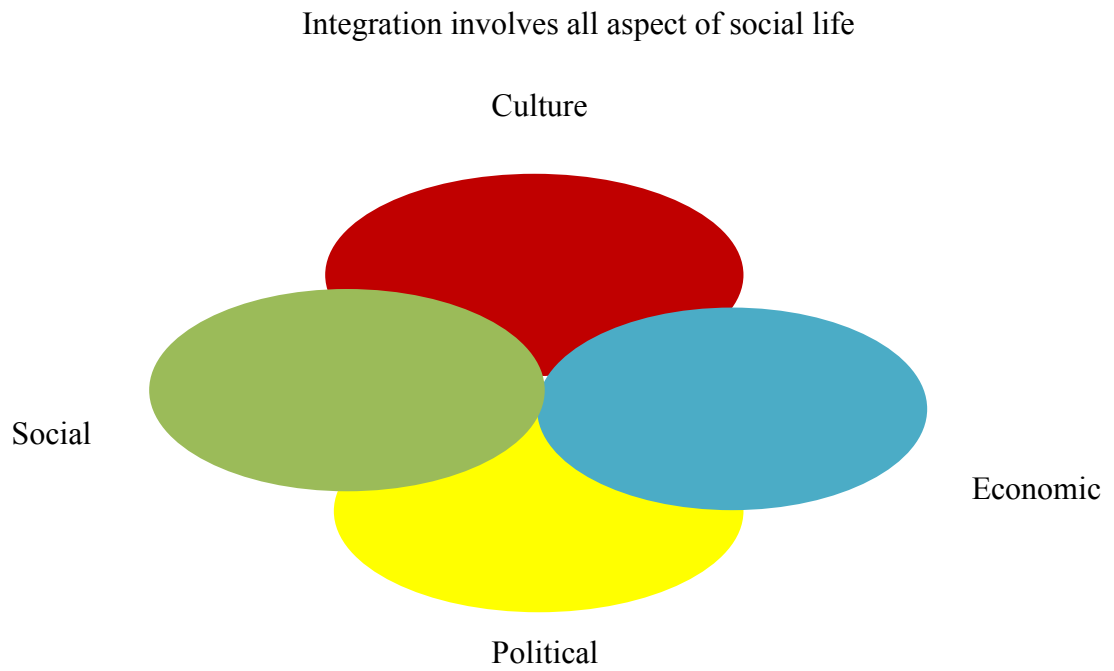


Figure 1, shows four “spheres,” or aspects, of society – the cultural, economic, political and social.

Source: Developing Immigrant Settlement Services, A Guide for Communities.

4. FINNISH GOVERNMENT POLICIES

The Finnish Integration Act came into force in May 1st, 1999. The aims of the Act are to promote integration, equality and freedom of choice by providing measures that help to achieve information and skills needed in the Finnish society. In practice, the Act introduced two reforms.

The first reform set new rules for the responsibilities between the central and local administrations. The general development of immigrant integration was placed to central labor administration, while municipalities were given the responsibility for coordinating the existing resources at the local level. The tool for carrying out the latter task is an integration program that every municipality should prepare together with all local authorities dealing with immigration. The integration program is essentially a roadmap that includes objectives, measures, resources and co-operation of different authorities involved in immigrant integration. Possible changes that resulted from this part of the Act are likely to affect all immigrants and, hence, its impacts are hard to measure.

This paper focuses on the second reform that introduced individualized integration plans for immigrants. The concrete content of an integration plan depends on the personal factors of the immigrant. The plan may include measures for acquiring language skills, preparatory and/or vocational training, career counseling, rehabilitation, work practice, and so forth. Typically, various measures are combined to paths in which one measure precedes another. The integration plan is aborted if the immigrant finds permanent, full-time employment or becomes a full-time student. Labor administration is responsible for preparing and implementing the integration plans for 18–64 year old immigrants. Municipalities take care of other age groups.

Eligibility for an integration plan depends on the date of entering the population register, labor market status and the type of residence permit. The right for a plan lasts for three years after the first registration to the population register. This requires a Finnish social security number, which effectively rules out immigrants with short-term

residence permits. Furthermore, the Integration Act was initially backdated by two years. That is, only immigrants who entered the population register after May 1st, 1997 became eligible. Finally, regardless of the date of entry, only those registered as unemployed job-seekers or living in a household that receives social assistance are eligible. When these criteria are met, the plan has to be drawn-up during the first five months of an unemployment or social assistance spell.

The right for an integration plan is combined with the obligation to participate. Immigrants have to report how they have followed the plan and whether it needs to be updated. A refusal to participate in the preparation process or to follow the plan is sanctioned by a reduction or withdrawal of integration benefits. Given that labor market support and social assistance are paid as integration benefits during the first three years in Finland, this sanction could reduce an immigrant's welfare benefits considerably. In the absence of sanctions, the level of integration benefit corresponds to labor market support that is currently about 500 Euros per month. The 4 integration benefit is means-tested. However, if an immigrant participates in a labor market policy measure (or in a measure that is agreed to be comparable, typically language training offered by 3rd parties), the integration benefit is paid without means-testing.

The final important feature of the Integration Act is that it did not allocate additional resources on immigrant integration, at least on the central level. According to the Government Report on Implementation (2003), the Act was expected to improve integration by reallocating existing resources, training staff, and increasing co-operation between local authorities. However, a Ministry of Labor (2005) report hints that municipalities may have increased their own spending on immigrant integration programs, mainly via expanding the supply of language courses.

Tables 2 and 3, shows the immigration and emigration flow from year 2006 to 2010 while table 4, also shows population of immigrants based on their country of origin who holds dual nationalities.

Table 2

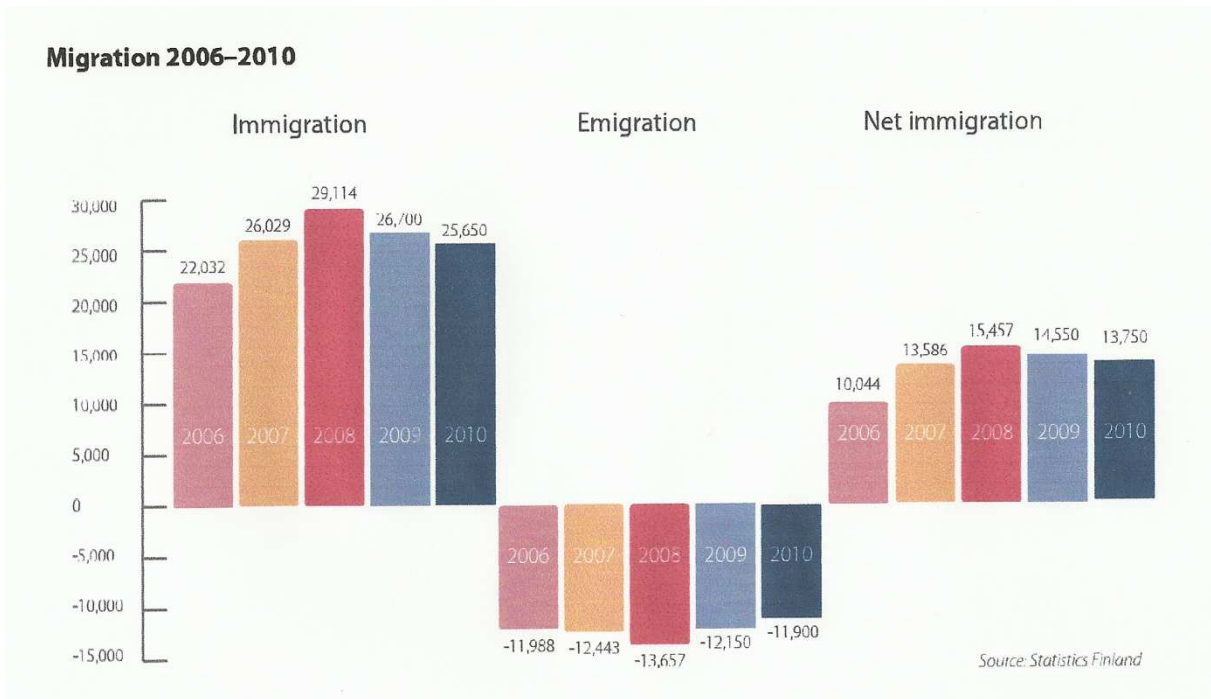


Table 3

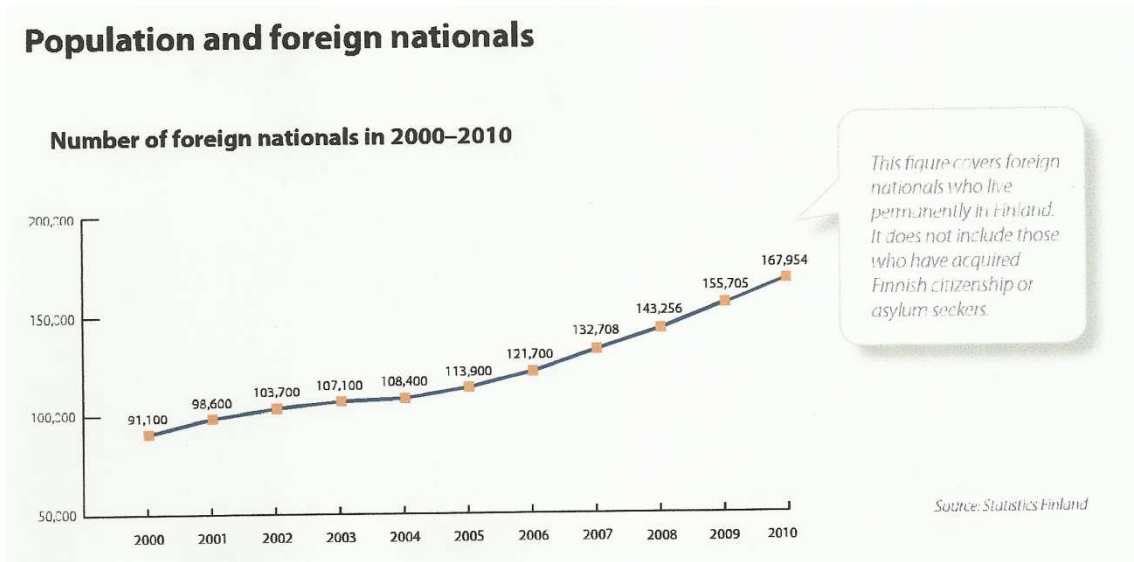


Table 4

Largest groups by citizenship

Citizenship	Number of people in 2010	Proportion of foreign nationals %	Y/Y trend %
Estonia	29,080	17.3	+ 14.0
Russia	28,426	16.9	+ 0.8
Sweden	8,510	5.1	0.0
Somalia	6,593	3.9	+ 18.4
China	5,559	3.3	+ 7.3
Iraq	5,024	3.0	+ 26.3
Thailand	5,021	3.0	+ 11.7
Turkey	3,973	2.4	+ 4.3
Germany	3,715	2.2	+ 2.4
India	3,468	2.1	+ 9.5
Total of foreign nationals	167,954	100	+ 7.9

Source: Statistics Finland

Largest groups with dual nationality

At the end of 2010, the number of people holding both Finnish and some other nationality amounted to 54,912. The largest groups of people with dual nationality are Russian (15,348), Swedish (5,275) and US (3,220) citizens. In statistics, these people are classified as Finnish citizens.

There are over 50,000 people living in Finland who hold dual nationality.

5. LITERATURE REVIEW

There are a great number of studies literatures on the social integration of immigrants. This is as a result of trying to find better suggestions for policy makers. The range of theoretical and empirical texts has grown in recent years; this has helped in producing a body of work substantially different from that available over the years. In part, this reflects the increasing importance of integration on the European political agenda. The involvement of migrants in urban unrest and acts of terrorism and the growing body of evidence on poor integration outcomes in employment, education and health have contributed to greater interest of policy makers in research, and to an apparent increase in research funding. There have been a growing number of texts, for instance, on Muslims in Europe, social capital, identity and belonging and on the impact of migrants retaining transnational connections. An increasing body of theoretical and empirical work is comparative, whether between countries, cities or migrant groups.

Theoretical work is valuable for policymaker. It clarifies the goals of policy development and elucidates the processes by which policy goals can be achieved. A substantial group of writers have developed theories of integration (Parekh 2000;

Koopmans and Statham 2000; Heckmann and Schnapper 2003; Penninx 2004), considering a range of objectives and processes from complete assimilation to multiculturalism/ethnic pluralism. A complementary discourse on transnational identities and relationships challenges traditional notions of territorially-rooted identities (Faist 2000; Bader 2001; Favell 2003) cited (a review of European literature 2000-2006).

A second body of work focuses on the processes of integration in different spheres, exploring the integration trajectories of different migrant groups or the experiences of one group over time. An increasing interest in measuring 'progress' has led to attempts to identify integration indicators to quantify or benchmark change (Guild 2000; Entzinger and Biezeveld 2002; Ager and Strang 2004; Commission of the European Union Directorate General Justice Freedom and Security 2004; Home Office 2005a). Most focus on measurement in key fields of integration such as education, language,

housing, health and political participation, though choice of indicators differ (in part reflecting the availability of data in the country in question). Indicators can only provide an estimate of the level of integration for a particular group, and are difficult to apply to individual cases. Some studies focus on the integration process at the city level, comparing European cities and others comparing the process and outcomes for different migrant groups in the same country or the same group in different countries.

There is a separation in the literature between studies on refugee integration and the process for other migrants (Kofman 2000) cited (a review of European literature 2000-2006).

A third body of work of value to policy makers is evaluations of integration policies. Some have a broad focus of study; Kamali (2004), for example, investigates the impact of locating responsibility for migrant integration in Sweden within the welfare system. Others, such as an assessment of recent European migrant introductory programs (Entzinger 2004) cited (a review of European literature 2000-2006), more narrowly focus on individual policies. Academic and official texts describe national or European policies and may identify 'best practices.' Even so, robust and independent evaluations of policy interventions remain the exception.

Some European countries have neither developed formal integration policies nor a body of research on the integration process. Academic texts are supplemented in many instances by official reports from governments, for instance giving an overview of the situation and policy in that country or reports on particular events. There is also a growing body of literature from other public agencies and nongovernmental organizations, some of which are cited in this review. This to the researcher, is the area attention will be focused on in this study.

6. METHODOLOGY

Being aware of the important nature of the topic employed method of study approach that will help him to deal with the study more dispassionately. The research was conducted using qualitative methods in collecting data. Interviews were done with target group of immigrants, and heads of some non-governmental organizations. There was an intensive interaction between the writer and these target groups so as to come out with a comprehensive report on the study. Moreover since the thesis work is on a social issue, it is going be beneficial to use the tools of social research because it attempts to center on the ‘social’, namely physical realities that are related to society, whether these are conceived as structures, processes, perspectives, procedures, experiences or whatever.(Paul,2004,11).

Furthermore using contact interview which is a very essential tool for qualitative research. The interview was divided into two sections. One section was intended for the clients of the organization while the other section is for the service providers (workers at the organization). And for most social researchers, interviewing people is the obvious, if not to say ‘natural’, way to collect data, and interviewees are treated as (potentially) able to provide certain items of information to which they are supposed to have privileged access (Paul, 2004,56-57).

I also took part in some of the activities being organized by the organization under study so as to get more information for the research.

6.1 Qualitative research

The study as indicated earlier employed the qualitative research as a method of approach in the research. Shank (2002, 5) defines qualitative research as “a form of systematic empirical inquiry into meaning”. By the use of the word systematic researcher means “planned, ordered and public”, following rules agreed upon by members of the qualitative research community. By empirical, (Shank, 2002) means that this type of inquiry is grounded in the world of experience. Inquiry into meaning says researchers try to understand how others make sense of their experience. Denzin

and Lincoln (2000, 3) claim that qualitative research involves an interpretive and naturalistic approach: “This also brings out fact that qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomena in terms of the meanings people bring to them”

The use of qualitative methodology as a way of collecting data was necessary as it enabled me to deduce from the target groups their understanding and feeling of the studies.

The author tried to set out interview questions in line with themes before interviewing the all the target groups in this research. The interview was conducted using open-ended questions. This was done to prevent answers from becoming more or less a derivative.

6.2. Research methodology

Face to face interviews and observations was the method used for collecting all the data needed in the whole thesis process. Below are the details of the whole process.

6.3. Interviews

The study employed the use of recorded interviews as a way of finding out the opinions and statements of members of the Hakunilan International Organization within Vantaa region. This was done individually with the organization members and the leaders of the organization. All the respondents were notified in advance while dates were scheduled to plan effectively towards it. I chose to use qualitative method for my research.

According to David Silverman (2000,1) if you are concerned with exploring people’s life histories or everyday behavior, then qualitative research method is the best to use.

The author will like to remind readers of this study to be mindful of generalizing the outcome of this qualitative research owing to the fact that in qualitative research, generalization should be avoided. In this case, the study is not only to explain but to understand and interpret, which will help the reader to get close and into the role being played by Hakunila International Organization in the process of social integration of immigrants in Vantaa region and their way of giving meaning to things. Choosing interviewing as the main source of data collection, it is believed that more information

can be gathered about the theme than only depending on observation. It is imperative to note that the approach of interviewing allows the study to view the world of the informants in a different perspective.

Interviewing allows the author to know more about the participants' views and ideas about the subject at hand. Patton says that qualitative interview gives the impression that "the perspective of others is meaningful, knowable, and able to be made explicit" (Patton 2002, 341). The study employed the use of open-ended questions for the interview because the study wanted to know how the interviewees felt about the various themes being looked at was looking for. And as Foddy says, "Respondents' answer to an open question indicate the strength of their feelings about the topic" (1993, 131). A total of fifteen questions were prepared beforehand and sent to four topmost heads of the organization including the whole thesis proposal. In addition to that another fifteen separate interview questions were set for their clients who are not only immigrants but also Finns.

A total of ten members of the organization were contacted. The questions were sent to them prior to interview in order for them to get familiar with the theme and prepare for the interview. The first person to be interviewed was the chief executive of the organization as he was the lead contact in this whole study.

The writer took time to explain the study theme to all those who took part in the interview process. The author first asked for permission from the interviewees to use tape recording material to record the whole conversation going to take place. They were promised that the recorded interview was only for the study and that it will be transcribed and the tape destroyed afterwards. This was done to help clear doubts and to get needed information for the studies.

Interviews lasted between thirty to forty-five minutes per a person. Some of the interviews were conducted at the centre of the organization while others took place at home and restaurant. This was done in demand by the various respondents.

6.4. Observation

Observation as a tool used in research helps in building an in-depth understanding of our surroundings and how we see and experience it. This method involves the researcher "getting to know" the people being understudying by entering their world and participating either openly or secretly in that world. This means you put yourself "in the shoes" of the people you're studying in an attempt to experience events in the way they experience them. Using observation method in this thesis work was to enable me to get deeper understanding of the subject being researched into and for the purpose of collecting data.

It is usual that the researcher observes the phenomena through his or her role in the research environment stressing and that the objective of the observation can be community with all its social and cultural dimensions. Beyond any methodology planning of observations, the fieldworker must remain open in order to discover the elements making up the markers and tool that people mobilize in their interactions with others and, more generally , with the world. By markers, they mean representations of the world, or normative expectations, but also the linguistic and para-linguistic resources that are displayed in contact with the environment (Bessy & Chatearaynaud, 1995; Theverot, 1994) cited in Silverman (2004).

The author observed and actively participated in all the activities that took place or which were organized by the Hakunilan International Organization while having his practical placement in autumn 2009. The researcher took notes or wrote diaries specifically on how interactive immigrants were with the Finns in the various activities of the organization in the process of observing so as to liaise it with the interviews to support in the analysis and interpretation of all data collected.

Among some of the activities were musical concerts, get- to- gather parties and cultural night exhibitions of members' country of origin, visiting some informative places in Finland among them museums, parliament, and host of other places.

7. DATA GATHERING

The gathering of data relevant to the studies began after the autumn practical placement with the Hakunilan international Organization which ended 21st of November 2009.

Though research has come up with the topic to be researched into, the organization was actively involving itself in other activities with sister organizations outside Finland making it difficult to start at that time. By early spring 2010, the author had made some head way with contacts when having my third practical placement with another organization also in Vantaa region.

The research questions were: How did integration of immigrants start in Hakunila by the organization? , What is the impact of Hakunila International Organisation in process of social integration of immigrants in Hakunila district, Finland? , What is Vantaa integration policy like? , What are the activities of Hakunila international organisation?

The researcher wanted the real impact of the of the role being played by the organization in social integration the minority groups in some communities in Vantaa region through both the point of view of immigrants who are the target group and service providers. The interviews were centred on five critical themes: employment, political participation, housing, social networking, and education. The researcher chose these themes as they form part indicators of social integration of immigrants. The researcher was trying to be inquisitive about how the organization is working around these indicators and the point of view of the immigrants concern.

By middle of June 2011 the researcher has began conducting interviews with the various heads of the organization in their office at their own free time. These interviews were done individually and a tape recorder was used to record the whole interview sections.

In the second phase of the interview took place at different locations. This was after the head of the organization had made a lot of contacts with its members to get their acceptance to take part in the whole interview process. This was also to help the researcher overcome one big obstacle which was language.

Among the immigrants interviewed were five women and five men from different countries. The women who offered to be interviewed suggested it is done at the Lansimaki office of the organization.

The office also serves as a learning centre for the members of the organization. Some of the women who were interviewed could not speak English at all so I got assistance from the head of the Lansimaki unit as an interpreter.

With regards to the male respondents, the interviews took place at four different locations. Two were interviewed at the home, one at a popular restaurant in Hakunila and last respondent at the main office of the organization in Hakunila. With the male there was no need for an interpreter as all of them could communicate with me in English. The duration of each of the interviews conducted was approximately thirty minutes.

7.1. Analysis of Data

Having conducted a qualitative research, it is obvious that I will employ the use of qualitative analysis method as a tool in analysing the data collected. Two qualitative analysis methods were used in analysing the data collected. The two analysis methods are; phenomenology/heuristic analysis and narrative analysis. With the use of these two approaches to examine the data collected enabled me to combine the both the interview and observation materials in my interpretations of texts at hand.

According to Clark Moustakas(1994) , phenomenological emphasise how individuals experience the world. It emphasizes idiosyncratic meaning to individuals, not shared constructions as much. Again, try to bracket self out and enter into the other person's perspective and experience. It also emphasizes the effects of research experience on the researcher-personal experience of the research. How does this affect me as researcher? Much like hermeneutical analysis, but even more focused on the researcher's experience. Some use the term "phenomenology" to describe the researcher's experience and the idea that this is all research is or can ever be (Lofland & Lofland, 1995, 14). By

using this approach I was able to get the experiences of the individual and their perceptions with regards to the activities of the organization being studied.

Narrative Analysis study the individual's speech. Catherine Reisman (1993) writes that narrative analysis overlaps with other approaches. She argues the discourse analysis looks at interaction, but in the case of narrative is more individual.

The story is what a person shares about self. What you choose to tell frames how you will be perceived. Always compare ideas about self. Tend to avoid revealing negatives about self. Narrative analysis could involve study of literature or diaries or folklore. In the case I managed to get annual reports of the activities of the organization which was in Finnish language and with the help of friends translated into English language and compare it with the activities observed during the whole studies.

8. ETHICS, VALIDITY AND LIMITATIONS

In this section, the researcher will like to share with readers issues of ethics, validity of thesis and limitations of the studies. First and foremost, the researcher sought the permission from the executive board of the Hakunilan International Organization. The respondents of the interview were informed about the content of the topic to be research and the rationale behind the study. The respondents were assured of the confidentiality of their identity.

They were also assured about the strict confidentiality of their views and opinions shared during the interview process. The interviewees were frankly asked to make their own choices as to where and when they wanted to be interviewed. The interviewing process was also explained into details with each of the interviewees. They were made to understand that they have right not to respond to an interview questions which might be too intrusive in their private life.

They were also informed about recording of the interviews and the estimated time to end the interview. It was also agreed with each of the interviewees that before the work will be published, they will be given the opportunity to read the outcome of the entire study. The informal discussions and conversations were carefully scrutinized due to issues of legal implications which cannot be ascertain or proved. Therefore not everything said concerning the themes of the study were documented to be analyzed.

With regards to validity of the study, due process was never taken off sight so as to avoid making the studies unreliable from the reader's point of view.

The words "validity and reliability" are confusing and have been used interchangeably by research students. Both are interrelated but not the same. If an instrument is valid it is expected to be reliable too but if an instrument is reliable, it does not imply that it should be valid (Sarantakos, 1998). According to Lincoln&Guba (1985, 300), credibility, neutrality, conformability, consistency and applicability are what describe research validity and reliability. Even though the researcher is a student immigrant, made everything possible to be neutral throughout the studies.

The researcher experienced some difficulties in the course of this study. First, finding literatures that were to support the study was very difficult. The second problem

encountered was inability to understand and to apply narrative analysis as a method of research methodology. This was owing to the fact that most of the literatures reviewed used other methods in data analysis and the ones that discussed it said little on the concept making understanding difficult.

Language barrier was the biggest challenge faced by the researcher which really affected the collection of data from respondents. The research managed to get interpreters but was of the view that direct interaction could have enhanced the process.

9. FINDINGS

The concepts of the studies which are integration, social integration, assimilation, social cohesion all points to how immigrants and their host are able to accommodate each other to bring peace and tolerance in the society. Though the concepts vary in explanation, they all have common elements which are relevant in the research of how immigrants are integrated in a host society.

Assimilation as we are made to understand can either be voluntary or forced, yet still elements such as interaction, position, political participation and identity. Assimilation gives room for those who are being assimilated to identify themselves as core members of the dominant group. It also seeks to advance complete interaction of both dominant and minor groups.

Social integration is measured based on the amount of times a person spends in activities and networking while social cohesion is one useful tool to evaluate the outcome of integration processes in all the above expects the society to have a meaningful human relations of mutual support and tolerance to promote active involvement of societal endeavours.

Social exclusion on the other hand reveals the elements that tend to put individual or a group at a disadvantage position in the society. Social exclusion are measured bases how individual or group able to participate in political, economic and social functions in the society.

The research findings I must stress were derived from the analysis of the interviews conducted with all the respondents. There were two set of questions in this studies, one for the heads of the organization and the other one for members (immigrants). The researcher tried to seek out the views and experience of the topic understudy with some key elements in consideration. Reflecting on the concepts of the study, the following were the findings derived from the studies; identification, interaction, placement and political participation. These four forms of social integration are relevant to the findings of the role of Hakunilan International Organization in immigrant integration.

9.1 Identity

Identification refers to an individual's identification with a social system: the person sees him or herself as part of a collective body. Identification has both cognitive and emotional aspects. Questions were posed to the respondents of the interview as to how they identify themselves here in Finland. Seven out of eight respondents see themselves as Finns while one still sees himself as a foreigner in Finland.

The researcher probed further for them to give reasons for the answers provided by the respondents. Among the answers provided by the respondents are:

“I am accepted everywhere I go and readily get all the needed assistance from appropriate agencies I go for help”

“I see myself as a Finn as I hold a Finnish passport and able to do everything that a citizen is allowed to do under the Finnish law without any difficulty”

Social identity theory (Tajfel & Turner, 1986) emphasises that individual behavior reflects individuals' larger societal units. This means that overarching societal structures such as groups, organizations, cultures, and most important, individuals' identification with these collective units guide internal structures and processes. Cultural competence lies at the heart of this theory because collective group membership influences and frequently determines individuals' thoughts and behaviours (Markus et al., 1996). Thus, individuals are not self-contained units of psychological analysis. Social identity theory states that, people think, feel, and act as members of collective groups, institutions, and cultures.

The social identity approach backs the idea that individuals' social cognitions are socially construed depending on their group or collective frames of reference. For instance, immigrants who see themselves as negatively stigmatized because of their darker skin colour or not able to speak Finnish language will be less prepared to acculturate, believing that such negative views will persist regardless of whether they

are culturally competent in the dominant culture. In the case of this study, issue of identification as means of evaluating their point of view was totally positive.

9.2 Interaction

Interaction is the formation of relationships and networks, by individuals who share a mutual orientation. These include friendships, romantic relationships or marriages, or more general membership of social groups. Frequent interaction between immigrants and host citizens is a fundamental mechanism for integration. Shared forums, intercultural dialogue, education about immigrants and immigrant cultures, and stimulating living conditions in urban environments enhance the interactions between immigrants and host citizens.

Integration is a process that takes place first and foremost at the local level. The rate of recurrence and quality of private interactions and exchanges between immigrants and other residents are key elements of greater integration. There are numerous ways to support interaction. An important aspect is a greater focus on promoting the use of common forums, intercultural dialogue, spaces, and activities in which immigrants interact with other people in the host society, and on the sustained education of the host society about immigrants and immigrant cultures. Good cooperation among the different involved actors is necessary in order to stimulate these processes.

Furthermore, implementation of active anti-discrimination policies, anti-racism policies, and awareness-raising activities to promote the positive aspects of a diverse society are important in this regard. Positive interaction between immigrants and the host society and the stimulation of this interaction contribute to successful integration and are therefore needed. Interaction as one of the key dimensions is used in evaluating how well immigrants are socially integrated into the mainstream society. The researcher wanted to know the role being played by the organization under study, posed a lot of questions to the respondents to find how interactive they are within their environment. Findings from this clearly show that there are more interactive activities among

immigrants and Finnish citizen. There is also a greater deal of interaction among immigrants from different parts of the world.

On the issue of friendship, almost all the respondents indicated they have many Finnish friends and non Finnish friends. They were asked how they met their friends. Some said

they met their friends through the activities of the Hakunilan International Organization while others stated they met their friends at work places.

Some of the respondents also said they are also married to Finnish men and women. Two indicated that they happened to have met their marital partners through some of the various activities organized by Hakunilan International Organisation. Apart from that, there were others who are also married to persons who are neither from their country of origin or Finland all through the effort the organization being understudied.

And lastly on social networking, respondents gave acknowledgements to the organization. All the respondents said they belong to more than two associations or organisations here in Finland and the even outside Finland all through the works of the Hakunilan International organization. Within the organization itself, there are many countries and ethnic associations all geared towards fostering unity and diversity in the organization.

From the answers given, there was clear indication that they are all satisfied when it come to their daily interaction with all sort of persons they come into contact with as friends, strangers, family members and social network members in their communities and neighbourhood.

Also reflecting on the notes and diaries I made during some of the activities, there are a number of things to support my findings that indeed there is really interaction between immigrants and host community. For instance, there was one activity where immigrants were made to prepare their famous local dish for exhibition. It was so surprising to find the number of Finns who came there to witness, learn how to prepare it and also taste the food.

In one event called the Cuban night bazaar to showcase the Cuban culture, both immigrants and a great number of Finnish people got involved. It was really amazing to see all people at the event danced together to the tune of salsa dance which is very popular dance in Cuba and the Caribbean.

9.3 Position

Placement means an individual gaining a position in society in the educational or economic systems, in the professions, or as a citizen. Placement also implies the acquisition of rights associated with particular positions and the opportunity to establish social relations and to win cultural, social and economic capital. Acculturation is a precondition for position.

Position is also referred to as structural integration. Structural integration means the acquisition of rights and the right of entry to position and status in the important institutions of the host society: the economy and labour market, education and qualification systems, the housing system, welfare state institutions including the health system, and full political citizenship. These are 'core' institutions as participation in them determines a person's socioeconomic status and the opportunities and resources available to them, in a modern market society. Structural integration is a process that takes place largely at the urban level.

Every society depends upon its material base: hence the centrality of economic institutions in societies, the importance of systems such as the educational system which prepares individuals for those institutions, and the role of an individual's socioeconomic position in their social status. To gain a position in society, and play a key role in its socioeconomic institutions and systems, each member of society including immigrants must obtain the required cognitive, cultural and social competences.

Access to the housing market and welfare state institutions is essential for individuals and households. Membership in the political community through naturalisation and

citizenship is a precondition for exerting at least a minimal influence in the political system: as citizens, immigrants become a grouping in electorates that politicians cannot ignore. Immigrants who have become citizens can take electoral office.

Gaining citizenship provides a way for immigrants to remain in the host country. Finally, citizenship is one of the key elements in the formation of a society.

Since most immigrants come to the host country to improve their social status and their life chances (gains they feel they cannot achieve 'at home'), they have to enter into the core institutions of the host society. This integration is an integration into the national society – more precisely, into local and regional contexts. An apparent alternative to participation in the core institutions of the national host society is to function in an 'ethnic colony' and/or participate in 'transnational systems' on the basis of internationally extended rights. Compared, however, to the opportunities afforded by a modern market economy and welfare state, such integration can happen only at the cost of limited opportunities for realising economic and social aspirations. An ethnic colony can easily become a mobility trap (Wiley, 1970). 'Recognition' – a phenomenon that Penninx and Martinelli (2004) consider a central indicator of integration derives from the status that has been gained in the central institutions of society, not gained within subsystems (and not from the benevolence of the native majority). The resources that transnational systems could provide do not approach those that a traditional nation state's systems and societies can offer to immigrants (at the national, regional and local levels).

The researcher tried to find the role and activities the organization on the issue of placement of its members asked respondents questions related to placement. Some of the questions had to do with employment and education.

From the respondent on employment, they all highlighted various role played by the organization in helping them get their work placement. The organization especially helps new members when it comes to filling job application form both electronic and paper form without fees. Not only that, they also network with the Finnish National Labour Department (MOL) so as to get latest bulletins of the employment situations for its members. The respondents also said the organization with other relevant associations gives in service training on work related issues in Finland. This they said has been

helping them to be abreast with things such as labour regulations and laws of workers in Finland.

On education, respondents could not hide their profound appreciation to Hakunilan International Organization on its role. The entire respondent said they happen to have studied at the Lansimaki branch on Finnish language.

The respondents were of the view that for them to have better placement in Finland, they need to have a greater command of the Finnish language. Therefore they saw it as an opportunity from the organization to learn the Finnish language.

9.4 Political Participation

It is obvious that if an immigrant gets legal status to stay in a particular state, they are given some privileges accessible to its citizen. Finland gives equal opportunity to citizens and immigrants alike to exercise their political orientation within the framework of the constitution governing it as a country.

Answers from the respondents concerning how well they are involved in political issues in local and national level were different. The men from their response seem to be more active than the women when it comes to political discourse. The women situation though I am not judging, maybe to their cultural orientation inherited from their former state. All the men indicated that, they belong to a political group and are actively involved in political discourse within their locality and at the national level. Probing further, they reveal how they got the interest and desire to involve in the political dispensation process in Finland.

They highlighted the need for immigrants to get actively involved in politics though that was what I was looking at. They acknowledge how actively the organization has been organizing meetings with various political groupings to educate immigrants about their visions and views on immigrants and its related issues. Two members from the organization are also elected to serve on the board of Vantaa municipal council.

10. SUGGESTED RECOMMENDATIONS

Like in all other research studies, it is important that some critical recommendations are made for future consideration on the above studies and policy makers.

It will be beneficial if both quantitative and qualitative research methodologies are employed in future studies of the above topic. This in a way will help get more insight to the experiences and views immigrants in relation to social integration. This will help to differentiate the dimensions of social integrations of immigrants so as to come up with more comprehensive findings to enhance the studies.

In this study area, I will recommend that the researcher is able to communicate in one common language with the respondents. Being able to use one common language is the best to needed facts and also helps to do away with the use of an interpreter as it happened in this study. There is greater evidence that some answers provided by the respondents is misinterpreted by the interpreter helping to get relevant information about the studies.

In addition, I will recommend that a comparative study on the role of government and nongovernmental agencies is carried out at the local level to measure or evaluate their work output. This in a way will help policy makers and authorities responsible for migrant's integration make informed decisions as to where much attention and resources should be put.

Also, nongovernmental organizations should be provided with needed resource to carry out their work more effectively. It is interesting to know that almost all the nongovernmental organization in the working area of immigrant's integration are inadequately provided with resources needed to carry out their day today activities by both national and local authorities state institutions and agencies.

They only get support from corporate organization. The idea of resourcing them is also attributed to the fact that Finland's integration policy focuses only on immigrants working life. That is to train them to adjust the standard of Finnish working environment with little or no attention to other aspects of integration.

11. CONCLUSION

In Finland very little attention has been paid studies related to integration of immigrants more especially the role nongovernmental organizations. The focus of attention of immigrant integration has always dwelt on various governmental policies and actions. The findings from this study will shape the policy directions of various key institutions that are playing vital role in making sure that immigrant integration succeed so as to bring a meaningful social cohesion. Authorities needs to should go down at the local level to collect better data on migrants to investigate the factors which contribute to integration outcomes to monitor change and to evaluate the impact of policies and services so that there is an reliable evidence base for policy development. Policy makers can evaluate the work of both government and nongovernmental organizations performance on integration of immigrants. This can be than with focus attention on localities which has experience of migration.

Now going back to the research topic and the findings again, it is evidently clear that, the organization has played and continues to play vital role in migrant's integration into the Finnish mainstream society. This is supported by various responses and views provided by the respondents of the studies.

The role of the organization has been positive because there is a great deal of trust of between members and heads of the organization. The organization right from the beginning of it formation has been what can be describe as "bottom-up approach". The immigrants through the help of few concern Finnish citizens came up with the formation of the organization with deal with issues related to racial abuse which was widespread then. This show that "bottom –up approach is more resulted oriented since those involve sees themselves as one with a common challenge to deal with.

12. PROFESSIONAL DEVELOPMENT

Social work practice consists of the professional application of social work values, principles, and techniques to one or more of the following ends: helping people obtain tangible services; counselling and psychotherapy with individuals, families, and groups; helping communities or groups provide or improve social and health services; and participating in legislative processes. The practice of social work requires knowledge of human development and behaviour; of social and economic, and cultural institutions; and of the interaction of all these factors (Matthews, 2009). Social work practice in the twenty-first century is continually changing and to overcome the challenges involve, students in the study field needs to undertake work practice placement.

The author has worked in almost four working places which has to do with integration of immigrants has gain a lot of experience as a way of professional development which has help me a lot in conducting this research.

The issue of confidentiality is basic in social and community work ethics. After going through all the tuitions needed for fieldwork, ability to keep clients information secrete has become part of my professional development.

Hakunila International Organization has really giving me an in-depth knowledge as to why it is necessary to link up with other service providers within and sponsors. Networking is a common synonym for developing and maintaining contacts and personal connections with a variety of people, and organizations that might be helpful. It is an especially important aspect of career management in the social services and work industry, since it is helps you keep abreast of the dynamism of social issues of today. I can boldly say that, the placement offered me the platform to learn how to connect with other organizations and even resource persons.

My professional competence on participation in social discussion on values and ability to influence decision-making in cooperation with the clients and actors is enhanced after this practice placement. I had the opportunity to exhibit this through the various meetings we had with stake holders.

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APPENDIXES

INTERVIEW QUESTIONS

FOR THE ORGANISATION

1. What was the situation of immigrants before the organisation began to operate?
2. How did the organisation start and what was the aim of the organisation?
3. Who are the people who started the organisation?
4. What were some of the initial challenges of the organisation?
5. What role is the organisation playing in bringing peaceful co-existence between the immigrants and the local people?
6. Can you describe the changes that have occurred in Hakunila district since the inception of the organisation with regards to immigrant's well-being?
7. Can one rightly say that the immigrants in Hakunila district are well integrated into the Finnish mainstream society? Can you give some instances?
8. Can you describe the role being played by the organisation in the process of integration?
9. How was the organisation able to achieve it?

10. What role do you think the immigrants themselves played?
11. What lesson can be drawn from the case of Hakunila?
12. If the organisation is to be moved to a new district with similar situation, do you think that the same result will be achieved?

FOR IMMIGRANTS

1. Please where are you from?
2. How long have you lived in Hakunila?
3. Can you tell about the difference between when you first settled in Hakunila and now?
4. Can you compare the normal life you live in your home country and here in Finland?
5. What activities have you had together as a community?
6. Has those activities helped bring the people in the community together?
7. What are those things you still miss after leaving your home country?
8. How do you feel about Finnish food, culture and people?

9. Do you speak Finnish?

10. What are some of the important days on the Finnish calendar?

11. Do you have Finnish friends?

12. How often do you meet to interact?

13. What immigration status do you hold?

14. Do you intend returning to your home country or applying for citizenship?

15. How do you identify yourself in Finland?